

The CircuiTree Institute presents

The Camp Management Workshop

Sharing Solutions – by Camp for Camp

The core objective of the Camp Management Workshop (“**The Workshop**”) is to share breakthroughs and advancements in camp management **to strengthen a camp’s ability** to produce desired outcomes.

2010 Camp Management Workshop Registration Open!

Register today for the 3rd Annual Camp Management Workshop in Branson, Missouri, October 27-29, 2010. The cost for attending the conference is \$245.00.

Attend the Workshop to share and receive

Attend the Workshop and gain practical camp management skills, network with others in the industry, share administrative advancements and breakthroughs, and help develop business management standards for the camp and outdoor recreation industries.

Who should attend *The Workshop*

- **CEO’s & Board Members** will benefit from the latest information on organizational structure, budgeting, and benchmarking.
- **Risk and Safety Managers** will learn to assess and implement solutions to effectively mitigate the risks associated with camping and outdoor recreation.
- **Camp Directors** will enhance their ability to safely manage programs and activities using industry best practices.
- **Facility Managers** will gain new insights and solutions for the challenging task of maintaining and constructing camp and conference facilities.
- **Business Managers** will gain knowledge and skills for handling the unique demands of today’s diverse camp operations.

Conference Goals

- Educate managers and directors on ideas, strategies, breakthroughs and advancements in camp business management.
- Share field and administrative techniques in risk and safety management.

- Influence management practices in the camp and outdoor recreation industry.
- **Provide a networking and professional development forum with today's** camp business leaders.

The Beginning

In March 2007, Rick Braschler, Director of Risk Management for Kanakuk Kamps, met in Van, Texas with representatives from Pine Cove Camps, and Sky ranch Camps. The meeting was deemed the 1st Camp Risk Management Workshop, and involved the discussion of risk management strategies and advancements within the industry and each organization as a means to better understand the many challenges faced by camp managers.

Building on the success of the first workshop, a second workshop was held in Tyler, Texas in March 2008, and attendance tripled. The workshop approach was favored by attendees as an effective means of learning with useful tools and resources for implementing positive change in their management and programs.

Now in its third cycle, and equipped with a new name and location, the Camp Management Workshop offers a wider range of topics with advancements in camp management strategies and technologies to equip leaders.

The Approach

The traditional approach to industry learning involves conference rooms full of lecturers and presenters representing a wide range of backgrounds and disciplines. The content delivered is often theoretical and at such altitude it can leave conference attendees wondering how to connect the dots. Attendees often return back to camp with a bag of exhibitor trinkets, mountains of seminar handouts, and a desk full of work waiting to be addressed, leaving little time for strategic development and implementation.

The workshop approach focuses more on providing the solutions rather than defining the problems. Most camp professionals are well aware of the many problems they face with operating diverse camp operations. However, the lack of time and expertise in any one discipline leaves the organization executing below its capabilities. The workshops are designed to linger only briefly on theory in order to understand the issue, then move into the structural components that can be managed, then conclude with real life, researched and developed solutions. In many cases, the participant ends up with a fully developed policy, procedure, operating manual, step by step follow up list, or completed

analysis with which to return home and implement. One of the primary benefits of the workshop approach is less content, more development.

The “Top Gun” Award for Best of the Best in Camp Development and Operations

This coveted award will be presented to the camp whose project receives the most votes among their camping **peers**. **Here’s how the contest works:**

1. Each camp can submit one (1) project for consideration each year
2. A person from the camp must be registered for the workshop
3. The project submission must represent a completed work, NOT a work in progress or a theory, AND, must be something that other camps can take home and utilize
4. The camp will have 15 minutes or less **to present their project during the “Top Gun” Banquet (Methods of introduction: Powerpoint, show n tell, video, or handout)**
5. The project will be judged on ingenuity, impact, problem-solving, breakthroughs, time-saving element, applause and laughter, and any other factor that impacts voting (No ballot fraud!!)
6. The **winning camp will receive an award, their name on the “Top Gun” plaque, bragging rights for one year, and the satisfaction that their contribution has empowered camping all across the country!!**

Note: Please mark on your registration form that your camp will be submitting a **project for consideration during this year’s workshop.**

Travel and Lodging

Hotel Information

This year’s conference will be held at The Keeter Center at The College of the Ozarks in Branson, Mo. <http://www.keetercenter.edu/>

\$59.00-\$135.00 (a night per room), not including taxes. Limited availability

A website is available to make, modify and cancel your hotel reservations online, as well as take advantage of any room upgrades, amenities or other services offered by the hotel. <http://www.keetercenter.edu/>

Room availability is on a first come first serve basis and is guaranteed only through September 27th, 2010. Make your reservations soon!

In the event of overflow, we have negotiated a rate of \$99/night with the Hampton Inn in Branson, Missouri. They can be reached at 417-243-7800 for reservations.

Meals and Transportation

Your registration fee covers two lunches, conference break snacks, “**Top Gun**” Banquet, and transportation to/from the Branson airport & the Keeter Center, as well as to/from the Keeter Center and Kanakuk Kamps. Participants are responsible for all other meals and transportation.

Airport

You can fly into one of the following airports:

- Branson Airport - 6 miles away
- Springfield-Branson Airport - 55 miles away
- Little Rock National Airport – 173 Miles
- Northwest Arkansas, Bentonville – 98 Miles
- Tulsa Airport – 312 miles

If you are driving please find driving directions below:

- **From the Branson Airport – Branson, Missouri:**
Exit airport on Branson Airport Boulevard, continue about 2 miles until it becomes Branson Creek Boulevard. Continue 2.5 miles and make a left on Rd 65-150/Maple St., then make first right toward US-65 North. Merge onto US-65 North. Continue 1 mile, then take the Hwy. 65 Business Hollister Interchange exit and turn left. Continue through the traffic signal and through the gates into the College of the Ozarks campus. Total time: 10 Minutes Est. distance: 6 Miles.
- **From the Springfield Branson Regional Airport – Springfield, Missouri:**
Turn right from airport onto W. Kearney St./ Mo-744 E. Turn left onto US-160 W / W. Bypass
Merge onto I-44 East Merge onto US-65 South via exit number 82A towards Branson

Turn right at Hwy. 65 Business Hollister Interchange Look for Keeter Center on the right before you enter the campus Total time 1 hour Est. distance 55 mile

- **From Little Rock National Airport – Little Rock, Arkansas:**

Go south on Annie M. Bankhead Dr./ Bankhead Dr. Merge onto I-440 West towards I-30/ Downtown/ Hot Springs/ Texarkana Merge onto US-65 North via exit number 138A towards Downtown Take the US-65 North exit – exit number 125- towards Harrison

Turn slight Right onto US-65 Turn Right onto US-62/ US-412/ US-65. Continue to follow US-65 North towards Branson Exit at Hwy. 65 Business Hollister Interchange, and a quick left on Hwy 65 B Look for Keeter Center on the right before you enter the campus Total time 3 hours Est. distance 173 miles

Workshop Sponsors

- Kanakuk Ministries www.kanakuk.com
- CircuiTree Solutions www.circuitreesolutions.org

Camp Management Workshop Steering Committee

The Camp Management Workshop Steering Committee works each year to build a balanced, practical and relevant workshop. Current members include:

Rick Braschler, Committee Chairman
Director of Risk Management, Kanakuk Ministries
Senior Consultant, CircuiTree Solutions

Don Frank
CFO, Kanakuk Ministries

Jeff Schneider
Executive Director, CircuiTree Solutions

Workshop Facilitators

All workshop facilitators have received a degree, certification or training in their field, and are currently serving a camping organization in some capacity.

Paul Etheridge

Director of Operations, Corporate Safety Director, Kanakuk Ministries

Julie Coxie

Director of Human Resources, Kanakuk Ministries

Rick Braschler,

Director of Risk Management, Kanakuk Ministries

Senior Risk Consultant, CircuiTree Solutions

Don Frank

CFO, Kanakuk Ministries

Jeff Schneider

Executive Director, CircuiTree Solutions

Chris Stange

Senior Finance Director, Kanakuk Ministries

Ward Wiebe

Director of Safety and Recruiting, Camp Director K-West, Kanakuk Ministries

Sherri Weiss

Project Coordinator, CircuiTree Solutions

Everett Williams

President, Everett Williams LLC, Certified Water Specialist

Facilitator Bios

Rick Braschler

**Director of Risk Management
Senior Risk Consultant**

**Kanakuk Ministries
CircuiTree Solutions**

Rick serves as the Director of Risk Management for Kanakuk Kamps and the Senior Risk Consultant for CircuiTree Solutions. His responsibilities include safety and risk management in the areas of food service, transportation, claims administration, human resources, health and wellness, employee benefits, program and activity design, insurance coverages and forms, site evaluations, standards and compliance, policy and procedure development and implementation, risk analysis, facilities/grounds protection, group orientation and training. Rick has received education and training from Anderson College in bible/religion, Cambridge University in Risk Management, restaurant management training, OSHA 30 Hour Training, Pool and Spa Operator Certification, NOLS Risk Management Training, GuideOne Commercial Policy forms, Technical Skills Intensive-Project Adventure, Abuse Management – Praesidium, and Skillful Screening – MinistrySafe. Rick has been a licensed property and casualty insurance agent for over 18 years and has received certificates in Risk Management, OSHA, pool operation and the Life Underwriter Training Council. Rick is a member of the Risk and Insurance Management Society (RIMS), The Society for Human Resources (SHRM), the American Camping Association (ACA), and the Christian Camp and Conference Association (CCCA). Rick is a published author and conference presenter on the topic of camp management and outdoor recreation. Rick has been retained as an expert witness on the topic of camp safety and risk management, is an Ordained Minister, and the father of four.

Julie Coxie Director of Human Resources

Kanakuk Ministries

Julie serves as the Director of Human Resources for Kanakuk Ministries. Julie has been awarded the certification as a Senior Professional in Human Resources (SPHR), and has received training in strategic planning, employee relations, and employment law. She is currently the Vice President of the Branson/Tri-Lakes HR Association and works closely with HR professionals in the area. Julie served as Guest Services Director at the Stonecroft Conference Center where she managed the volunteer program, front office staff, group sales, bookstore, and was involved in programming for summer family camps and various conferences. Julie also has eleven years of management experience in neurosurgery medical practice, as well many years working with her husband in full-time youth ministry. Julie embraces the concept of 51% ministry/49% business as she understands the importance of balancing the “heart” of ministry with the “head” of business.

Paul Etheridge Director of Operations, Corporate Safety and Support
Kanakuk Ministries

Paul serves as the Director of Operations with responsibilities in the areas of corporate and summer staff training, corporate safety, security, summer transportation, mechanical services including fleet management and general management of six off-site camps. Paul also serves as Director of Kanakuk International, a ministry of encouragement, vision building, and the sharing of people and ideas with international leaders in youth evangelism and discipleship through sports and outdoor recreation. Paul has 26 years of law enforcement experience and was a Missouri State Police Commander. His areas of expertise include tactical operations, executive protection, asset protection, organization, management and many others. Paul is a veteran of the US Army and served in Vietnam as a Special Operations operative. He is a graduate of Northwestern University School of Police Staff and Command, Evanston, IL. He served as a field instructor to the State Law Enforcement Academy for 12 years and has been a Police Officer Standards and Training (POST) certified instructor for over 20 years. Paul is also a graduate of Central Bible College with a Bachelor's degree in Education. He has been involved in training for many years both professionally and in voluntary organizations. Paul developed the National Academy for Royal Rangers, a worldwide ministry best described as "Christian Boy Scouts" and founded the PATHFINDER ministry, a volunteer organization dedicated to assisting with construction projects in remote, isolated parts of the world.

Don Frank Chief Financial Officer
Kanakuk Ministries

Don has served as the Chief Financial Officer of Kanakuk Kamps since 1994. Under Don's administration, Kanakuk has grown from 6,000 to 15,000 campers each year. Don currently manages the activities of six departments, namely, Information Technology, Finance, Sales & Purchasing, Risk Management, Operational Support, and Property Management. He is responsible for establishing camp policies and procedures, overseeing all financial reporting and maintaining favorable relationships with the community, elected officials and various government agencies. Don has extensive sales, management and operations experience. His diverse business background includes 15 years as the owner and President of two companies involved in manufacturing, distribution and restaurant management. Don earned a Bachelor of Science degree from Missouri State University in 1971. In addition to his Kanakuk duties, he served as Director of Strategic Planning for a 10,000 member church organization with a \$20 Million facility from 2003 to 2006.

Jeff Schneider Director of Information Technology
Executive Director
Kanakuk Ministries
CircuiTree Solutions

Jeff has served as the Chief Technology Officer for Kanakuk Kamps, and the Executive Director for CircuiTree Solutions. In this role, Jeff manages a team of IT professionals providing services such as training, support, networking, security, website development, photography, and world-class application development. In addition to this role, Jeff also serves on Kanakuk's senior management team, providing input and recommendations in areas such as advancement, finance, staffing, merchandising, procedure and policy making, donor development, and many other areas. Because of Jeff's position as an industry insider, his unique access to its day-to-day operations, and his ability to build technology solutions to meet business and operational needs, he is considered the foremost expert on software solutions for the camping industry. Jeff's natural ability to pair emerging technologies with real-world problems has put Kanakuk Kamps at the forefront of innovative solutions. Prior to joining Kanakuk Kamps, Jeff established himself as a successful software developer for the health care industry at the American Red Cross. One of his notable applications was presented to the American Red Cross headquarters in Washington, D.C. for nation-wide use. Having seen this in action, Jeff was recognized by Cisco Systems Corporation for implementing a Voice-Over-IP phone system many years before its current wide-spread adoption.

Chris Stange

Senior Director of Finance

Kanakuk Ministries

Chris serves as the Senior Director of Finance for Kanakuk Kamps. Chris's responsibilities include financial reporting, budgeting, compliance and 401k administration. He manages a staff of nine and is also involved in strategic corporate planning. Under Chris's direction, his staff provides professional accounting services to both for-profit and non-profit entities. Chris earned his Master of Accountancy from Missouri State University where he was also a 4-year varsity letterman for the men's basketball team. Chris began his professional accounting career spending two years at Deloitte Touche Tohmatsu, a Big Four international accounting firm. He then served four years at O'Reilly Auto Parts where he became the Corporate Controller. His duties included SEC reporting and compliance. As a member of O'Reilly's Senior Management, he was an integral part in stock offerings and company acquisitions.

Sherri Weiss

Project Coordinator

CircuiTree Solutions

Sherri Weiss currently serves as a Project Coordinator with CircuiTree Risk Management Consulting. Sherri graduated with honors from St. Mary's College in Omaha, Nebraska and is a licensed Registered Nurse. Aside from her medical career, Sherri has experience in quality control, finance and business management. As a Project Coordinator for CircuiTree Solutions, Sherri is responsible for research, development, and implementation strategies in providing solutions for meeting the needs of camp leaders. In her current position she has had the privilege of working with camps across the country aligning their policies and procedures with

State & Federal statutes, as well as industry practices. Sherri is quickly becoming one of the nation's foremost authorities on state, federal, and industry expectations as they relate to the camping industry.

Ward Wiebe

**Director of Safety and Recruiting
Camp Director K-West**

Kanakuk Ministries

Ward serves as the Director of Safety and Recruiting for Kanakuk Ministries, as well as the Camp Director for K-West. Ward's responsibilities include managing all operations of K-West facility which includes hiring, training, and managing staff, overseeing camp operations such as food service, health centers, high elements, aquatics and water front, programs and activities, as well as winter time follow up. Other roles include the Director of Safety, leading the Kanakuk Safety Committee which reviews safety and recommends policy action; leads all directors in area of Crisis and Risk Management training for summer staff; Administrates and leads summer Safety Officers for all camps; serves as Assistant Director of Kamp Operations which involves schedules, procedures, and operational policies; Campus Rep Program director for staff that represent us on college campuses; Retreat Coordinator to direct and insure proper operation of our fall retreats; current Neighborhood Chapel board president. Ward has a degree in Business Administration, University of Kansas '83 2 Semesters School of Education, University of Kansas; Kanakuk Counselor and K-1 Leadership 81-83, Safety Director of Kanakuk 84 to present, K-2 Leadership 84-86, St. Louis K-Life Area Director 85-89, K-West Assistant Director 87-88, K-West Director 89 to present, Little Rock K-Life Area Director 90-91.

Everett Williams

President

Everett Williams LLC

Everett has held positions as a Certified Water Specialist with the Department of Natural Resources in the state of Missouri since 1980. Prior to working with the DNR, Everett served as the Superintendent of Public Works for the city of Republic. Everett holds a Class A certification in both Water and Waste Water issued by the state of Missouri. Everett's long tenure in Water management spans over 30 years, and his fingerprint on water quality and safety has impacted many in the cities of Monett, Branson, Republic and Springfield, and with organizations such as College of the Ozarks and Kanakuk Kamps. Currently, Everett provides Water Quality consulting through his own company, serves as the Certifying Water Instructor for all Springfield City Utilities Employees, and instructs at various colleges on the topic of water and waste water.

Pre - Conference Intensives

Tuesday, October 26, 2010

9:00am- 5:00pm	Developing a Camp Child Protection Plan – Julie Coxie, Sherri Weiss, Don Frank, Rick Braschler
1:00 PM- 5:00pm	Water & Health – What a Camp Needs to Know – Everett Williams

Wednesday, October 27, 2010

9:00am- 11:30pm	Building a Structured Risk Management Plan – Paul Etheridge, Rick Braschler, Ward Wiebe
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Camp Management Workshop Agenda

Wednesday, October 27, 2010

10:00am- 12:00 pm	Registration and Check-In		
12:00pm- 1:00 pm	Opening Reception and Lunch		
1:00pm – 2:15pm	Viva la Volunteer – Julie Coxie	Evaluating High Risk Activities – Paul Etheridge	Networking
2:15pm – 2:30pm	Break		
2:30 – 3:45 pm	Building an Effective Management Team – Don Frank	Risk and Safety Management in Camp Programming – Rick Braschler, Ward Wiebe	Networking
3:45pm – 4:00pm	Break		
4:00 – 5:15 pm	Hiring the Right People! – Julie Coxie	Waterfront Safety - Paul Etheridge	Networking

Thursday, October 28, 2010

9:00am - 10:15am	Cloud Computing Part 1 – Jeff Schneider	Marketing and Buying the Right Insurance Policy – Rick Braschler & Don Frank	Networking
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10:15am- 10:30am	Break		
10:30am 12:00pm	Cloud Computing Part 2 – Jeff Schneider	Viva la Volunteer – Julie Coxie	Networking
12:00pm- 1:00pm	Lunch		
1:00pm - 2:15pm	Coaching Employees – Julie Coxie	Fleet Management – Paul Etheridge	Networking
2:15pm- 2:30pm	Break		
2:30 - 3:45pm	Building an Effective Management Team – Don Frank	Managing Staff Injury Claims – Rick Braschler	Networking
3:45 - 4:00pm	Break		
4:00 - 5:15pm	Strategies to Address Child Abuse – Rick Braschler	Waterfront Safety – Paul Etheridge	Networking
Friday, October 29, 2010			
9:00am - 10:15am	Financial Oversight – Don Frank/Chris Stange	The Aging Camp Part 1: Maintenance Concerns - Rick Braschler, Dean DeWitt	Networking
10:15am- 10:30am	Break		
10:30am- 12:00pm	Coaching Employees – Julie Coxie	The Aging Camp Part 2: Maintenance Concerns - Rick Braschler, Dean DeWitt	Networking
12:00pm- 1:00pm	Lunch		
1:30pm – 3:00 pm	Tour of Kanakuk Kamps: Branson Locations		

Pre-Conference Intensives

All Pre-conference Intensives will be held at Kanakuk Kamps in Branson, Missouri.

DEVELOPING A CHILD PROTECTION PLAN for Camps

**Julie Coxie/Sherri Weiss,
Don Frank/Rick Braschler**

Camp leaders work tirelessly to care for the welfare of their campers, and when these campers suffer at the hands of an abuser, it becomes their worst nightmare. This workshop will boil down hundreds of hours of research, investigation, development, and experiences into one full day interactive session. We will provide participants with the facts, case studies, relevant data and implementation strategies with which to build a sustaining child protection plan for their organization. Participants will conduct a self-audit of their operations, participate in break-out development sessions, and receive a 3 ring binder which includes a template of the Child Protection Plan Manual.

WATER & HEALTH – WHAT A CAMP NEEDS TO KNOW

Everett Williams

Water and camping go hand in hand. So, it goes without saying that as camps provide water for both drinking and play, it becomes necessary to take measures to manage its quality. This workshop, taught by a Certified Water Specialist, will introduce camp leaders to government regulations regarding water quality, Missouri history on waterborne epidemics, recent epidemics, chemical, radiological and microbial water quality issues, and measures that camp's can take to monitor drinking, waste and swimming water.

BUILDING A STRUCTURED RISK MANAGEMENT PLAN

**Paul Etheridge/Rick Braschler
Ward Wiebe**

The old proverbs say, "Failing to plan is planning to fail," and "an ounce of prevention is worth a pound of cure." Managing safety and risk in your camp operation requires a commitment to developing a plan, working the plan, analyzing the plan, modifying the plan, then executing once again. This workshop will introduce you to proven strategies in the development of a structured risk management plan to start your organization down the path of continuous improvement.

Conference Workshops

CLOUD COMPUTING

Jeff Schneider

Pursuing Security and Efficiency Through Cloud Computing

New advancements in technology are providing more tools of protection and efficiency than ever before. This seminar will explain what cloud computing is, and how it can be used to cover you in the areas of Data Security, Business Interruption, Financial Liability, and more. You'll also be introduced to several popular cloud computing services that can dramatically reduce or even eliminate costs associated with traditional IT services and functions.

FLEET MANAGEMENT

Paul Etheridge

This block of instruction will help you develop a comprehensive plan to manage not only your vehicles but any fleet equipment you are required to maintain. You will learn to assess your fleet and put that assessment into a long range replacement strategy. You will be shown budgeting techniques and formulas that will allow you to project cost and prepare for increases in prices. Fleet inspections and damage reporting are essential parts of management. You will see various reports and reporting methods to assist you with keeping damage cost down.

EVALUATING HIGH RISK ACTIVITIES

Paul Etheridge

If you have someone killed or injured while participating in one of your activities, did you do all you could to keep the accident from happening? Would your company be able to defend itself in court or after an OSHA investigation? There are ways to ensure your company is doing all it can do to protect the employees and guest at your facility. This class will show you how to evaluate all your activities, determine the risk and put a plan together to mitigate those risk. You will learn to classify different types of risks so that your supervision and training are adequate at all levels of risk.

WATERFRONT SAFETY MANAGEMENT

Paul Etheridge

Perhaps the most vulnerable place at any camp is the waterfront. Although waterfronts may vary greatly, there are methods and techniques that will apply to all waterfronts. Putting these into practice will not only make your facility safer, it will be something tangible you can show parents, inspectors and insurance agents. Show them you have a handle on all aspects of your waterfront starting with well written policies, certified training and supervision. As a bonus you will receive a Rescue and Retrieval training manual developed by Kanakuk Kamps which has drawn praise from the U.S Coast Guard.

HIRING THE RIGHT PEOPLE

Julie Coxie

When an organization has a job opening or develops a new position, they often make the mistake of hiring a "warm body" – maybe a friend or relative that is available and would "love to be part of the ministry." Unfortunately, that approach can lead to a bad job fit. This workshop promotes discussion and presents ideas that will help organizations hire the right people for the job.

VIVA LA VOLUNTEERS

Julie Coxie

Non-profits would be lost without volunteers! The question is, are we recruiting, screening, training and supervising our volunteers so they are an asset and not a liability? Take part in the discussion of how to get the most out of your volunteers without sacrificing quality and safety.

COACHING EMPLOYEES THROUGH THE ROUGH SPOTS **Julie Coxie**

Frustration is the logical result when employees are not doing the job they were hired to do. Supervisors struggle when dealing with employee issues. Often, this ends in a termination and no one is happy. A better solution is to communicate with employees and coach them to success. This workshop offers tools to help develop great employees and avoid unpleasant terminations

RISK AND SAFETY MANAGEMENT IN CAMP PROGRAMMING **Rick Braschler/Ward Wiebe**

As an industry, camping is risky! In fact, we use the taking of risks to produce results to improve confidence, self-esteem, and teamwork. However, there are risks involved that hinder or hurt those outcomes, and which can cause participant injuries or property damage. This workshop will take a process driven approach to planning activities and programs with safety and risk management in mind.

MANAGING STAFF INJURY CLAIMS **Rick Braschler**

This workshop is designed to address the many tasks associated with handling injury claims, from the investigation, to handling medical providers, to working with insurance companies. Effective management can oftentimes lead to lowering overall losses, improving insurance premiums as well as staff productivity.

STRATEGIES TO ADDRESSING CHILD ABUSE AT YOUR CAMP

Rick Braschler/Sherri Weiss/Julie Coxie

This workshop is designed to give you the necessary training and resources with which to develop a strategic plan to addressing child abuse situations in your camp.

THE AGING CAMP: Maintenance **Rick Braschler/Dean Dewitt/Byron Joplin**

As camp facilities age, the integrity of materials and grounds begins to drop oftentimes resulting in increased maintenances costs as well as exposure to injuries. The proper application of maintenance processes, combined with safe work practices, will ensure the best possible outcomes for staff and campers. This is an instructional series for camp maintenance and facility managers.

BUILDING AN EFFECTIVE MANAGEMENT TEAM **Don Frank**

Learn how to build a management team that will allow your organization to prosper. Refocus your organization on its mission while maintaining excellence in business. Develop your staff's full potential by hiring correctly and creating a clear reporting structure. Practice servant leadership and take a supporting role to allow your staff to flourish.

FINANCIAL OVERSIGHT **Don Frank/Chris Stange**

Achieve excellence in your Ministry by utilizing great Business practices. Fuel cash flow by capitalizing on your expertise. Build a solid financial future based on timely and accurate information. Enhance accountability, communication and decision making with financial teamwork. Produce high-end results through continual improvement.

MARKETING AND BUYING THE RIGHT INSURANCE POLICY **Rick Braschler/Don Frank**

Now comes the daunting task of procuring insurance for your organization, so where do you begin? If you're like most organizations, you rely heavily on the insurance agent to provide you with what you need, not knowing if you've really covered all the bases. During this workshop, we will explore the core coverage's needed by camps, address funding options, expose gaps in coverage, and talk through premium considerations.

NETWORKING

The scheduled hourly networking sessions are provided for camp leaders to connect with facilitators, as well as other camp leaders, in the interest of shared networking. This open dialogue is best served when leaders meet to discuss camp related issues, solutions, contacts, vendors, resources, breakthroughs, developments, etc.