



RENEW, RECHARGE, REGROW.



YMCA MID AMERICA CAMPING CONFERENCE

YMCA Camp Tecumseh
Brookston, IN
January 11-14, 2022

For a better us.®

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WELCOME TO MACC!



Thank you so much for joining us for the 2022 Mid America Camping Conference! After two difficult years, I am thrilled to be at beautiful Camp Tecumseh with an in-person conference! MACC features an incredible collection of camp leaders from across the Midwest, and I can't wait to get to know you.

This year's theme is Renew, Recharge, and Regrow. As we've all experienced, 2020 and 2021 proved to be incredibly difficult years for Camp folks. I hope that you'll join me in utilizing this week as an opportunity to not only share your struggles and successes, but also as a chance to close the page on two years of struggle, and start a new chapter. I hope that MACC serves as a turning point – the start of a "new normal".

Throughout this week, you'll have a number of opportunities to network with other camp professionals. I encourage you to make the most of this time. MACC features a unique blend of folks from all stages of their camping careers– folks who are just starting, to pros who have been in the industry for decades. There is a wealth of experience, enthusiasm, and passion at this conference. Soak it all up.

Please also enjoy the collection of Keynote speakers who will be joining us. Our Conference Planning Committee volunteers worked to find a trio of presenters who will be able to speak to the variety of issues camp pros are facing, and assist us in our journey to renew, recharge, and regrow. We're also thrilled to welcome our new YUSA CEO, Suzanne McCormick to MACC this year. She will be sharing her vision for Camps and the Y, and will offer an awesome opportunity to ask questions and connect with her.

Thank you for following all the COVID-19 protocols we have in place this year. Please be sure to wear your mask anytime you're indoors, except in your cabin, or while you're eating or drinking. Please try to wash your hands or use hand sanitizer every chance you have, and do your best to maintain physical distance between yourself and other conference participants. It's through these mitigation practices that we're able to have an in-person conference, and we want to make sure that the folks here are as safe as possible.

A HUGE thank you to the Conference Planning Committee volunteers who made this conference possible. These folks volunteered to take on a ton of work, in addition to their roles at their own camps, to help plan this conference. Without their hard work, we wouldn't be here.

Enjoy the conference!

THOMAS BAWDEN, 2022 CONFERENCE CHAIR

2022 CONFERENCE SCHEDULE

TUESDAY, JANUARY 11

10:30-11:45 AM	PARTICIPANT ARRIVALS
11:45 AM-12:15 PM	WELCOME MIXER
12:15-1:00 PM	LUNCH
1:15-1:30 PM	MACC KICK OFF
1:30-2:30 PM	KEYNOTE 1 - PAMELA SCHULLER
2:45-3:45 PM	BUILDING COMMUNITIES
4:00-5:15 PM	Y-USA CEO SUZANNE MCCORMICK ADDRESS
5:30-6:15 PM	DINNER
6:30-7:45 PM	ROUND TABLES
8:00-8:45 PM	OPENING CAMPFIRE
8:45-9:00 PM	REFLECTION
9:00 PM	RECREATION

WEDNESDAY, JANUARY 12

7:15-7:45 AM	DONUTS AND DISCUSSION
7:45-8:30 AM	BREAKFAST
8:45-9:15 AM	MORNING INSPIRATION (CHAPEL)
9:30-10:45 AM	KEYNOTE 2 - TASHA JOHNSON
11:00 AM-12:15 PM	INTEREST SESSION #1
12:15-2:15 PM	LUNCH & SPONSOR FAIR
2:30-3:15 PM	INTEREST SESSION #2
3:30-4:45 PM	INTEREST SESSION #3
5:00-6:00 PM	CONVERSATION STARTERS
6:00-6:45 PM	DINNER
6:30 PM	SILENT AUCTION ENDS
7:00-8:00 PM	YMCA SERVICE AUCTION
8:00-8:15 PM	REFLECTION
8:15 PM	RECREATION

THURSDAY, JANUARY 13

7:15-7:45 AM	DONUTS AND DISCUSSION
7:45-8:30 AM	BREAKFAST
8:45-9:15 AM	MORNING INSPIRATION (CHAPEL)
9:30-10:45 AM	KEYNOTE 3 - SYDNEY JENSEN
10:45-11:00 AM	ALL GROUP PHOTO
11:15 AM-12:30 PM	INTEREST SESSION #4
12:30-1:30 PM	LUNCH
1:30-3:15 PM	RECREATION ACTIVITIES
3:30-4:45 PM	INTEREST SESSION #5
5:00-5:45 PM	RECEPTION
5:45-7:00 PM	BANQUET
7:15-7:45 PM	CLOSING & REFLECTION
8:15 PM	RECREATION

FRIDAY, JANUARY 14

7:15-7:45 AM	DONUTS AND DISCUSSION
7:45-8:30 AM	GRAB AND GO BREAKFAST
8:45-9:15 AM	DEPARTURE—SEE YOU NEXT YEAR!

WELCOME TO YMCA CAMP TECUMSEH!



In 1924, the residents of Carroll County banded together to purchase 30 acres of land on the banks of the Tippecanoe River. They dreamed of a place where kids could explore the outdoors, build life-long friendships, discover their best selves, and develop the character, compassion, and confidence necessary to lead the next generation.

Nine decades later, Camp Tecumseh has grown into one of the largest YMCA Camps in the country while staying true to our founding principles. With over 660 acres and 36,000 guests annually, Camp Tecumseh's year-round programs shape kids and adults who use their Tecumseh experience to build better families, better communities, and a better world.

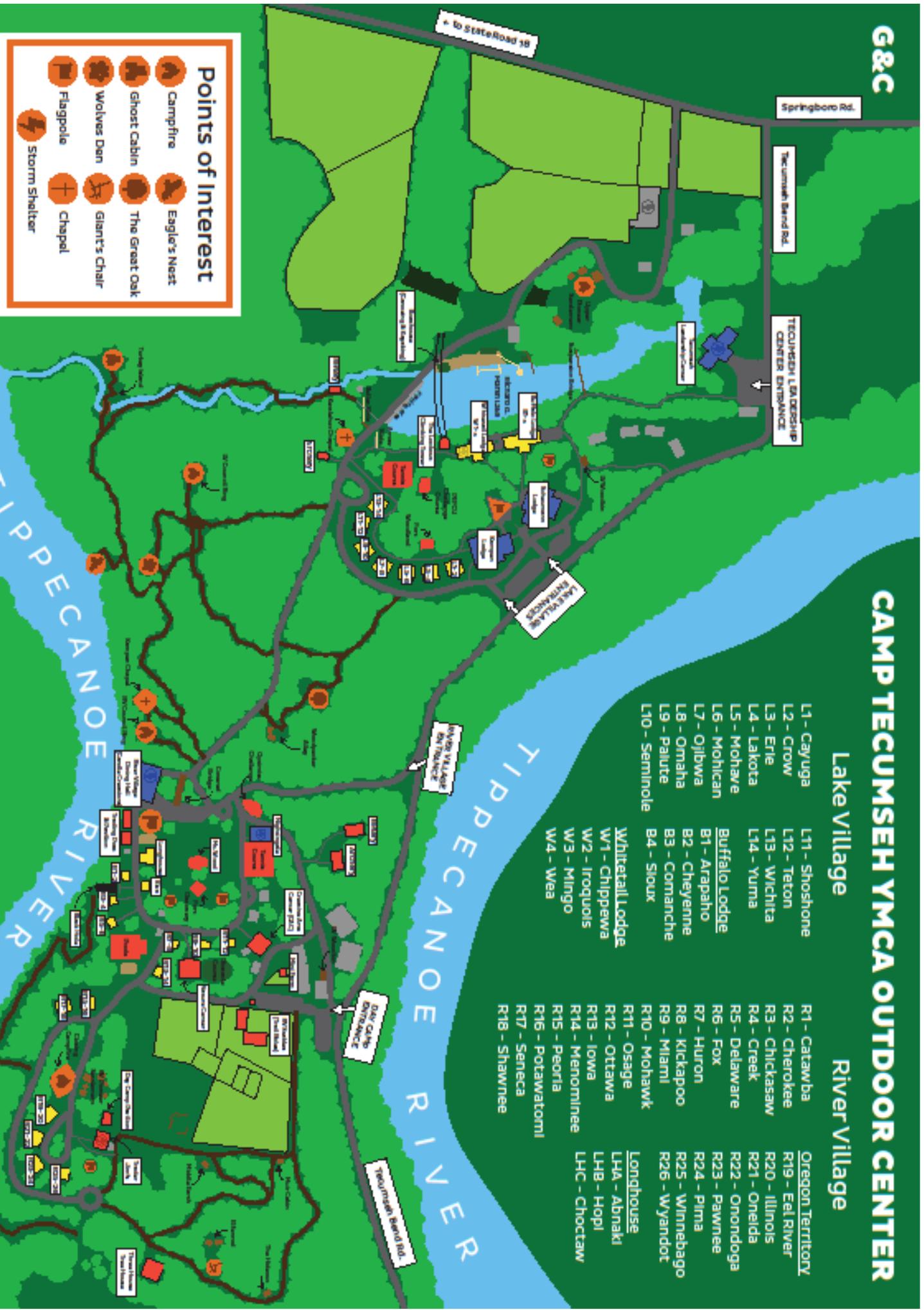
Easy to remember and life-changing when applied, the I'm Third motto is the heart of our philosophy.

God is first. A relationship with Him is the most important part of our lives. Our faith isn't something that divides or separates, but calls us to love Him and love others. We believe that God is always there for us and no matter what happens, nothing can separate us from Him.

The other person is second reminds us that God calls us to love and to serve others. It reminds us that our responsibility isn't to ourselves or our own well-being, but to the world around us; not just our friends and neighbors, but those we don't even know. Its more than just a call to open doors and throw a few coins in the donation basket. It calls us to participate in and build up strong communities. It calls us to be respectful, responsible, and compassionate.

That leaves us "third," with the knowledge that we have the greatest and most fulfilling cause: to love God and to love others.





Points of Interest

- Campfire
- Ghost Cabin
- Wolves Den
- Flagpole
- Storm Shelter
- Eagles Nest
- The Great Oak
- Giant's Chair
- Chapel

Lake Village

- L1 - Cayuga
- L2 - Crow
- L3 - Erie
- L4 - Lakota
- L5 - Mohave
- L6 - Mohican
- L7 - Ojibwa
- L8 - Omaha
- L9 - Palute
- L10 - Seminole

River Village

- L11 - Shoshone
- L12 - Teton
- L13 - Wichita
- L14 - Yuma
- Buffalo Lodge
- B1 - Arapaho
- B2 - Cheyenne
- B3 - Comanche
- B4 - Sioux
- Whitetail Lodge
- W1 - Chippewa
- W2 - Iroquois
- W3 - Mingo
- W4 - Wea
- R1 - Catawba
- R2 - Cherokee
- R3 - Chickasaw
- R4 - Creek
- R5 - Delaware
- R6 - Fox
- R7 - Huron
- R8 - Kickapoo
- R9 - Miami
- R10 - Mohawk
- R11 - Osage
- R12 - Ottawa
- R13 - Iowa
- R14 - Menominee
- R15 - Peoria
- R16 - Potawatomi
- R17 - Seneca
- R18 - Shawnee
- Oregon Territory
- R19 - Eel River
- R20 - Illinois
- R21 - Oneida
- R22 - Onondaga
- R23 - Pawnee
- R24 - Pima
- R25 - Winnebago
- R26 - Wyandot
- Longhouse
- LH4 - Abnaki
- LHB - Hopi
- LHC - Choctaw

ABOUT OUR KEYNOTES

Pamela Schuller



As a teen, Pamela Schuller had the worst diagnosed case of Tourette Syndrome in the country, a touch of Obsessive Compulsive Disorder, and a whole lot of pent-up anger. She spent years depressed, suicidal, and wishing her differences away. Over time, she started looking at her life differently and turned her obstacles and challenges into the very fuel that propels her.

Now an internationally known disability and mental health advocate and professional stand-up comedian, Pamela's stories of growing up in a body she had no control over are engaging, powerful, a little bit heart-wrenching, and unapologetically funny.

Pamela has spoken and performed in seven countries, in every state in the US, and for more than 90,000 kids, teens, and professionals. She holds a BA in Psychology and Youth Outreach Through the Arts and an MA in Child Advocacy and Policy, and post Masters certificates in Executive Coaching and Leadership in the Digital Age from MIT.

She has grown that skillset into a repertoire that teaches kids and teens to be proud of who they are, communities to be deeply inclusive, and corporate teams to be innovative and learn to make smart, bold moves. She can be seen on BuzzFeed, Doctor Mike Videos, and NBC and she has worked on inclusion and accessibility with Disney, Google, Wells Fargo, and GEICO to name just a few.

Pamela doesn't just "tolerate" what makes her different; she embraces it, loves it, and finds the funny in it... all while challenging her audiences to do the same.

Tasha Johnson, Ph. D.

Tasha Johnson, Ph.D., educational strategist, is the Senior Director of Youth Development and Equity at YMCA-USA. She is an expert in teacher and leadership development and urban education, with international and domestic experience developing transformative actions that translate research to practice. Her portfolio includes published works on character development, social emotional learning, teacher leadership and school improvement.



ABOUT OUR KEYNOTES

Sydney Jensen

Sydney Jensen, a Georgia native, is a ninth-grade English teacher at Lincoln High School in the epicenter of America's heartland: Lincoln, Nebraska. Lincoln is one of the nation's top cities for refugee resettlement, and students at Lincoln High speak more than 30 languages. Jensen also serves as an instructional coordinator working with new and veteran teachers to provide instructional support and mentorship and is an adjunct professor at Doane University where she teaches a course on being Trauma-Informed and Trauma-Responsive. In recognition of her work in the classroom and the school community, Jensen is the 2019 Nebraska Teacher of the Year.



She is a passionate advocate for increased mental and emotional wellness support for both students and the teachers who serve them. When she is not teaching, she is advocating to policy leaders about the importance of supporting teacher wellness. In 2019, she gave an official TED talk on the impact of secondary traumatic stress and compassion fatigue on teachers who work with students experiencing trauma. Her talk has received over 2.6 million views to date.

Jensen earned her BsED in English Education from the University of Georgia in 2013, and a Masters degree in Educational Leadership from Doane University in 2020.



Suzanne McCormick

Suzanne McCormick is the 15th person and first woman to lead YMCA of the USA (Y-USA), the national resource office for the Y — a leading nonprofit committed to strengthening community through youth development, healthy living and social responsibility. Collectively, the nation's YMCAs engage 11 million members — 4 million of whom are under the age of 18 — annually.

Suzanne became President and CEO of Y-USA in September 2021. She has 27 years of experience as a local and national executive leader in the nonprofit sector, most recently as U.S. President for United Way Worldwide and a member of its global management team. As President, Suzanne was responsible for helping the 1,100 United Ways across the U.S. build more resilient, inclusive and sustainable communities. Under her leadership, the United Way tackled community challenges with innovative, equitable and systemic solutions. She also served as the executive sponsor of United Way's Women United Global Leadership Council.

Previously, Suzanne spent five years as President and CEO of United Way Suncoast in Tampa, Florida, where she led a strategic plan to break the cycle of generational poverty, drove fundraising growth and increased community impact. During her tenure, she was Chair of the United Ways of Florida, one of the largest United Way state associations. She also served as Chair of the United Way Network Partnership Group, which focused on developing and leveraging powerful philanthropy initiatives, and the National Professional Council, which advised the CEO of United Way Worldwide on strategic initiatives. Prior to leading United Way Suncoast, Suzanne spent 13 years at United Way of Greater Portland in Maine, including four as President and CEO.

Suzanne's nonprofit leadership career also includes CEO roles at both the American Red Cross of Southern Maine and the People's Regional Opportunity Program in Maine.

The NonProfit Times recognized Suzanne in the Power & Influence Top 50, its annual celebration of the nonprofit sector's top executives and strategists, in 2021. She serves on the Independent Sector Board of Directors.

Suzanne holds a bachelor's degree in political science from Duke University and is an alumna of the Peace Corps, through which she spent three years teaching English in Thailand.

INTEREST SESSION 1

WEDNESDAY 11:00 AM–12:15 PM



These are subject to change. Please check Guidebook for most recent info.

1A – Character Development at the Y: When You Know Better, You Do Better, and You Support Better –

Kampen Lodge Main Room

Dr. Tasha Johnson, Y-USA

This workshop will equip camp professionals using adult practices of Empathy and Emotion Management to support character development with youth. The primary emphasis will address how adult staff can improve youth development skills by using qualitative (observation) and quantitative data (reflection surveys) to improve youth development practices.

1B – Program Impact Analysis at Camp – Kampen Lodge Griffith Room

Brian Keel, Donor By Design

Resident Camps have long struggled to analyze cost structures and measure program profitability and impact, and not many models account for the diversity of facilities and programs that make our camps great. The Program Impact Analysis is a way to survey and closely evaluate the financial strengths, weaknesses and mission impacts of your camp in a way that can help lead strategic discussions to hone in on what makes it great. Learn how to see your camp's financial picture in a new and strategic way with Brian.

1C – All Gender Cabins: How We Got Here and What We Are Learning – Whitetail Lodge

Bernard Rocca, YMCA Camp Echo

Camp Echo has been working to become more inclusive of all genders for a long time. For many years, all gender cabin opportunities seemed like the finish line. In Summer 2021, Camp Echo offered their first all gender cabin and realized that the journey is FAR from over. This session will share steps in the journey to an all-gender cabin at Camp Echo, lessons learned along the way, and the questions we are continuing to work through on our journey of gender inclusion.

1D –Intentional Program Design – Buffalo Lodge

Jason Smith & Natalie Roberts-Day, YMCA Camp Kitaki

The pandemic has provided an unprecedented opportunity for camps to make meaningful change in the operation and delivery of their programs. As we make those changes it is critical that we do so from a place of intentionality. In this session we will be taking a look at real world examples of intentionally building camp programs towards desired outcomes. This session will seek to cast off the idea that we are "just camp", instead embracing our place as the most impactful youth development program in existence. Beyond real world examples, come to this session to dream what your camp can be and what positive change it can affect in your campers.

1E – Camp Media: Tips & Tech – Kampen Lodge Library

Megan Kneiff, YMCA Camp Kitaki

In this new-to-technology friendly session, take a look at side-by-side comparisons of the different technologies that help tell our story to a digital audience- from cameras and microphones to editing software and social media services. We'll also discuss ways to do a lot with what you already have available, and how improving the quality of our content can help us engage campers and staff, both at camp and back home

INTEREST SESSION 2

WEDNESDAY 2:30 –3:15 PM

These are subject to change. Please check Guidebook for most recent info.

2A - Cultural Appropriation Learning Session: Applying a Culturally Empathetic Lens to YMCA Programming - Kampen Lodge Main Room

Kayla Paine and Ahani Knight, Sioux YMCA

Though cultural appropriation is not exclusive to camp programming, nor is it exclusive to the YMCA, we as a movement must recognize the history our organization has with appropriative behaviors. The Sioux YMCA serves as a resource to our colleagues as the only YMCA operating on a reservation whose transformative practices for engaging with our Indigenous community have offered critical insight into uplifting our mission to becoming a multicultural, anti-racist organization. This session will focus on how to create culturally competent programs and volunteer experiences, as well as ways in which your branch and camp can honor and uplift Indigenous Peoples.

2B - Fundraising for People Whose Main Job Isn't Fundraising - Kampen Lodge Griffith Room

Scott Brosnan, Retired CEO Camp Tecumseh YMCA

I don't know anyone who got into YMCA camping because they wanted to ask people for money! As part of a non-profit organization everyone is going to be tasked with fundraising at some point in your career. Come hear about some of the successes, failures and challenges I have experienced in my fundraising experience as CEO of Camp Tecumseh.

2C - Creative Programming for Y Camps - Whitetail Lodge

Kevin Morrison, YMCA Camp Clay

The world is in a time of transition due to the pandemic and there may be some great options for alternative programming if you cannot run a full traditional summer camp. Learn how this YMCA took a small, mostly unused outdoor space and turned it into a community-based outdoor facility that serves both youth and families. YMCA Camp Clay offers public swimming, rental facilities, and day camping programs, and is eager to share ways you can creatively use your camp to serve your community.

2D - Programmatic Stamina: Making Later Weeks of the Summer Energetic and Engaging - Buffalo Lodge

Jordan Seeger, Camp Tecumseh YMCA

Getting staff to be excited at the beginning of the summer might seem easy, but keeping them excited and engaged throughout the summer can be a challenge. As time goes on, how do you keep their passion for the program up? Learn about ways that Camp Tecumseh tries to combat the mid summer funk and keep staff engaged and fulfilled as the summer goes on for both our Overnight and Day Camp programs.

2E - Teen Day Camp - Kampen Lodge Library

Kimberly Green, YMCA of Florida's First Coast

Look at teen service differently. Teens are historically one of the most underserved populations in camping. During this workshop, we'll discuss how revamping your teen programming can benefit other areas of your camp and branch. Service to teens can help increase corporate partnerships, community civic organizations, grant eligibility, staff savings, staff retention, and most of all increased mental wellness in the communities of teens that you serve.

2F - Hatchet Throwing for Summer Camps - Whitetail Lodge Lower Level

Drew Demry, That Summer Camp Guy

This hands-on educational session allows camps to review the necessary equipment and curriculum for a safe, meaningful hatchet throwing program at their summer camp. No throwing will be allowed, but we will get an in-depth look at equipment, range setup and program design.

INTEREST SESSION 3

WEDNESDAY 3:30-4:45 PM

These are subject to change. Please check Guidebook for most recent info.

3A - Equity & Teens: Teen Allyship - Kampen Lodge Main Room *Kimberly Green, YMCA of Florida's First Coast*

Most of our camp programs teach leadership skills and encourage "challenge by choice". Whether they are CITs or LITs, our teen campers are often the person that campers look up to the most... so instead of waiting for our teens to become staff to start talking to them about creating equitable and intentional spaces of belonging, we can teach them as part of their leadership development. Come to this workshop for a fun interactive space, full of resources for coaching your next generation of staff.

3B - TBD—Check Guidebook for Updates

3C - Cabin Design Iteration - Whitetail Lodge *Joel Sieplinga, Camp Tecumseh YMCA*

Since 2004 Camp Tecumseh has built 26 new or replacement cabins. From the outside, they all look very similar, but incremental, intentional improvement has helped to perfect the design that works best for Camp T. During this session we'll discuss what we learned from each of them to make the next better. Come prepared for a field trip to see the cabins firsthand and learn about what to consider when your camp looks to improve or replace facilities.

3D - Staff Support and Retention - Buffalo Lodge *Alex Kinney and Heather Sticka, Sherman Lake YMCA*

Looking to increase your staff retention and recruitment? Learn ways to build your culture that will positively impact your staffing, as well as a few ideas to implement immediately. We'll end with a short discussion period to hear from everyone on their best strategies from their own camp.

3E - Working Conferencing & Retreats Prepared Me to Be an Executive Director (Virtual) - Kampen Lodge Library *Daniela Barron, YMCA Camp Colman*

Conference and Retreat staff have seen it all! In this session we will take a dive into the aspects of retreats that prepare staff for executive leadership. From emergencies to unhappy guests to programming for everyone from babies to grandparents. We will explore how the retreat experience translates across camp, share stories from the field, and chat about what to highlight as you move to different roles in camp.

INTEREST SESSION 4 THURSDAY 11:15 AM–12:30 PM

These are subject to change. Please check Guidebook for most recent info.

4A – Connection: Building & Maintaining Positive Communities – Kampen Lodge Main Room

Sydney Jensen, Lincoln Public Schools & YMCA Camp Kitaki

One of the most important jobs of camping professionals is to build community, often in a short amount of time. This session highlights trauma-informed strategies for building strong connections and restoring communities when faced with a fracture or when members are experiencing dysregulation. Participants can expect to leave with phrases and vocabulary to help them communicate with care, a general understanding of restorative practices and how they look in a camping community, and a lesson plan for a workshop to lead with staff as a training tool.

4B – Leveraging University Partnerships to Support Camp Staff Mental Health (Virtual/In-Person Hybrid) Kampen Lodge Griffith Room

*Amanda Case, Aashna Aggarwal, Jaya Bhojwani, Amani Khalil, & Patrick Murphy, Purdue University
Meg Piechocki & Tom Elliott, Camp Tecumseh YMCA*

In this presentation, our team will share the structure and results of our second implementation of a mental health consultation model to support overnight camp counselors and support staff at YMCA Camp Tecumseh. The consultation model, which was collaboratively developed and refined by doctoral students and faculty at Purdue University, and staff from Camp Tecumseh, involves three components: (1) pre-summer training for camp counselors; (2) on-site and on-call consultation services; and (3) research to evaluate the effectiveness of the model. Particular attention will be paid in the presentation to the considerations that went into the creation and refinement of the model for Summer 2021, lessons learned from that implementation, and factors other settings may want to attend to when considering whether similar services may be useful.

4C – (Un)Happy Campers: Building Resiliency in Youth – Whitetail Lodge

Dr. Brandon Currie, STRYV365

Youth and young adults thrive when they are given opportunities to participate in programs and activities that foster positive communication skills and healthy relationships. At the end of this activity-packed session, youth development and program leaders will understand the importance of positive childhood relationships. Participants will engage in activities that can help campers make informed decisions, cope with stress and be responsive to challenges.

4D—Infusing Environmental Education in Summer Programming – Buffalo Lodge

Kayla Paine & Ahani Knight, Sioux YMCA

This session will provide the inspiration to enhance the environmental advocacy portion of outdoor education activities. Through the illustration of the relationship that Indigenous Peoples have with plants such as Sage, June Berries, and Bitter Root, we can instill an appreciation for what the Earth provides for us while also cultivating gardens with plants native to your specific region. We hope to provide a glimpse into the ceremonial use of sage and the ways we at the Sioux Y incorporate environmental education and the strengthening of the Lakota language into meaningful activities for our community.

4E –Using Justice, Equity, Diversity & Inclusion Principles can improve your Risk Management Systems (Virtual) – Kampen Lodge Library

Robin Chiles and Catherine Jensen, BOLD/GOLD YMCA of Seattle

Catherine Jensen & Robin Chiles, from the YMCA of Greater Seattle's BOLD & GOLD, Camping and Outdoor Leadership, discuss the importance of creating environments where inclusion and emotional well-being are in the risk management equation. They will explore how to mitigate risks when it comes to participant information systems, staff training, and the essential elements to make your system more culturally relevant.

INTEREST SESSION 5

THURSDAY 3:30 –4:45 PM

These are subject to change. Please check Guidebook for most recent info.

5A – Hiring Cause-Driven Counselors – Kampen Lodge Main Room *Eli Cochran, YMCA Camp Ernst*

It's hiring season! We'll discuss concepts like reducing bias, creating culture, and infusing the Y's cause-driven philosophy into your camp hiring process. AND we'll get down to the nuts and bolts of staffing a camp including interview questions, group interviews, and how Camp Ernst manages the hiring process for 400 high school and college students each year.

5B – Access, Opportunity, and Education: A Holistic Approach to Child Abuse Prevention at Camp – Kampen Lodge Griffith Room *Natalie Roberts-Day & Jason Smith, YMCA Camp Kitaki*

Youth protection is so much more than showing a video. In this session we will share ways to enhance your child abuse prevention efforts at camp from interviewing, to training modules, to the language we use with campers and beyond. Making youth safety a part of your culture is essential, and Natalie and Jason will teach how to set that tone at your camp.

5C – Capital Planning for YMCA Camps – Whitetail Lodge *Daryl Sieplinga, State Alliance of Michigan YMCAs*

A successful Capital Campaign can have a profound impact on the future of your camp. Proper planning and following of best practices can help assure success and avoid the pitfalls that can happen and this session will cover the fundamentals of the planning process. Join Daryl to talk about ways to better position your Y or camp for future growth and the fund development necessary to make it a reality.

5D – Natural Disaster Preparedness – People, Property, Programs – Buffalo Lodge *Kyle Beach, YMCA Camp U-Nah-Li-Yah*

Tornadoes, floods, wind, fire. Our camps are nestled in some of the most beautiful locations in the country. Yet with this beauty comes the potential for natural disasters that can endanger our campers, property, and budgets. Learn how to guide your staff and facility through the four phases of a disaster: Mitigation, Preparedness, Response, and Recovery. Presentation will include specific examples and lessons learned from a 2021 summer wind storm that left a resident camp with no power for 5 days and an evacuation of over 100 participants.

5E – White Supremacy Culture & Camps – Kampen Lodge Library *Jason Buschbascher, Sioux YMCA*

Creating a welcoming environment for all in your camp programs is difficult, especially when elements of White Supremacy Culture still exist within our programs and traditions. In order to build a more equitable camping movement, it's important that we face this head on. In this session, we'll take a closer look at what White Supremacy Culture is, how it manifests in our camps, and how we can combat it to serve all communities.

THANK YOU TO OUR SPONSORS



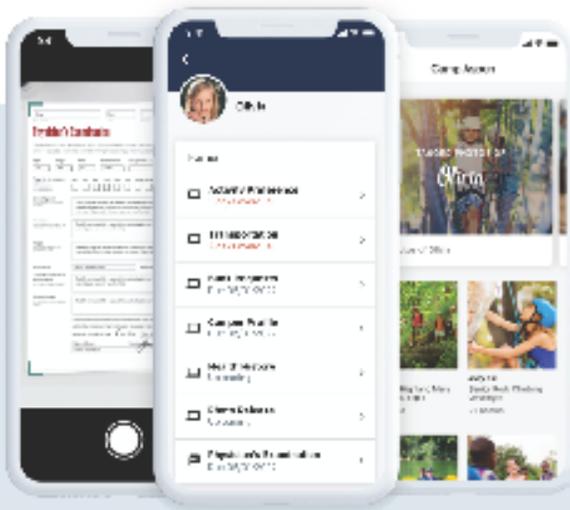
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