

Geneva Glen Program Outcomes

Summer



2016

This document contains all of the results of Outcomes Program from the summer including Goals and Outcomes Narratives, Session Fruitage, ACA Youth Outcomes Analysis, Parent Satisfaction Survey Results, Outcome Program Design, Staff Program Evaluations, and other program resources.

The Fruitage of
the 2016
Summer

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Youth Outcomes Battery

YOB Introduction

From Overview of the ACA Youth Outcomes Battery V2

The second edition of the ACA Youth Outcomes Battery (ACA-YOB) provides camps and other youth programs with measures that focus on eleven common youth outcomes. The statistically tested scales are age-appropriate, short and concise, easily administered tools that can be individualized to a camp, afterschool program, or other youth programs. While the battery was designed with the camp setting in mind (e.g., nature-based context, residential nature, small group living, youth focused) the measures are focused on strong youth development outcomes that are not predicated on particular settings.

The YOB can help camp and youth program staff:

- Evaluate program goals
- Document the changes in your youth so that information can be shared with key stake-holders (parents, funders, staff, etc.)
- Demonstrate your commitment to quality programs that make a difference in people's lives
- Meet expectations for trust-worthy instruments (high reliability and validity statistical checks prove the scales accuracy)
- Can be combined to measure socially relevant concepts (Ex. Environmental Leadership could be measured by combining the scales for teamwork, responsibility, independence, problem-solving, and affinity for nature)

Specific Youth Outcomes Measured by the YOB

The YOB focuses on eleven outcomes common to many camps and other youth development programs.

- Friendship Skills (i.e., make friends and maintain relationships)
- Independence (i.e., rely less on adults and other people for solving problems and for their day-to-day activities)
- Teamwork (i.e., become more effective when working in groups of their peers)
- Family Citizenship (i.e., encourage attributes important to being a member of a family)
- Perceived Competence (i.e., believe that they can be successful in the things they do)
- Interest in Exploration (i.e., be more curious, inquisitive, eager to learn new things)
- Responsibility (i.e., learn to be accountable for their own actions and mistakes)
- Affinity for Nature (i.e., feelings of emotional attraction toward nature)
- Problem-Solving Confidence (i.e., believe they have abilities to resolve problems)
- Camp Connectedness (i.e., feeling welcomed and supported at camp)
- Spiritual Well-Being (i.e., having purpose and meaning in life, transcendence)

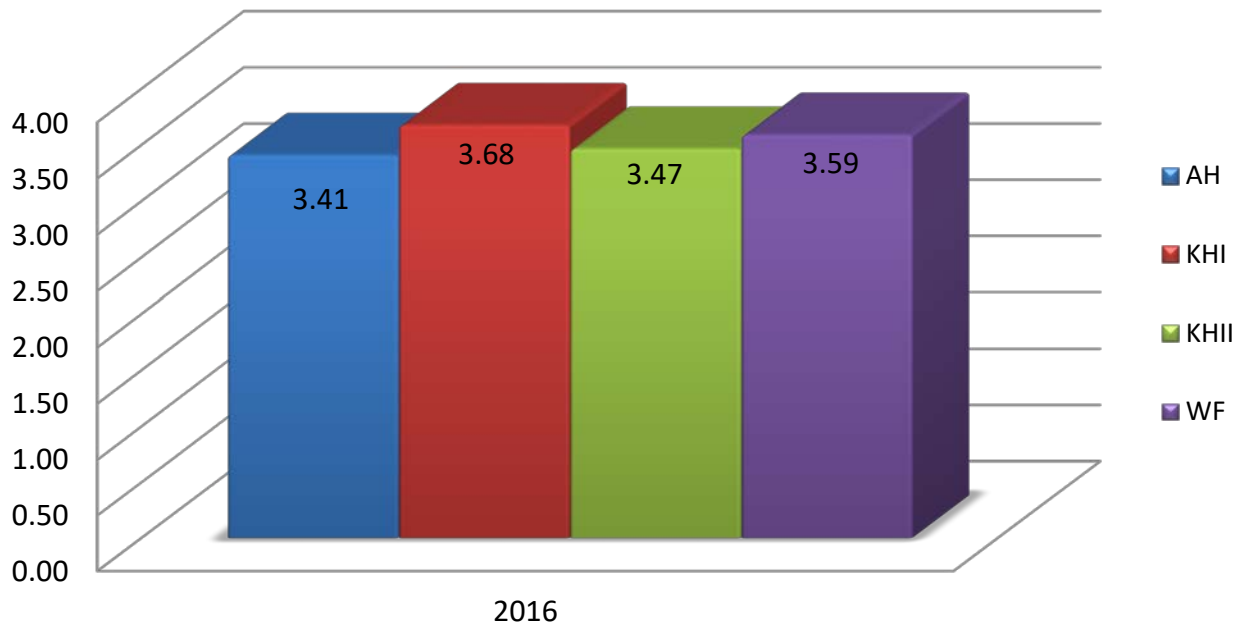
YOB Result Analysis

Young Camper Survey Analysis

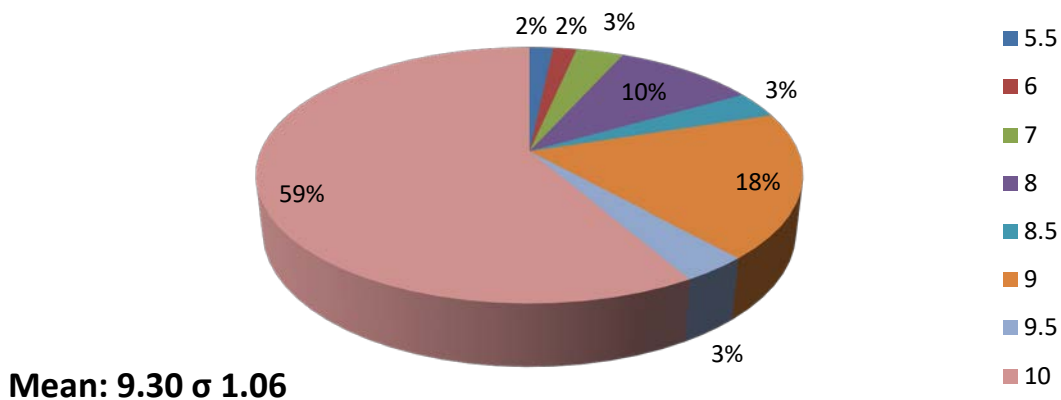
- 59 Campers were interviewed representing approximately 21% of that demographic (285 Campers)
- 14 Question Survey Yields a “Total Result” (not module/outcome based)
- Grades 2-5
- σ of .18 on Total survey (Compared to .14 in 2015)

96.61% of the campers surveyed felt that they learned “a little” to “a lot” about friendship, independence, teamwork, family citizenship, perceived competence, interest in exploration and responsibility. (+6.3% from average 2010-2015)

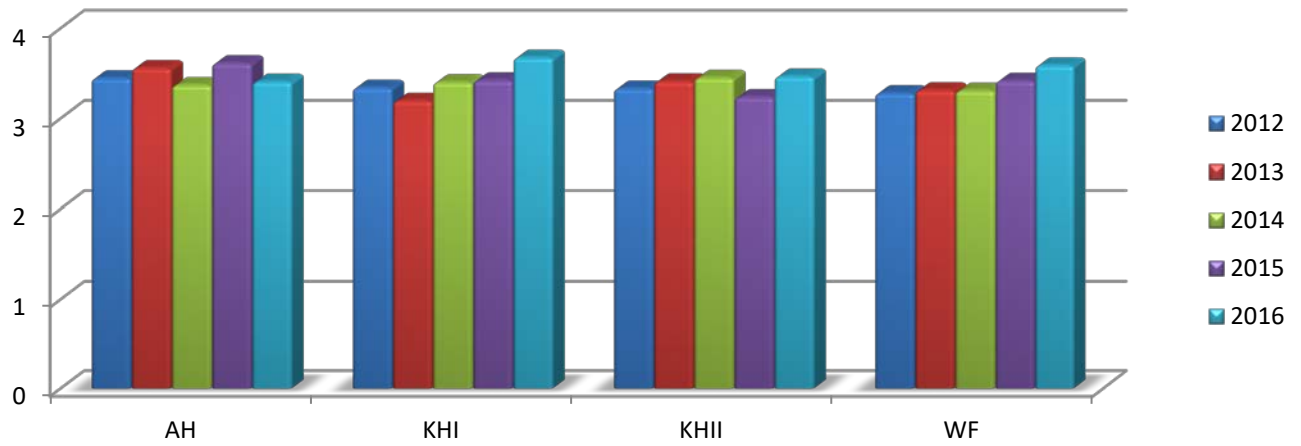
Average Scores by Session - 2016



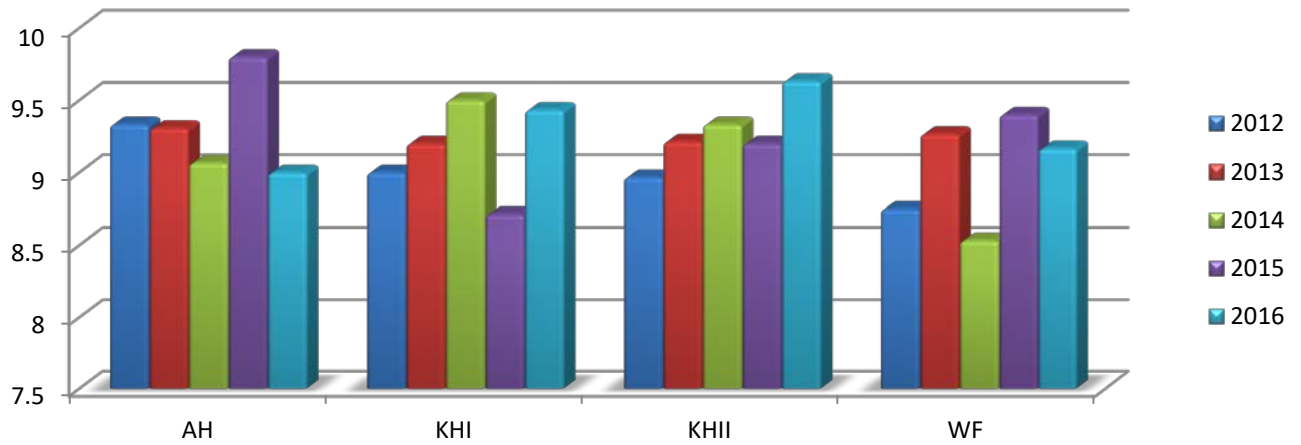
Satisfaction Results - 2016



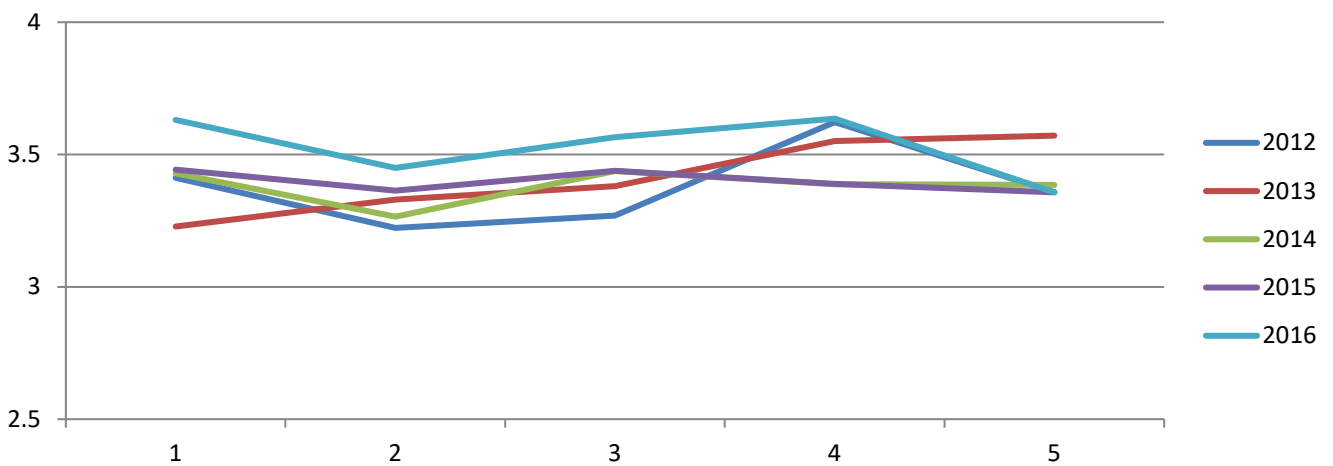
Average Score - 5 Year Comparative



Satisfaction - 5 Year Comparative



Avg Score by Year at Camp - 5 Comparative



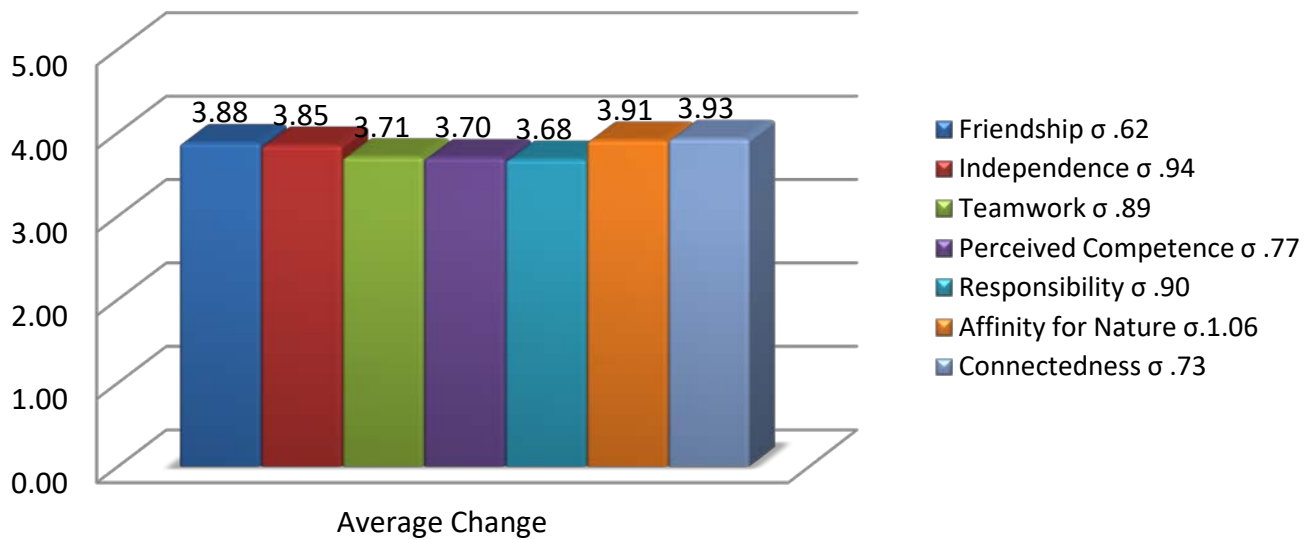
Basic Older Camper Survey

Basic Older Camper Demographic

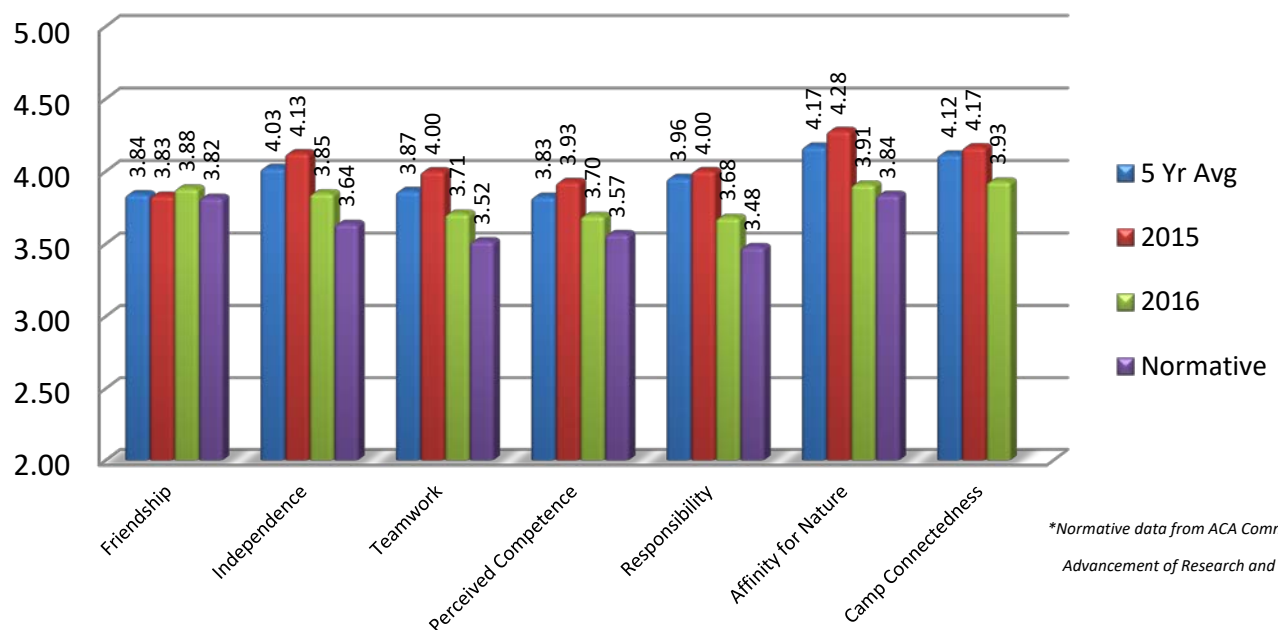
- 80 Campers were interviewed representing approximately 28% of that demographic (285 Campers)
- Friendship, Independence, Perceived Competence, Responsibility, Teamwork, Affinity for Nature, and Connectedness – 64 Questions
- Excluded Family Citizenship and Interest in Exploration
- Grade 6-8; Cabins, 14, 15, 10, 9; Dorms G, B, H

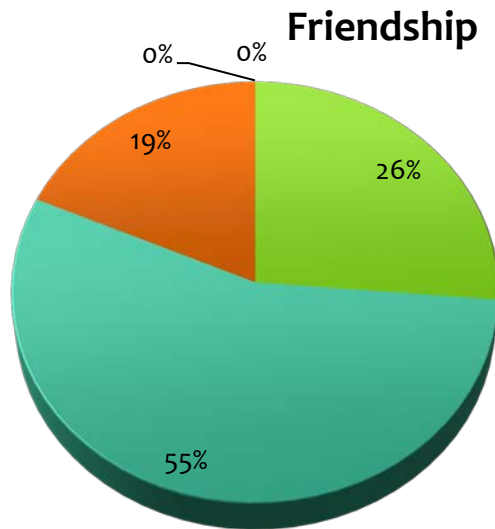
Basic Older Camper Survey Analysis

Average Scores by Outcome



Average Scores by Outcome



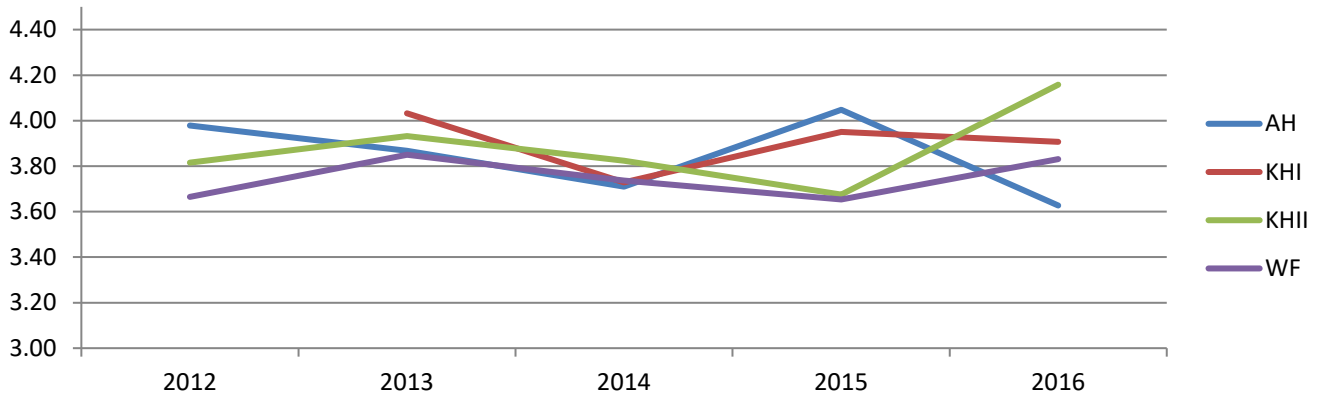


- Decreased
- Did not increase or Decrease
- Increased a little bit, maybe
- Increased some, I am sure
- Increased a lot, I am sure

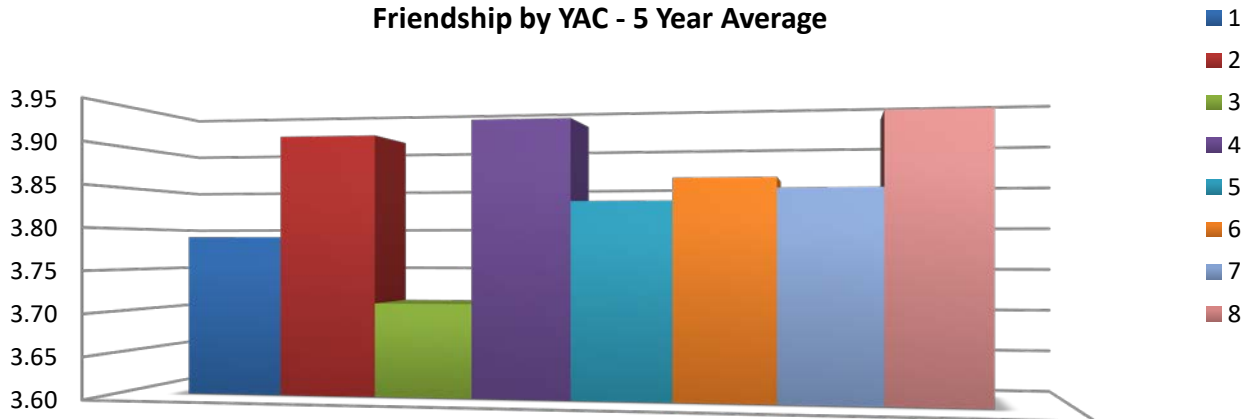
Mean: 3.88 σ .62

- 100% felt that camp helped increase their friendship skills (+6.6% from 2015)
- ACA Normative Values: 40-50th Percentile (3.82 Mean / σ .89 National Norm)

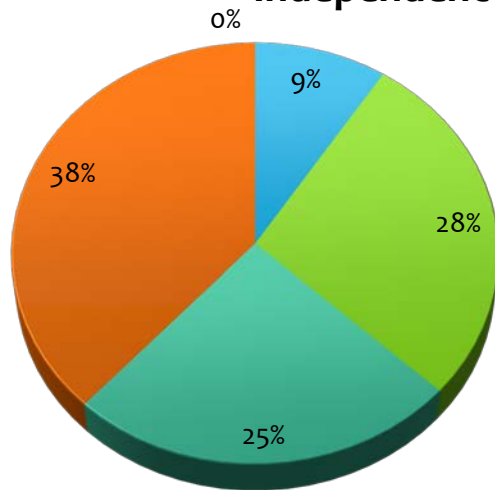
Average of Friendship by Session



Friendship by YAC - 5 Year Average



Independence

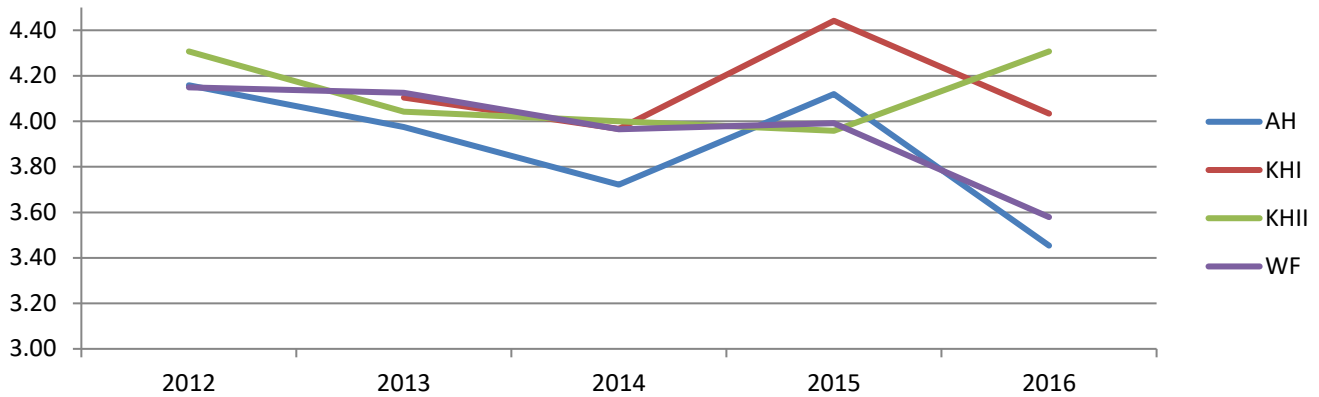


- Decreased
- Did not increase or Decrease
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- Increased a lot, I am sure

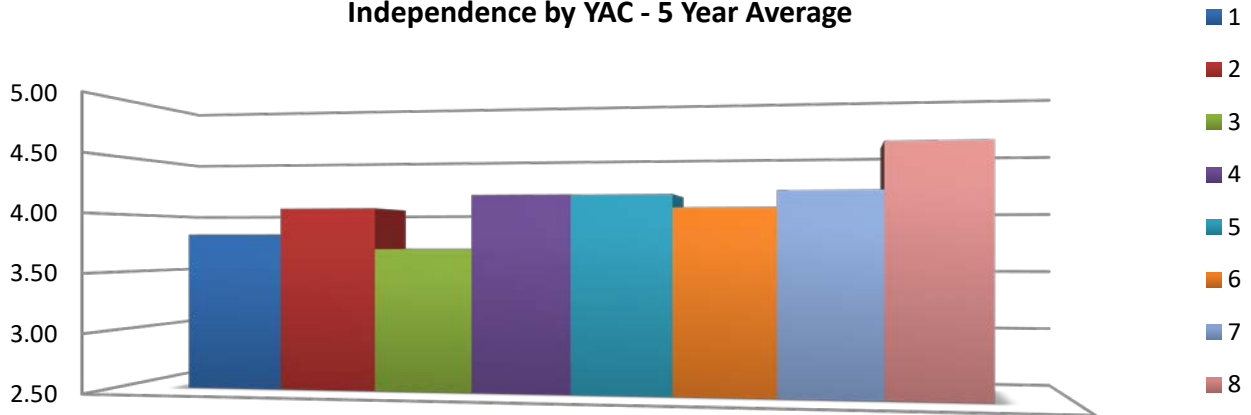
Mean: 3.58 σ .94

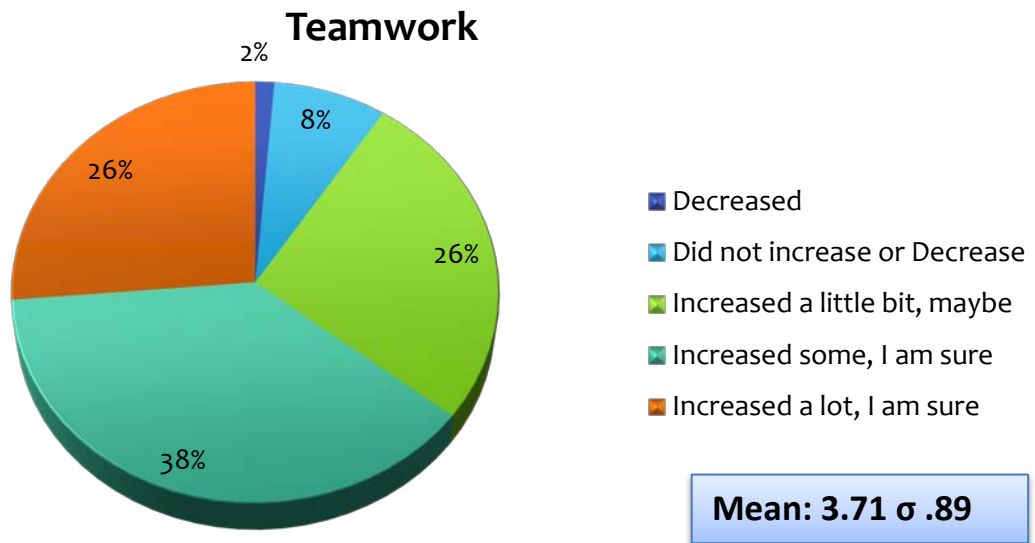
- 90.8% felt that camp helped increase their independence (5.7% decrease from 2015)
- ACA Normative Values: 40th Percentile (3.64 Mean / σ .96 National Norm)

Average of Independence by Session



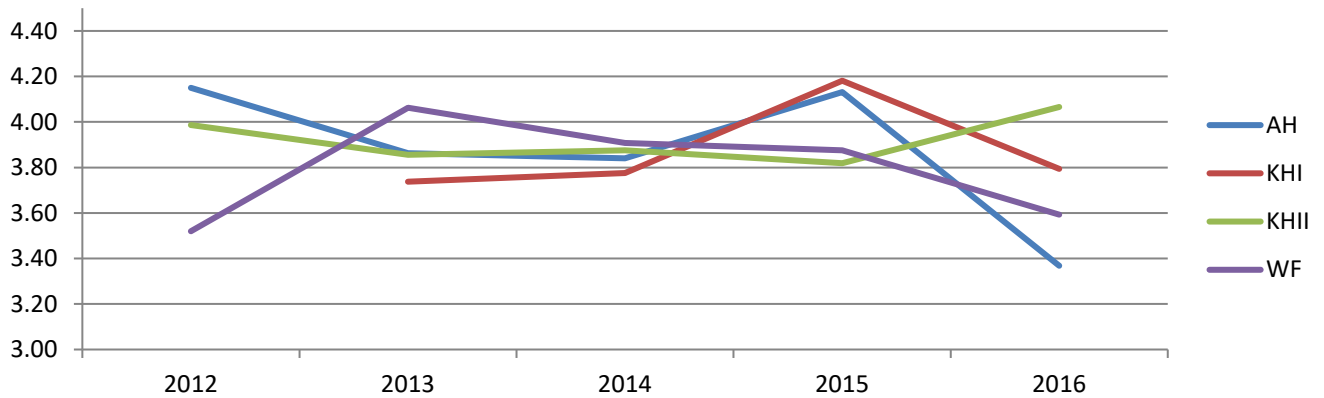
Independence by YAC - 5 Year Average



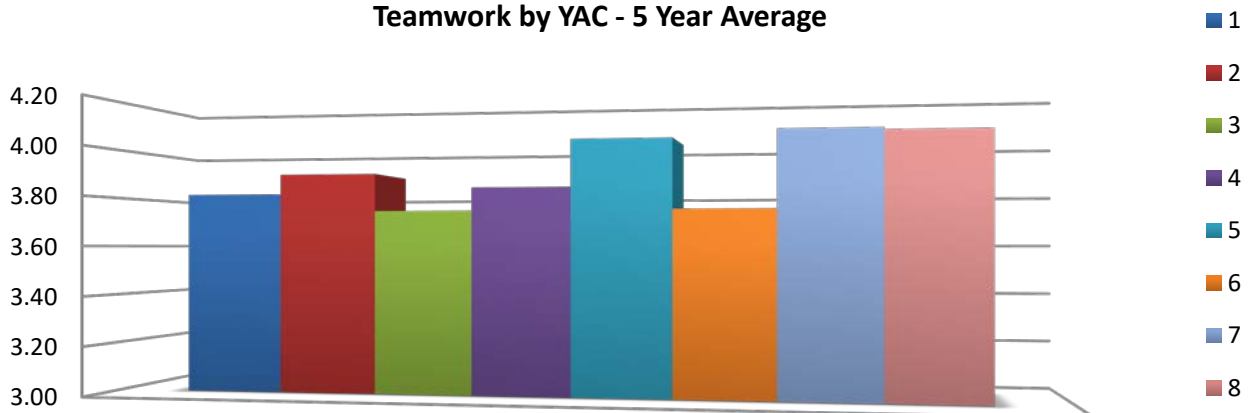


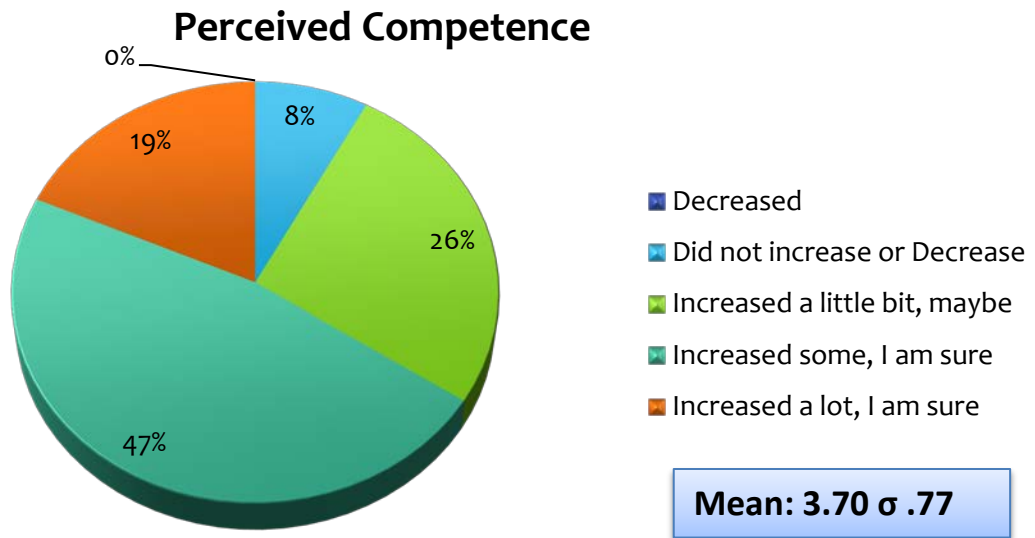
- 90.8% felt that camp made them better team players (-4.5% from 2015)
- ACA Normative Values: 50-60th Percentile (3.52 Mean / σ .95 National Norm)

Average of Teamwork by Session



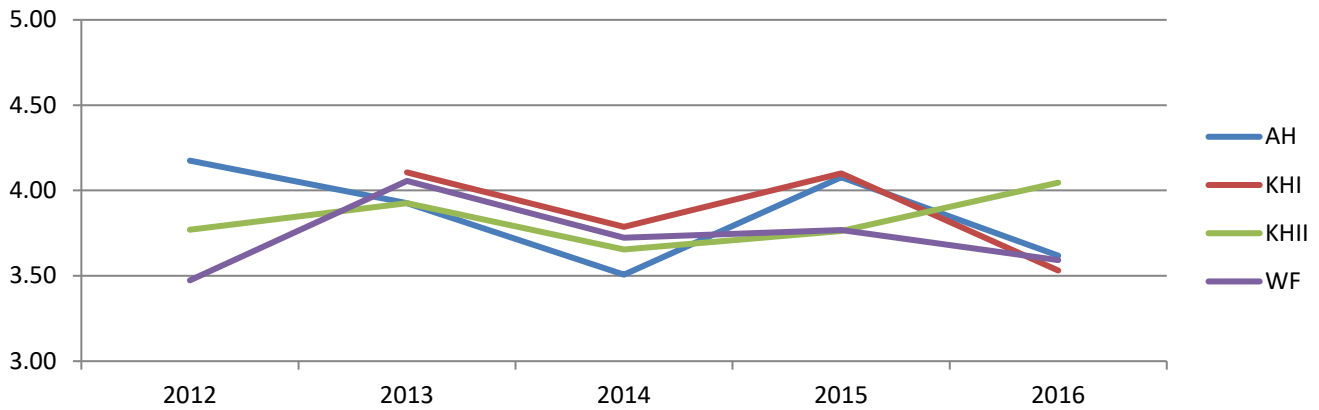
Teamwork by YAC - 5 Year Average



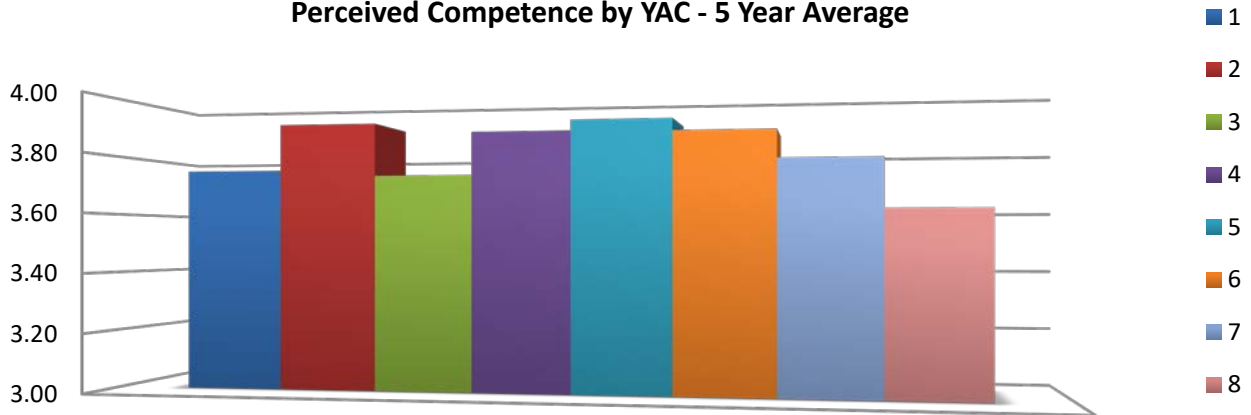


- 92%% felt more confident about themselves after camp (4.4% decrease from 2015)
- ACA Normative Values: 50-60th Percentile - Decreased from 2015 (3.57 Mean / σ .86 National Norm)

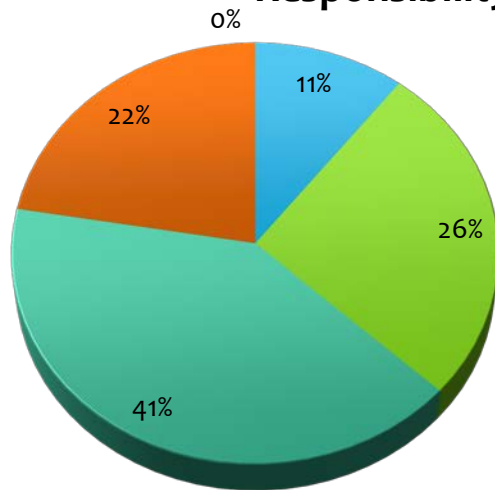
Average of Perceived Competence by Sesssion



Perceived Competence by YAC - 5 Year Average



Responsibility

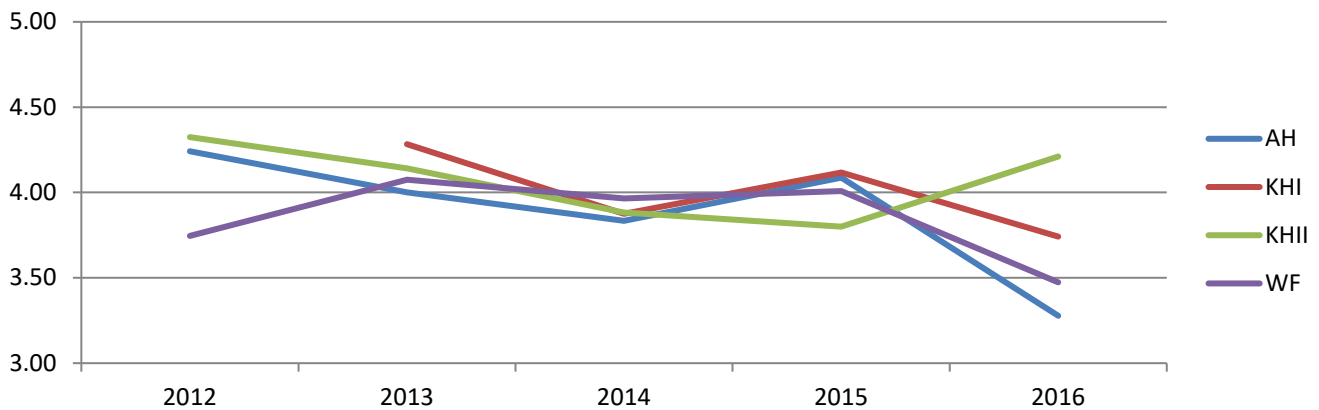


- Decreased
- Did not increase or Decrease
- Increased a little bit, maybe
- Increased some, I am sure
- Increased a lot, I am sure

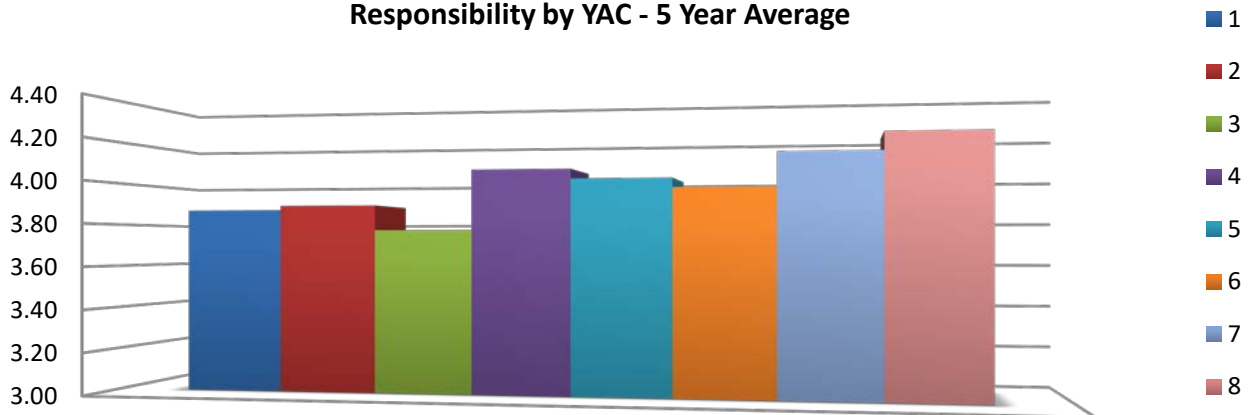
Mean: 3.68 σ .90

- 89.5% felt more responsible after camp (-7.1% from 2015)
- ACA Normative Values: 50-60th Percentile - Decreased from 2015 (3.48 Mean / σ .97 National Norm)

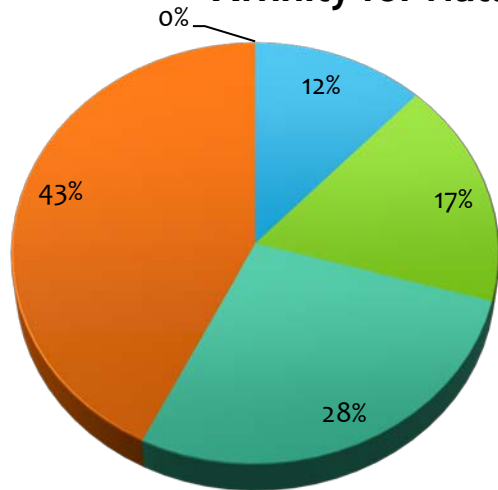
Average of Responsibility by Session



Responsibility by YAC - 5 Year Average



Affinity for Nature

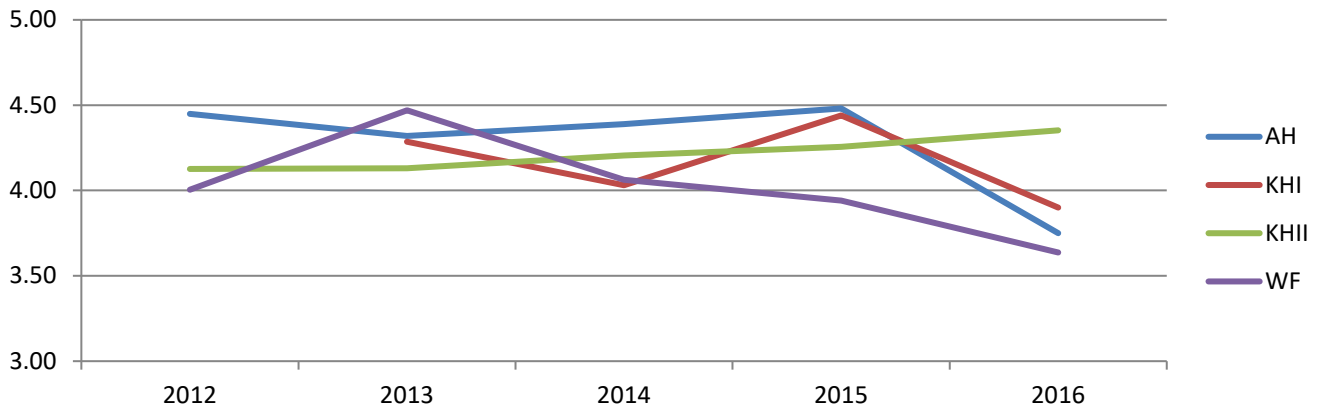


- Decreased
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- Increased a lot, I am sure

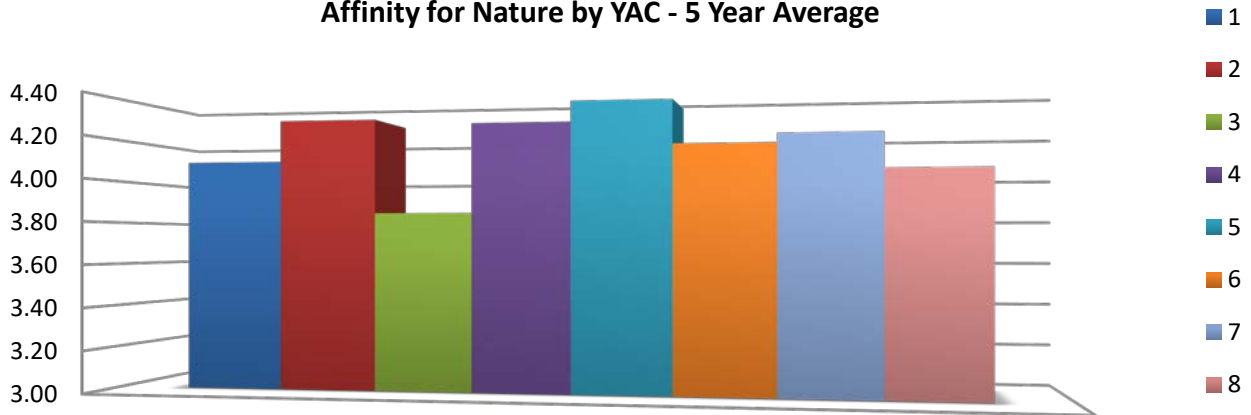
Mean: 3.91 σ .1.06

- 8895.1% had a greater appreciation for nature as a results of camp (-7.4% from 2015)
- ACA Normative Values: 40-50th Percentile - Decreased from 2015 (3.84 Mean / σ 1.05 National Norm)

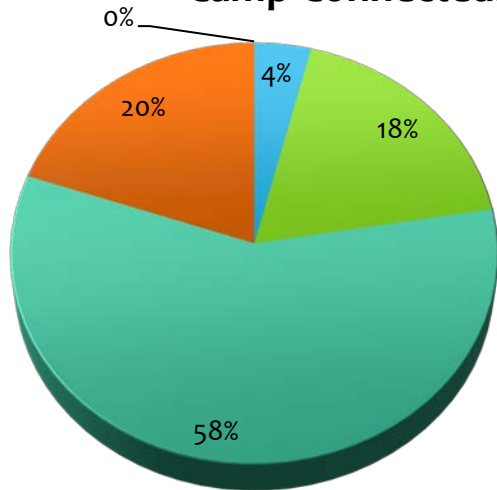
Average of Affinity for Nature by Session



Affinity for Nature by YAC - 5 Year Average



Camp Connectedness

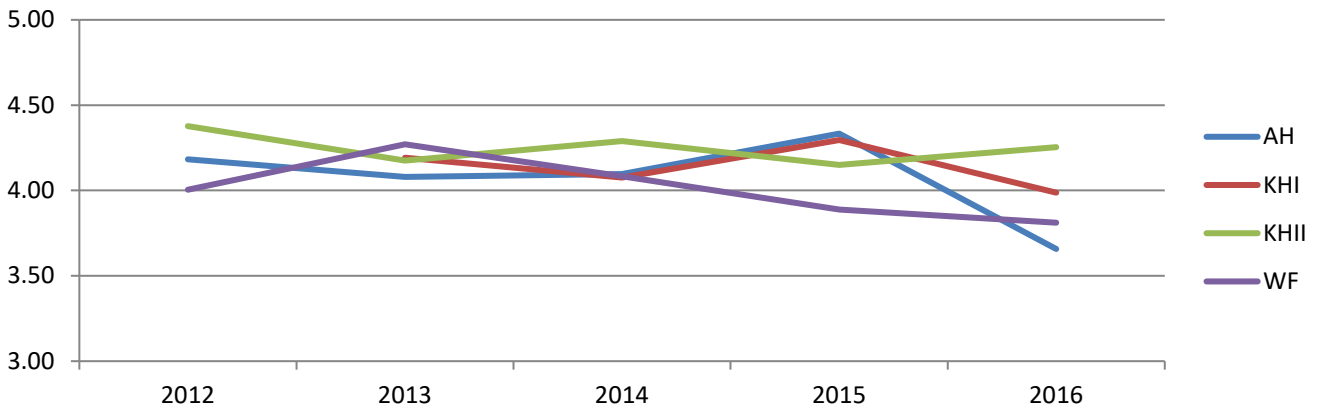


- Decreased
- Did not increase or Decrease
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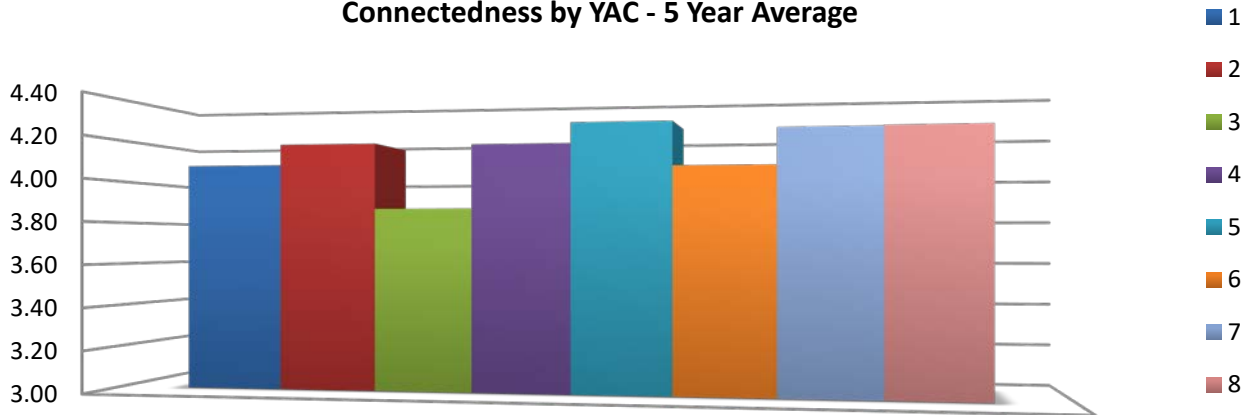
- 96% felt welcomed and supported at camp (Up 1% from 2015)
- No National Norms

Mean: 3.93 σ .73

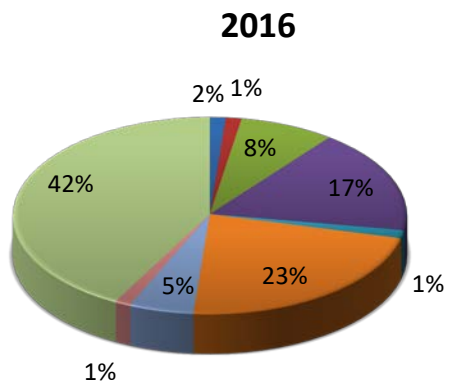
Average of Connectedness by Session



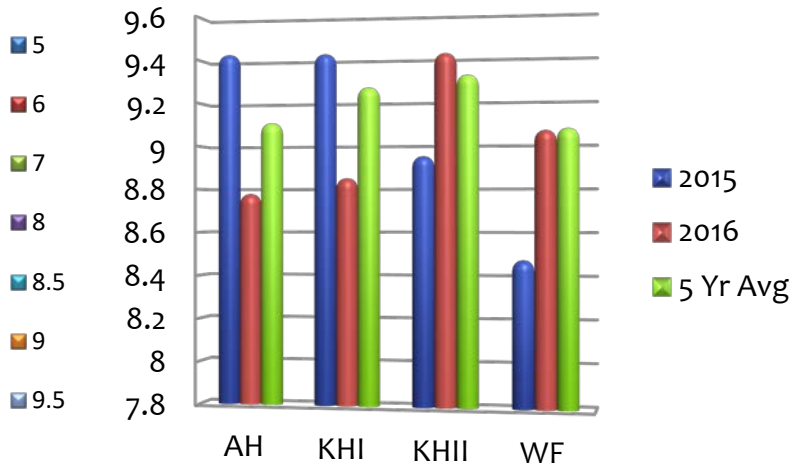
Connectedness by YAC - 5 Year Average



Satisfaction Survey Results and Other Analysis



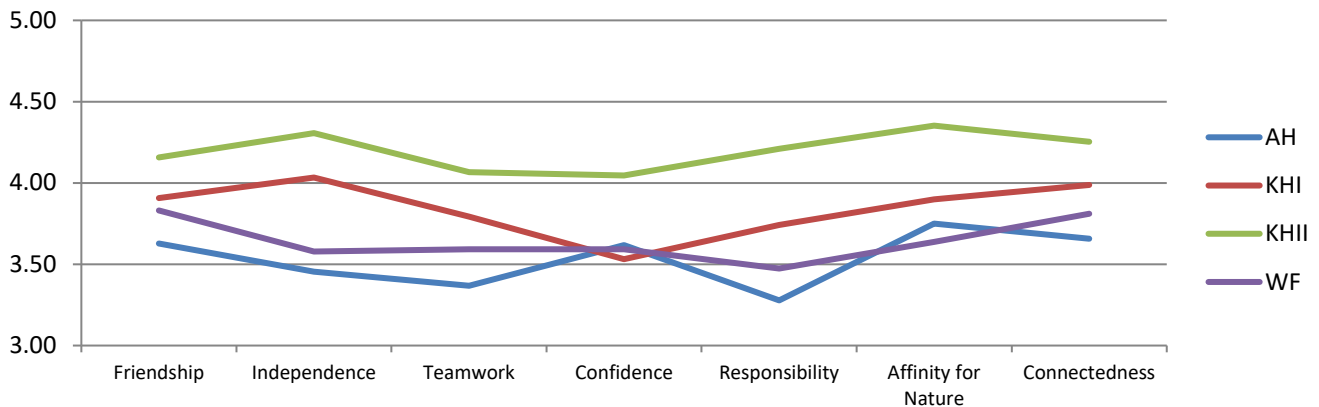
Mean: 9.02 σ 1.09



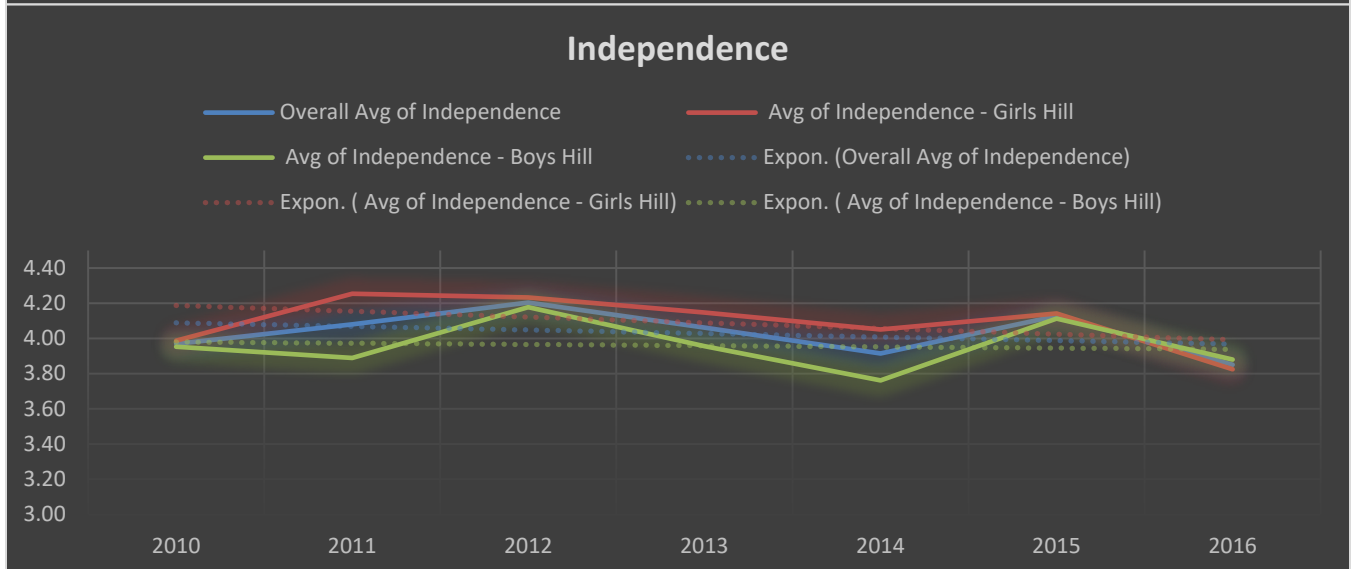
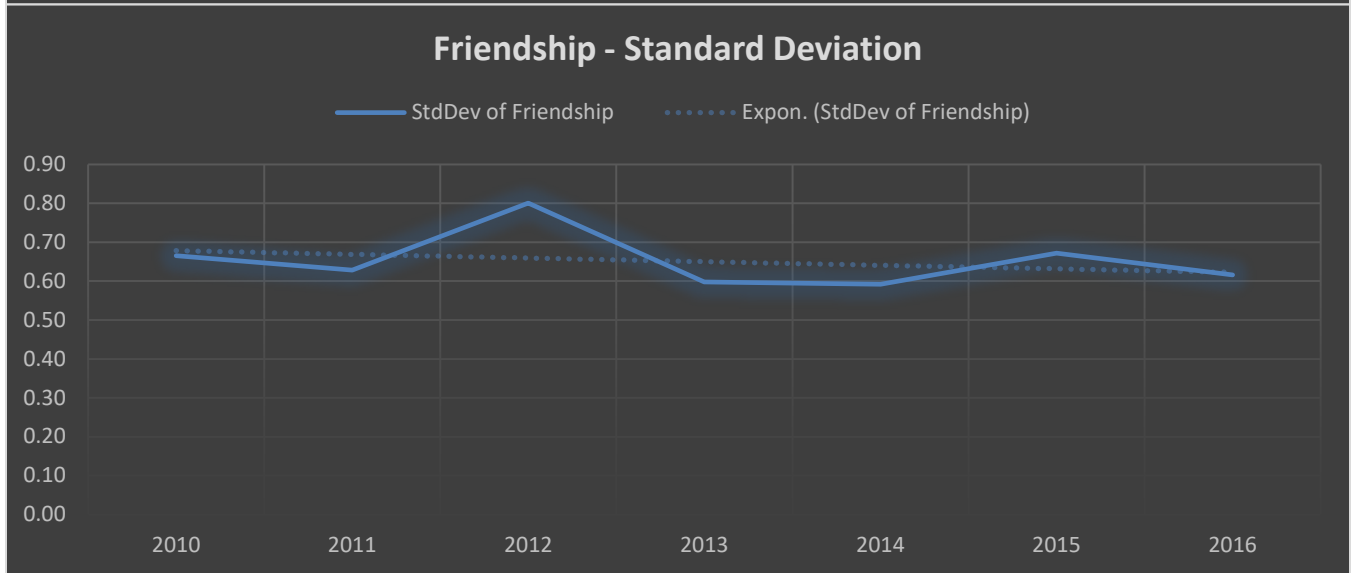
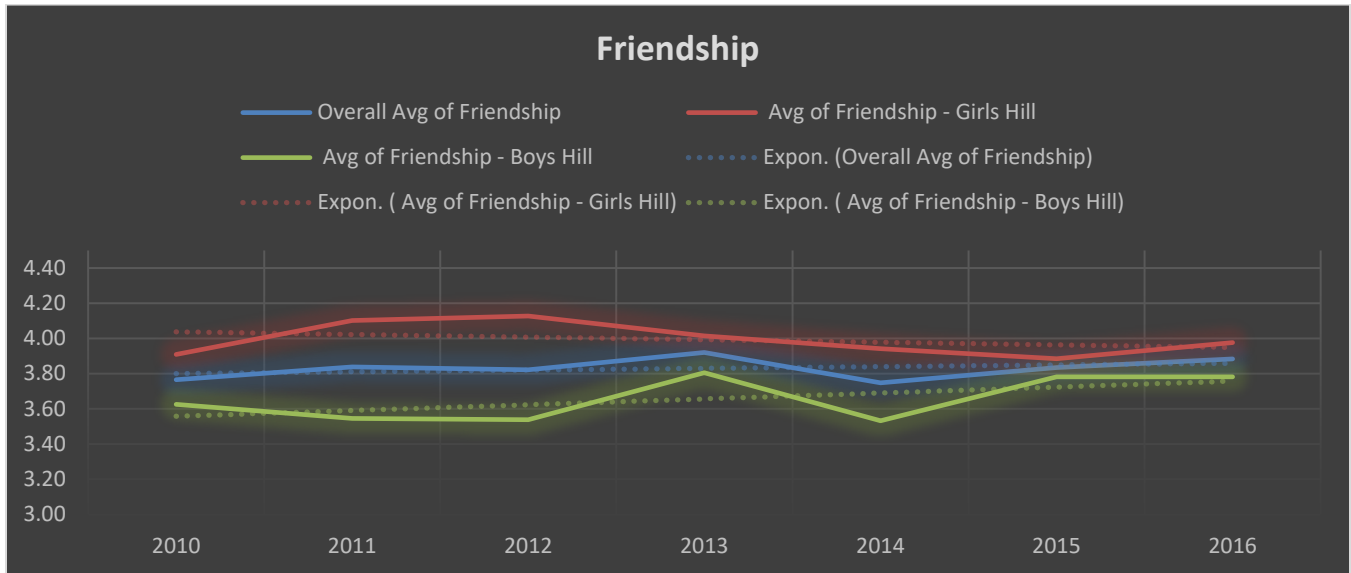
- Very slight drop from 2015 (.5%)
- 2016 Satisfaction rating 1.7% lower than 5 Year Average)
- Knighthood II was the highest rated – Knighthood II has the highest effect on campers
- American Heritage had the lowest effect on campers and was the lowest rated session
- Girls rated slightly higher than boys (1.7% overall average)
- Favorite Activities: Ropes, Barn, Pool
- What do they want to change: Bathrooms (9.8% of comments)
- What did they NOT LIKE about camp?
 - #1: Nothing – It was great (15% of comments)
 - #2: Bathrooms (7% of comments)
 - #3 Food (6% of comments)

What else should we know?
 “Keep camp the same” or “It’s perfect the way it is.” **43%**

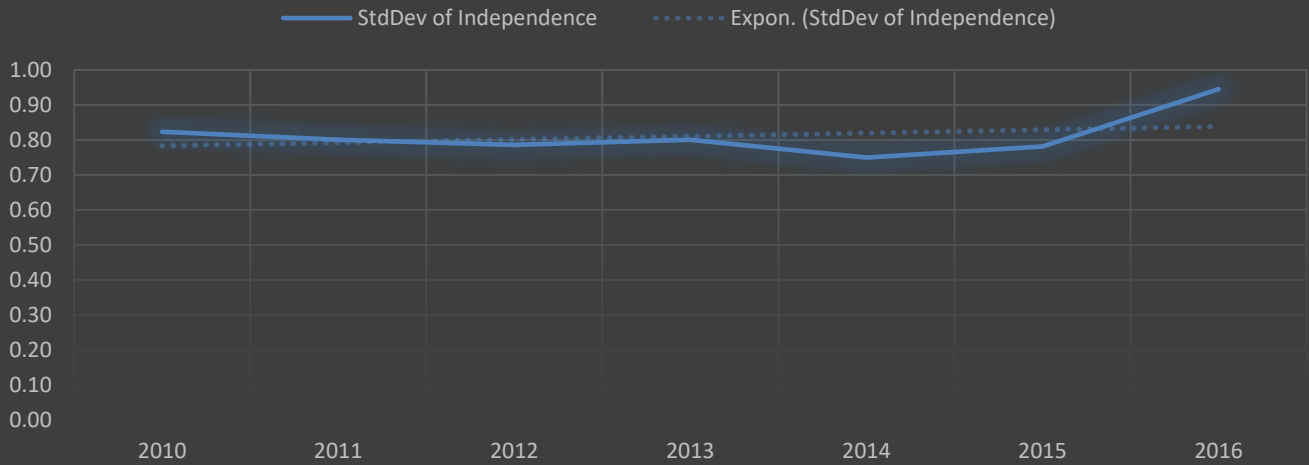
Average of Outcomes by Session



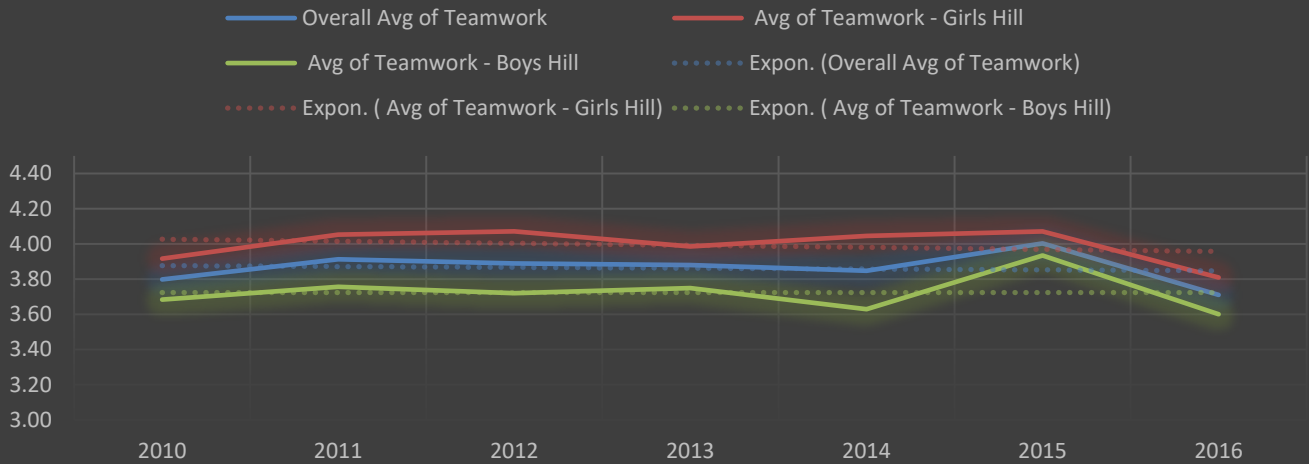
Outcome Yearly Trends – Basic Older Camper



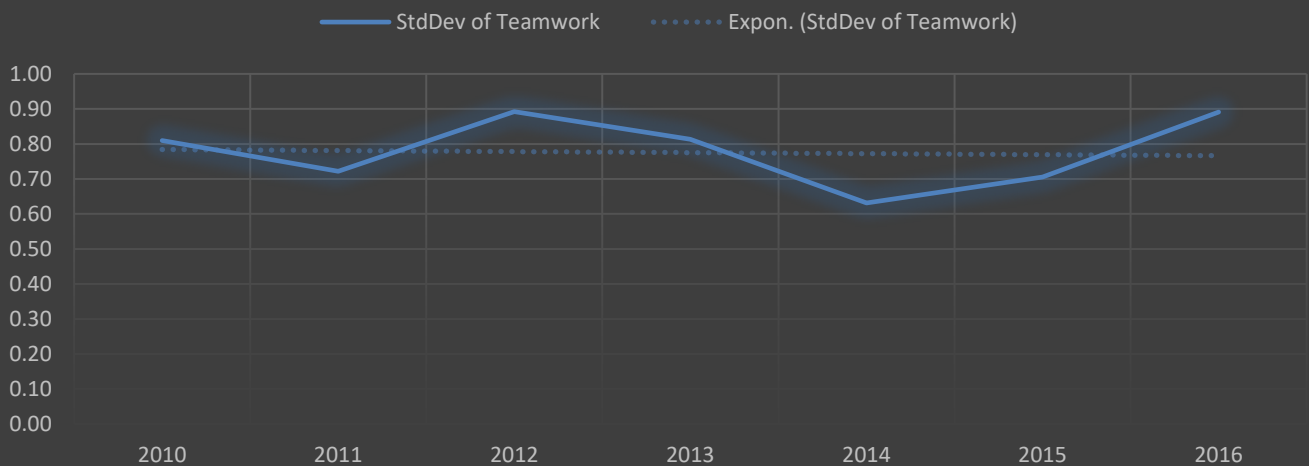
Independence - Standard Deviation



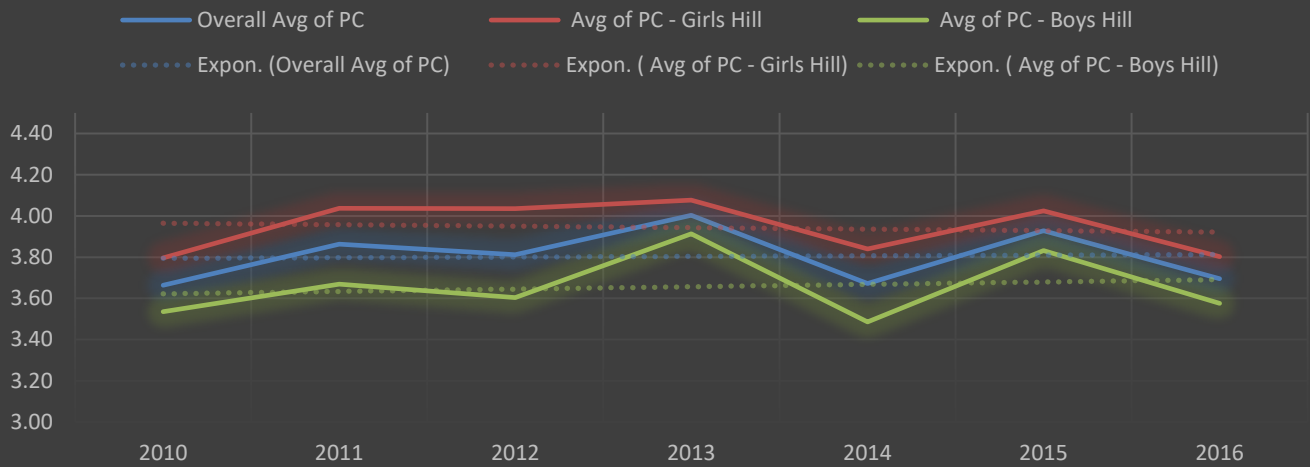
Teamwork



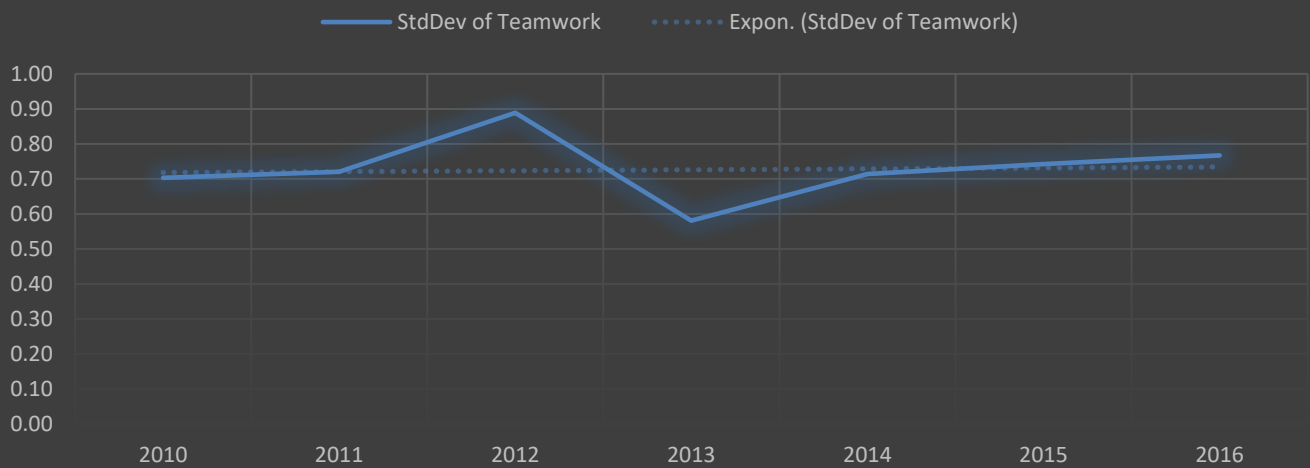
Teamwork - Standard Deviation



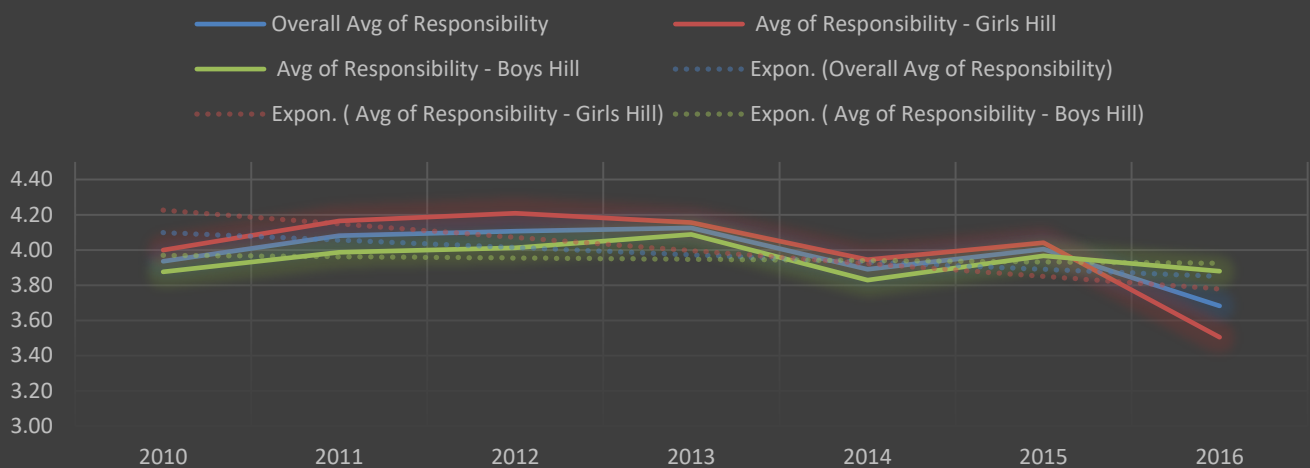
Perceived Competence



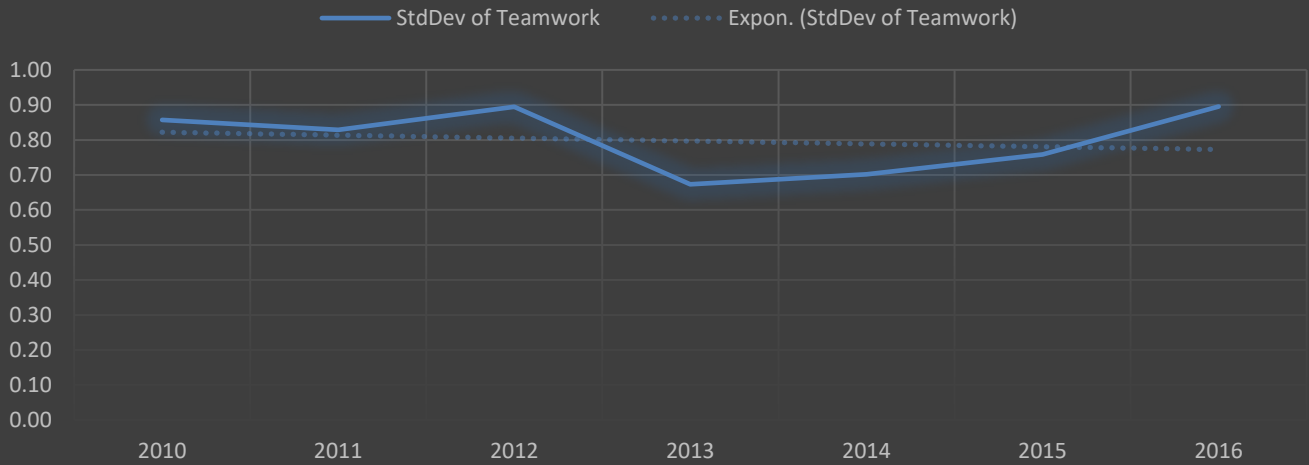
Perceived Competence - Standard Deviation



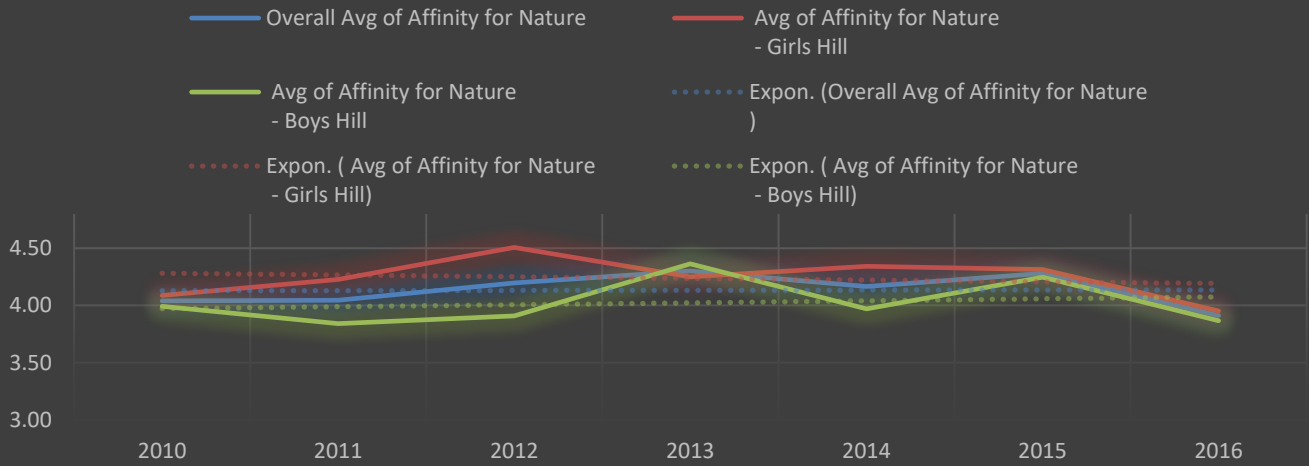
Responsibility



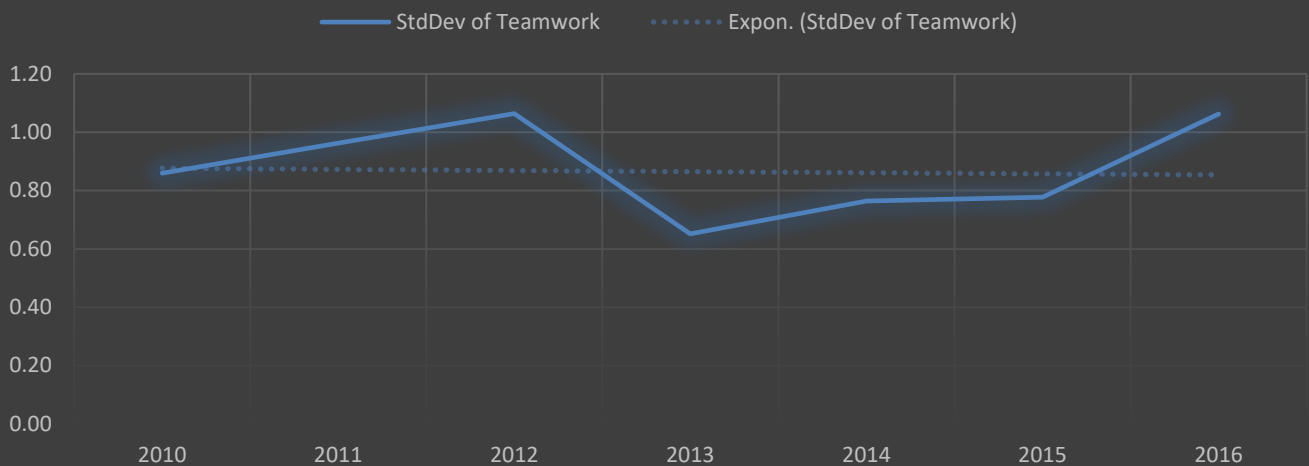
Responsibility - Standard Deviation



Affinity for Nature



Affinity for Nature - Standard Deviation

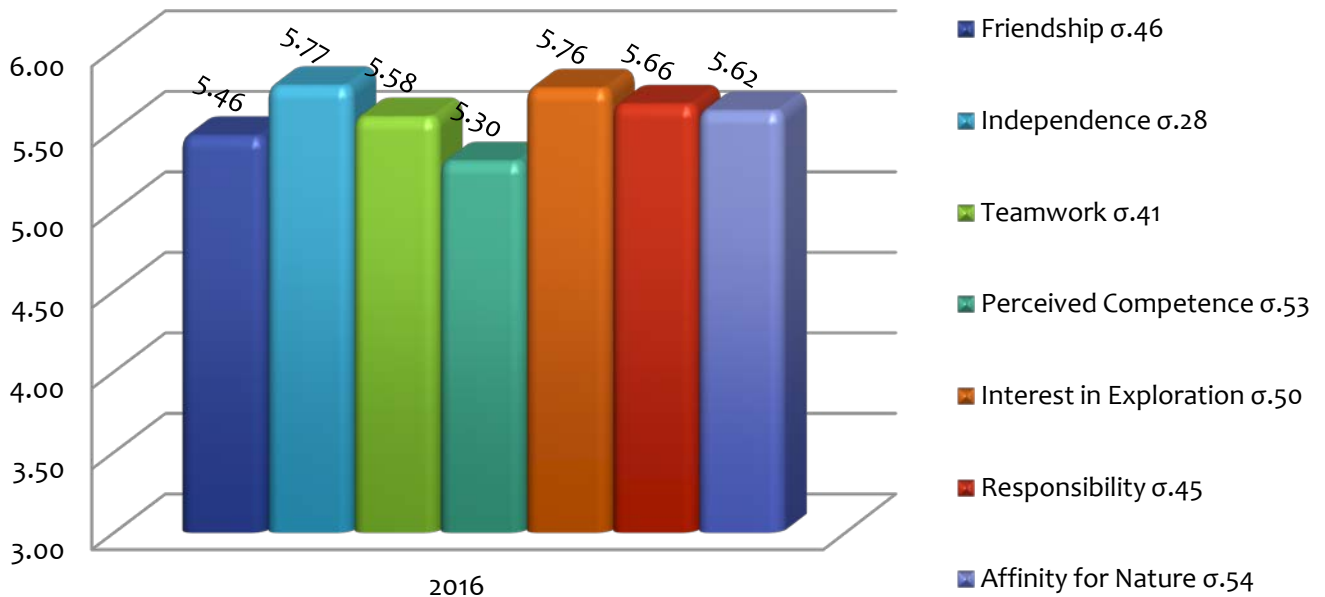


Detailed Older Camper Demographic

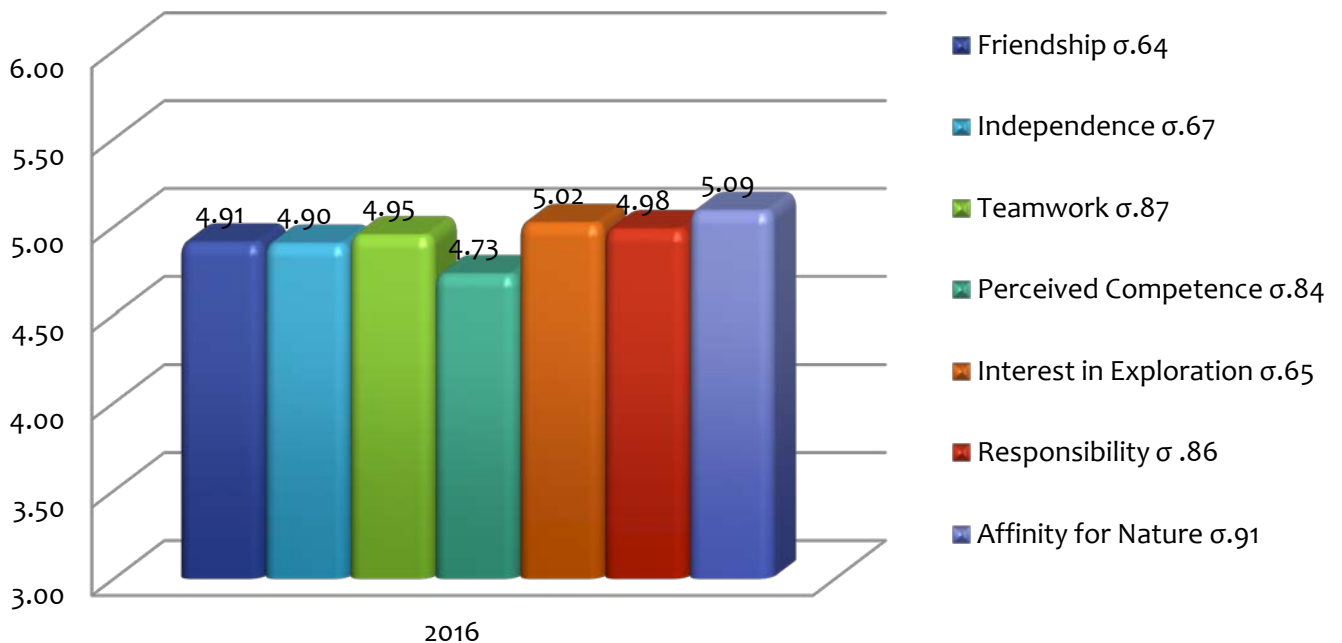
- 76 Campers were interviewed representing approximately 23% of that demographic (332 Campers)
- 7 Outcomes were surveyed: Friendship, Independence, Teamwork, Perceived Competence, Interest in Exploration, Responsibility and Affinity for Nature
- Grade 8-11; Cabins 2, 4, 5, 7, 6; Dorms A, E, F

Detailed Older Camper Overview

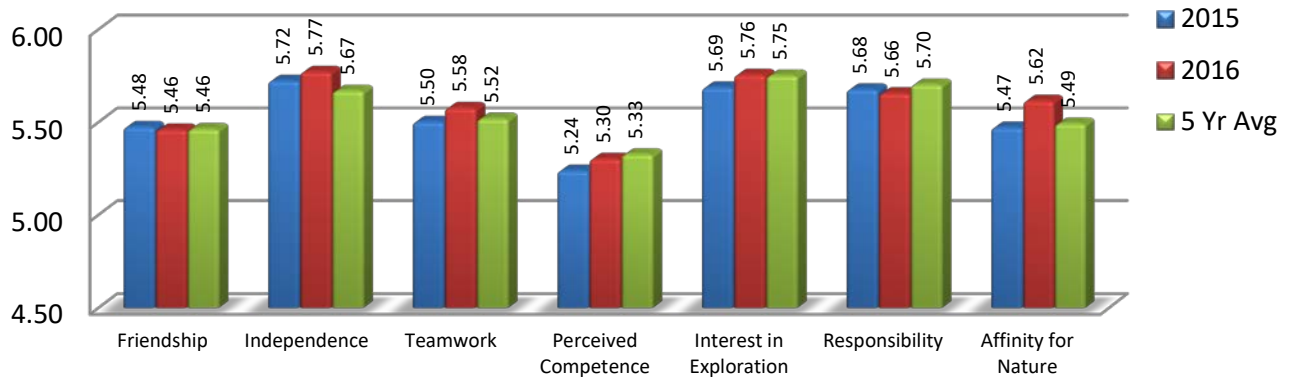
Average "Status" by Outcome



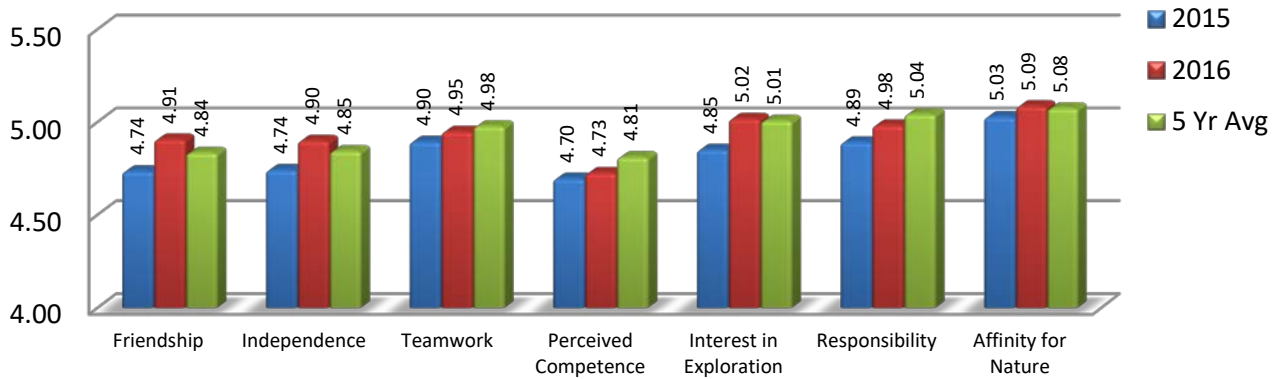
Average "Change" by Outcome



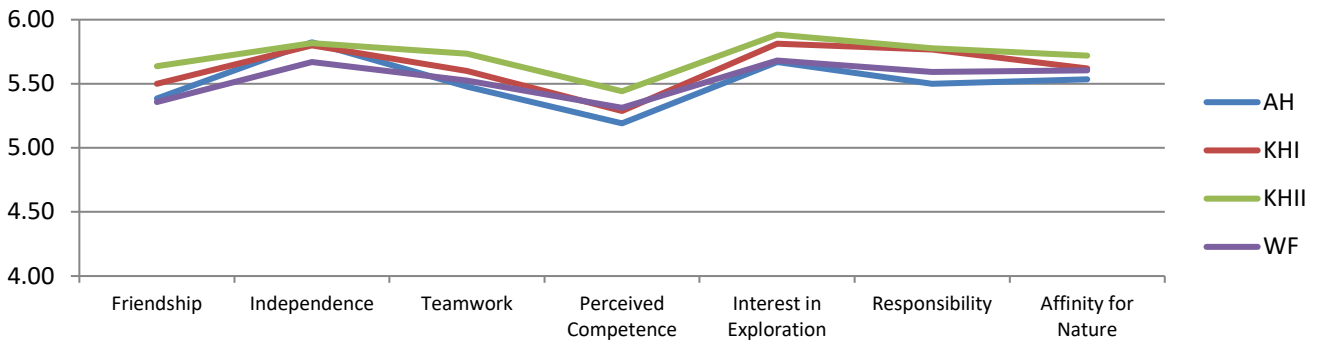
Average "Status" by Outcome



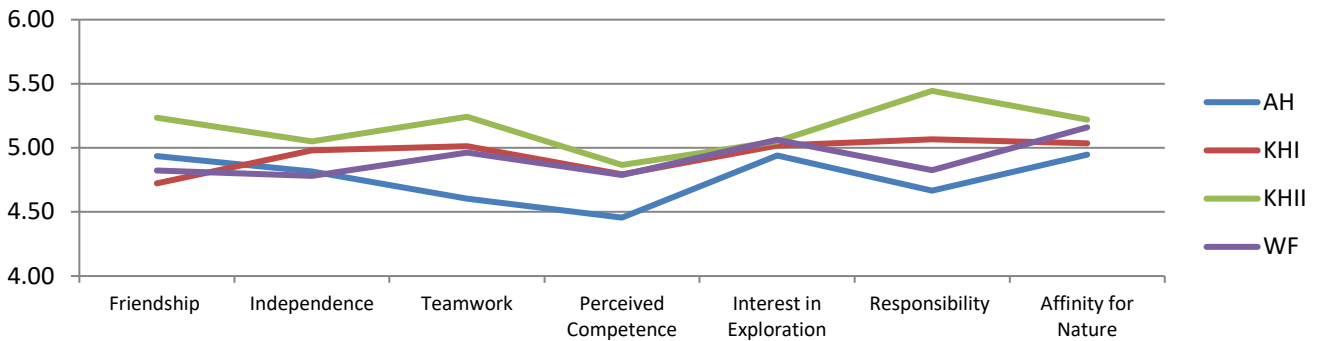
Average "Change" by Outcome



Average of "Status" by Session - 2016

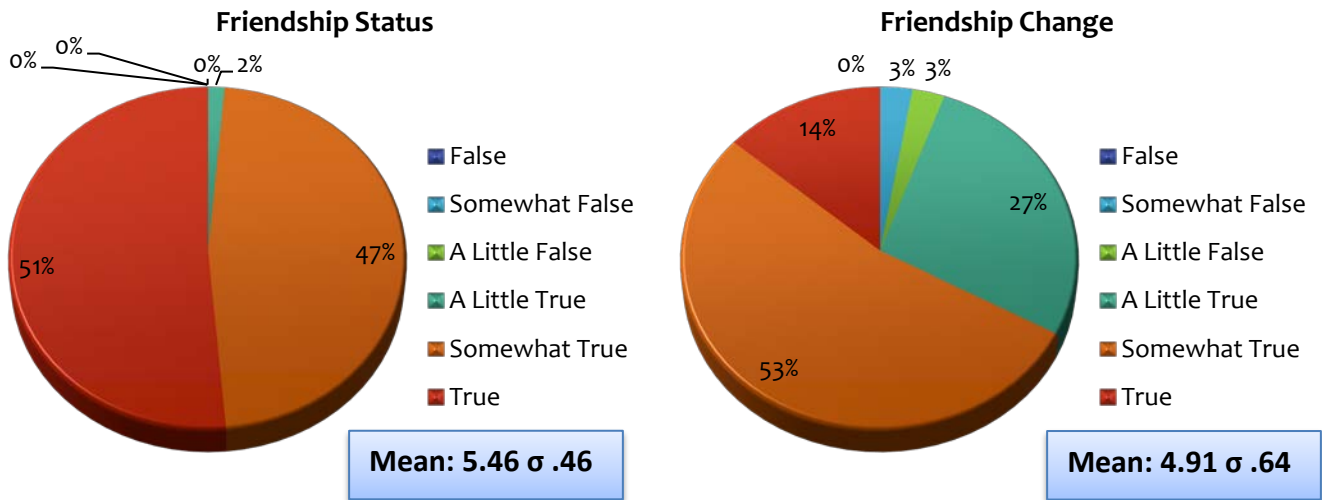


Average of "Change" by Session - 2016



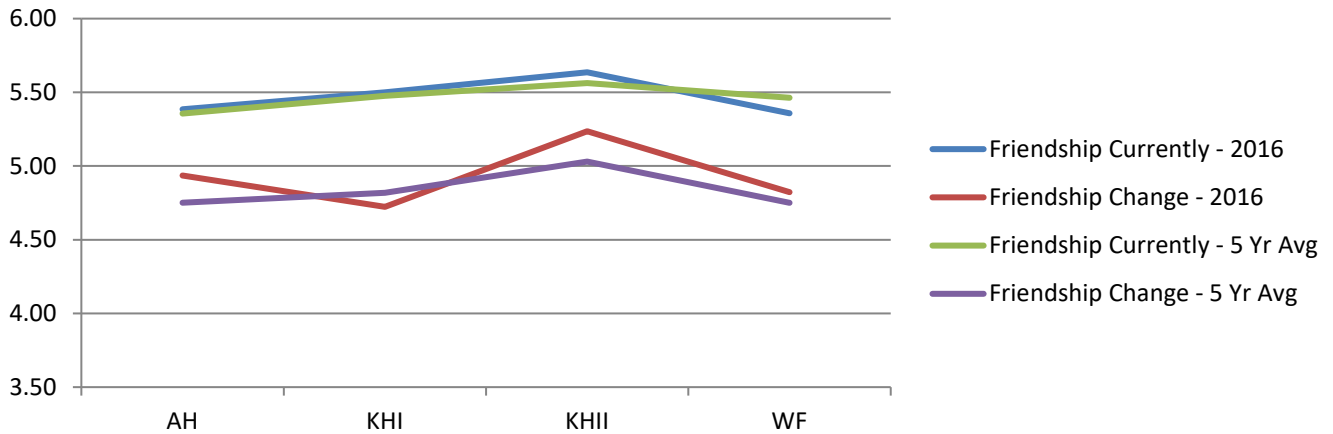
Detailed Camper Survey Analysis by Outcome

Friendship

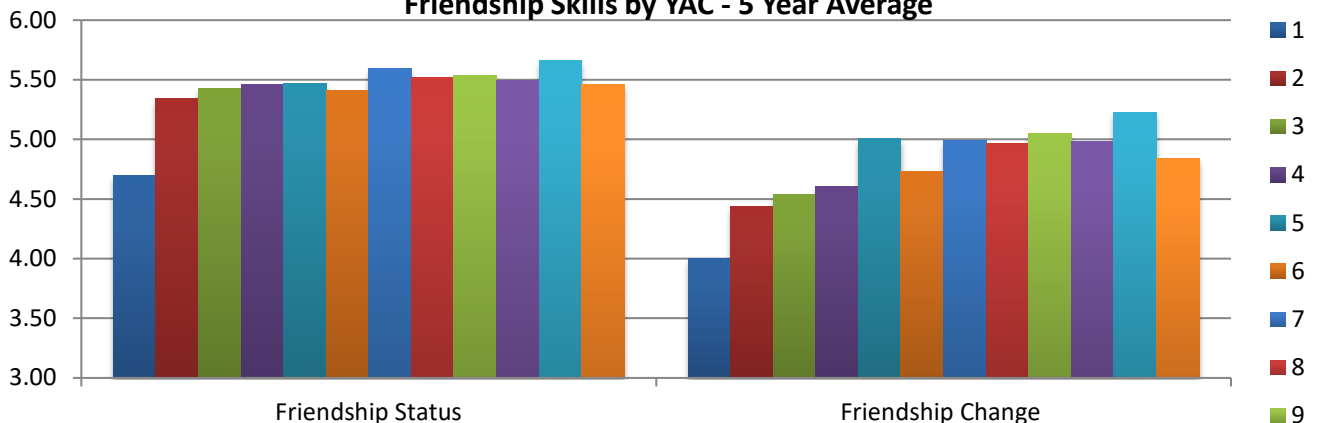


- 100% felt “I have good friendship skills” was a least a little true (+1.4% from 2015)
- 67.1% felt that camp significantly improved their friendship skills (No change from 2015)

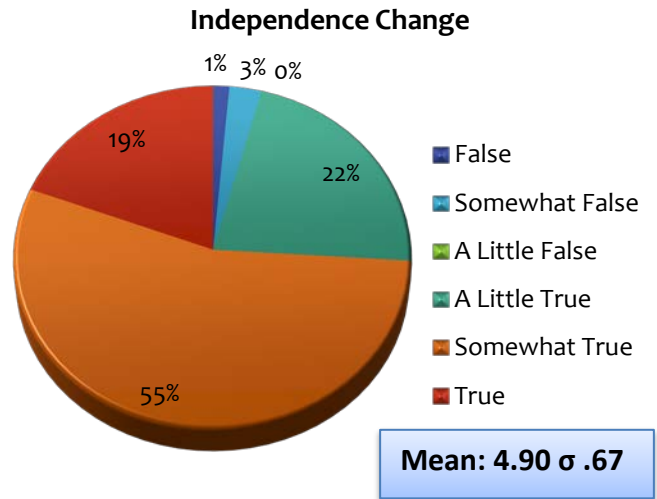
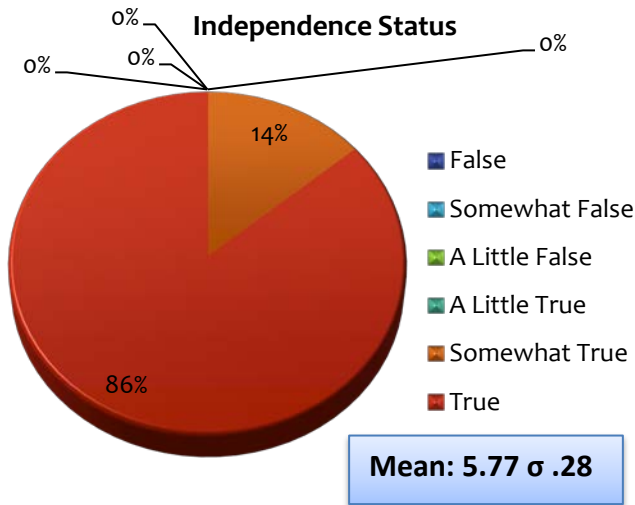
Friendship Change & Status by Session



Friendship Skills by YAC - 5 Year Average

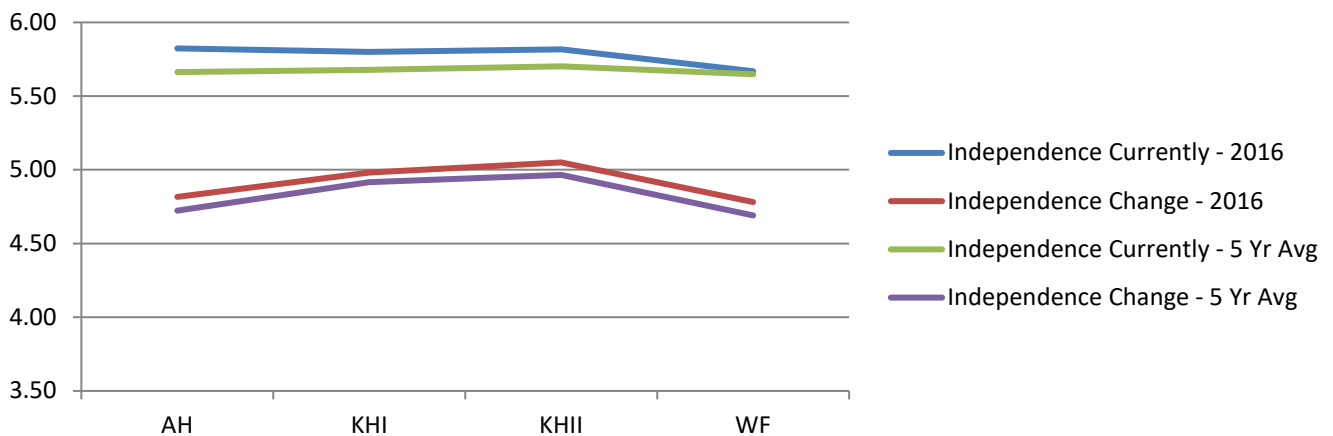


Independence

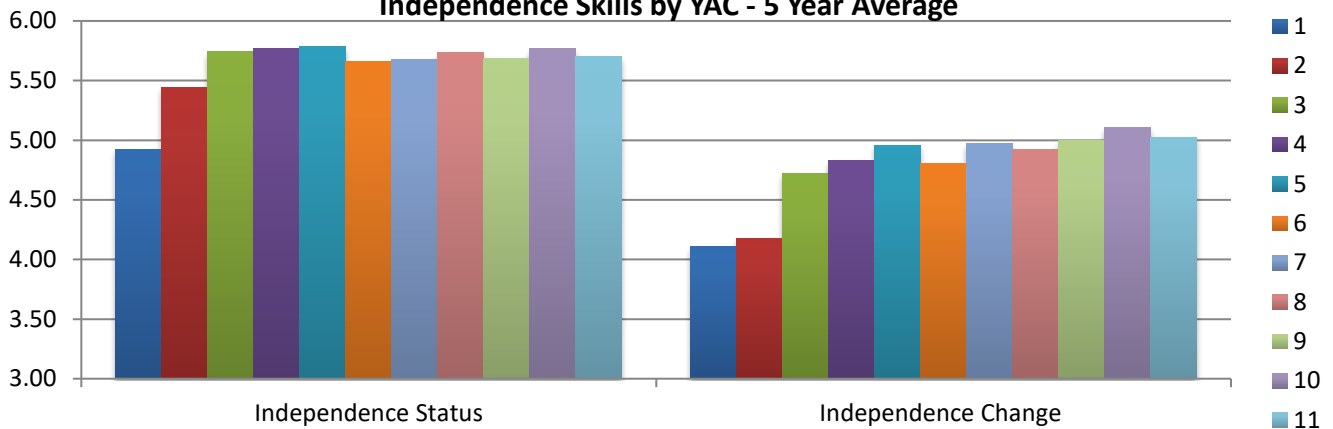


- 100% felt “I have good independence skills” was a least a little true (No change from 2015)
- 74% felt that camp significantly improved their friendship skills (8% increase from 2015)

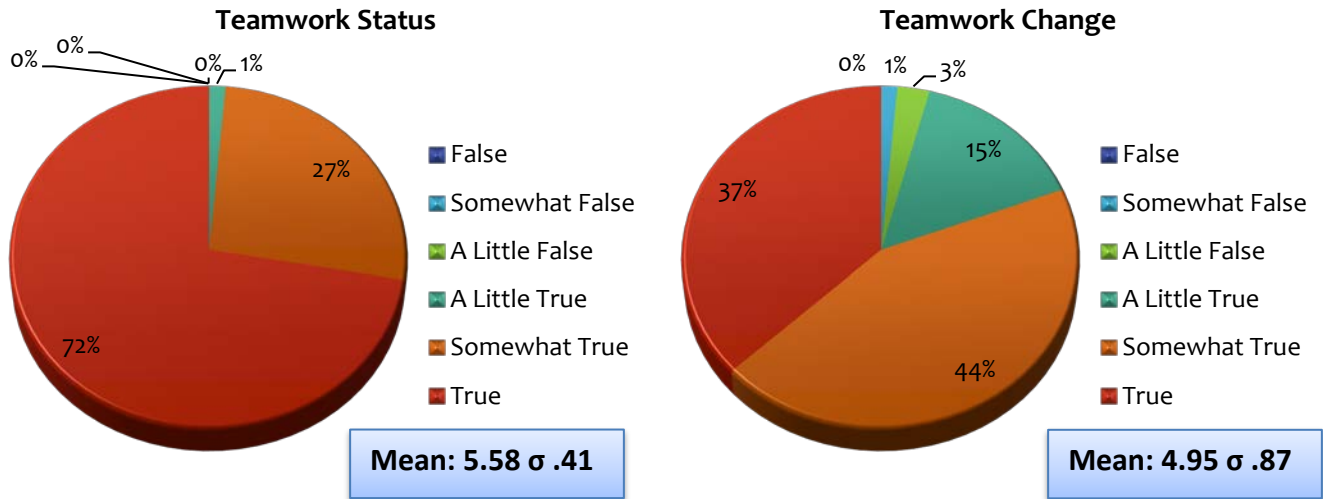
Independence Change & Status by Session



Independence Skills by YAC - 5 Year Average

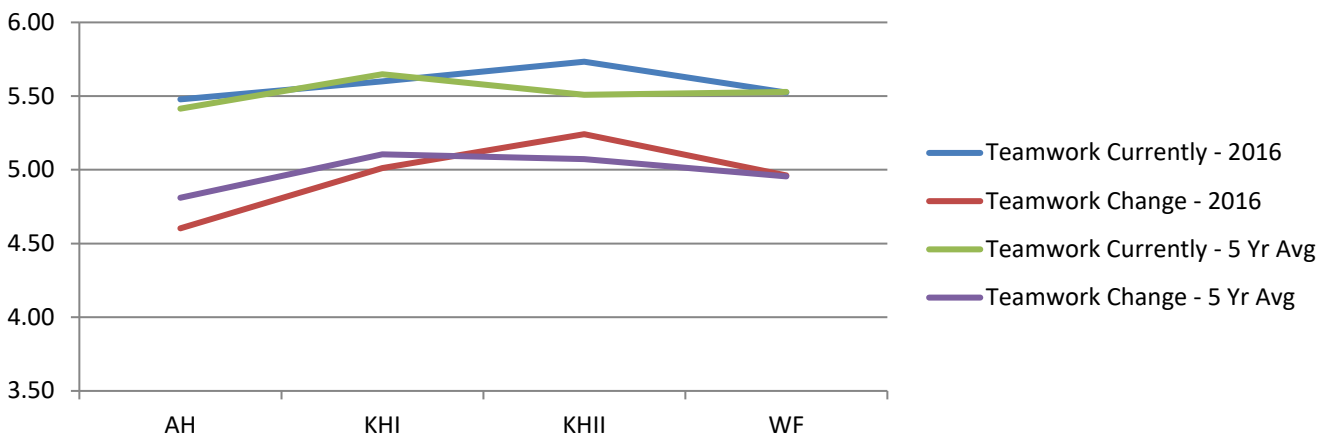


Teamwork

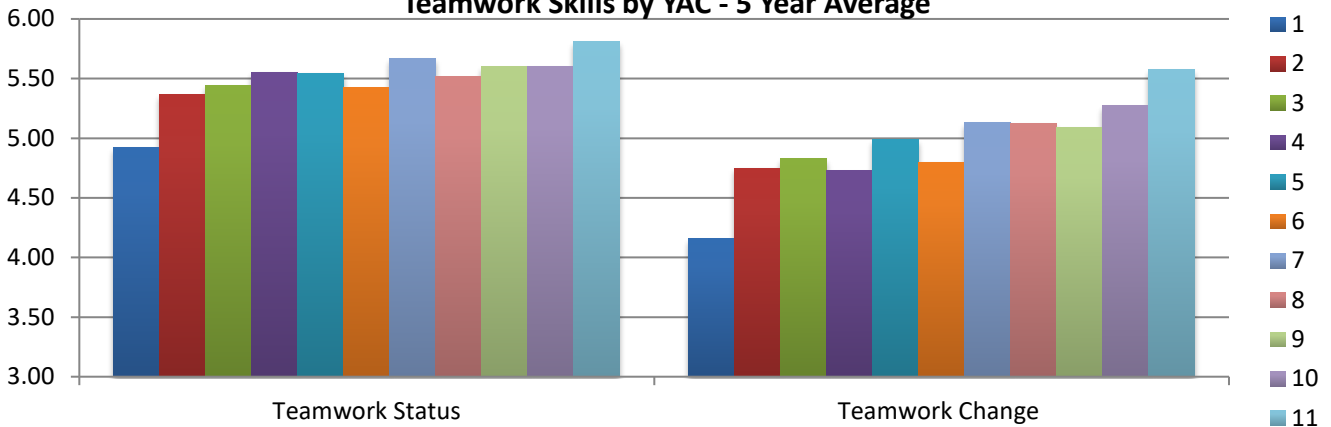


- 100% felt “I have good teamwork skills” was a least a little true
- 80.8% felt that camp significantly improved their teamwork skills (2.1% increase from 2015)

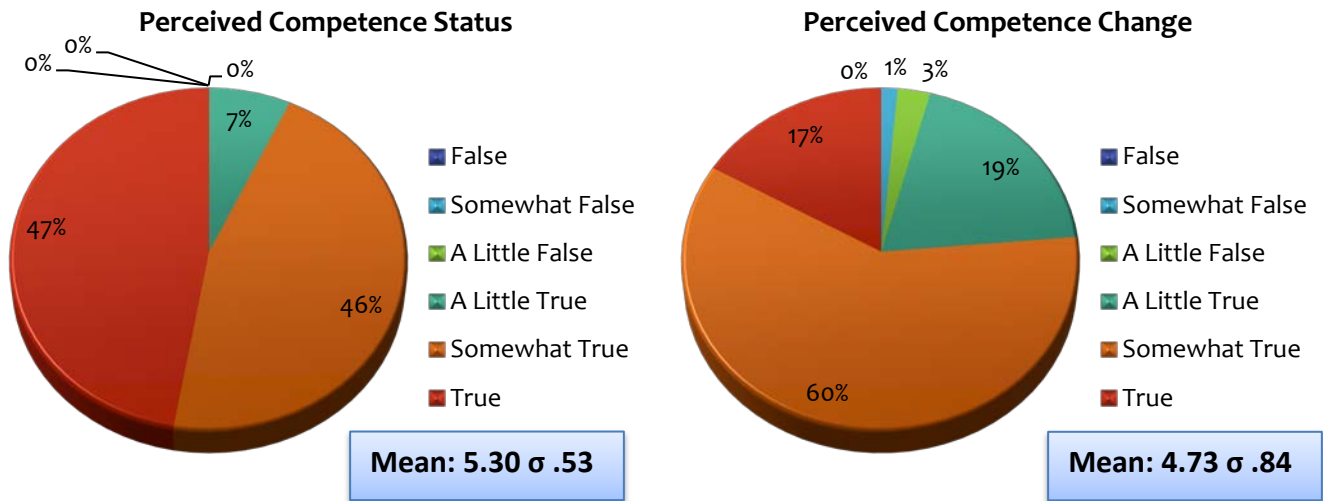
Teamwork Change & Status by Session



Teamwork Skills by YAC - 5 Year Average

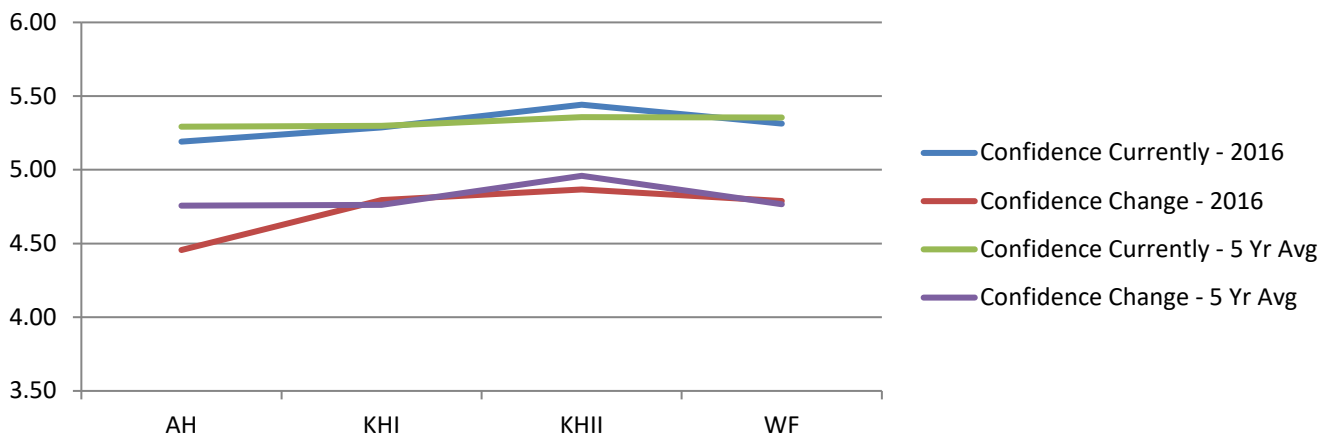


Perceived Competence (Confidence)

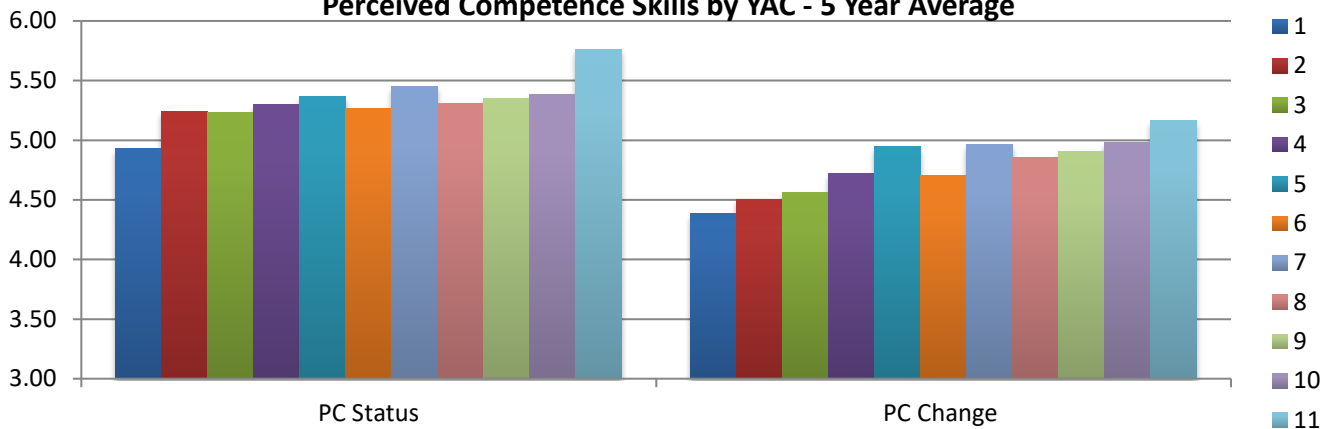


- 100% felt "I am confident in myself" was a least a little true (+1.4% from 2015)
- 76.4% said that camp made a big difference in how they feel about themselves (+10% from 2015)

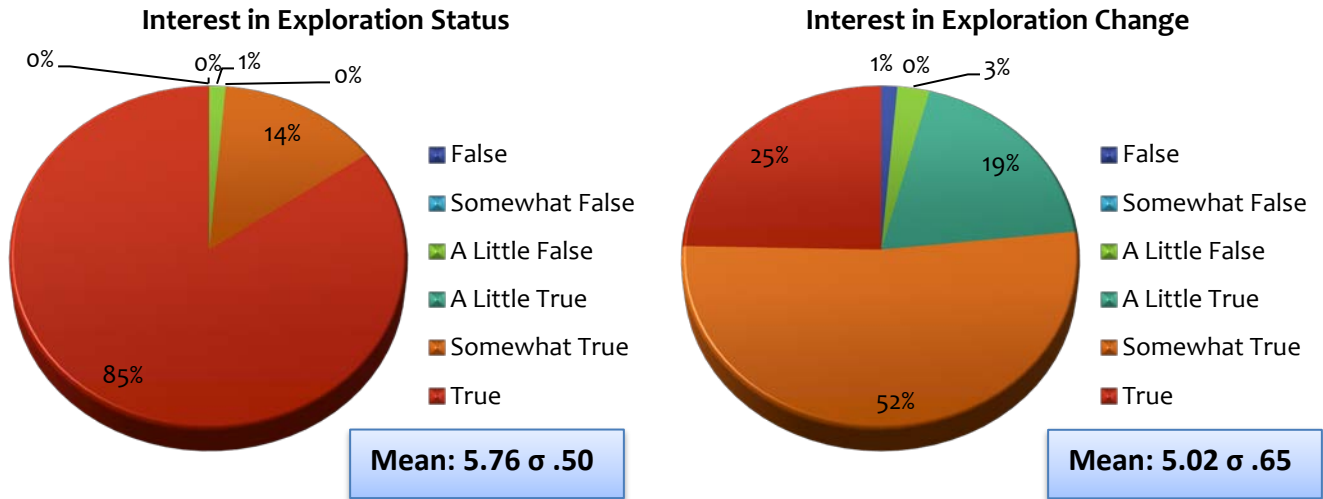
Perceived Competence Change & Status by Session



Perceived Competence Skills by YAC - 5 Year Average

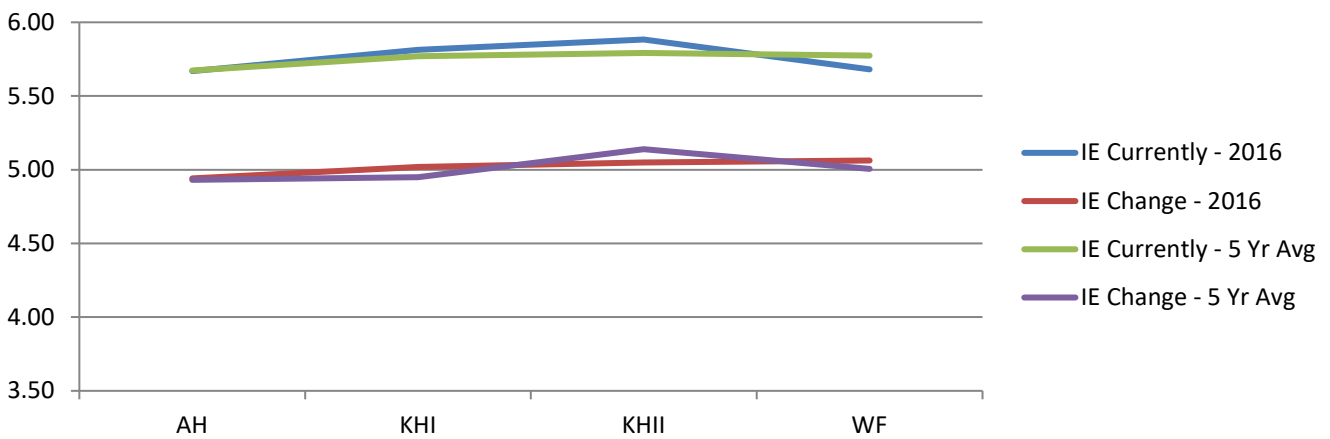


Interest in Exploration

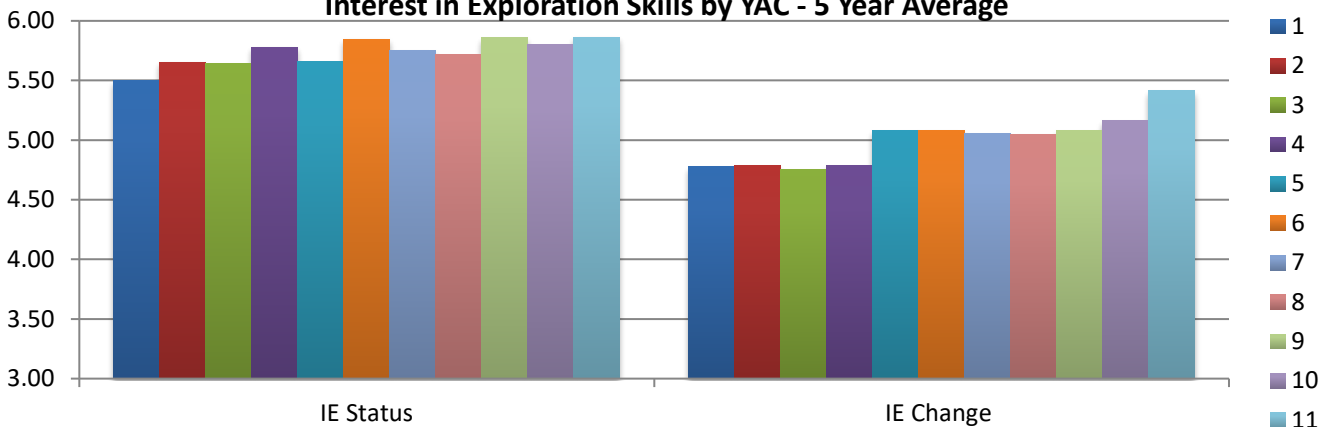


- IE defined: Learning Skills, Citizenship Skills, Nature and Outdoor Adventure
- 98.6% felt “I have an Interest in exploration” was a least a little true (-1.4% from 2015)
- 76.7% said that they far more interested and prepared to learn and try new things as a result of GG (3.7% increase from 2015)

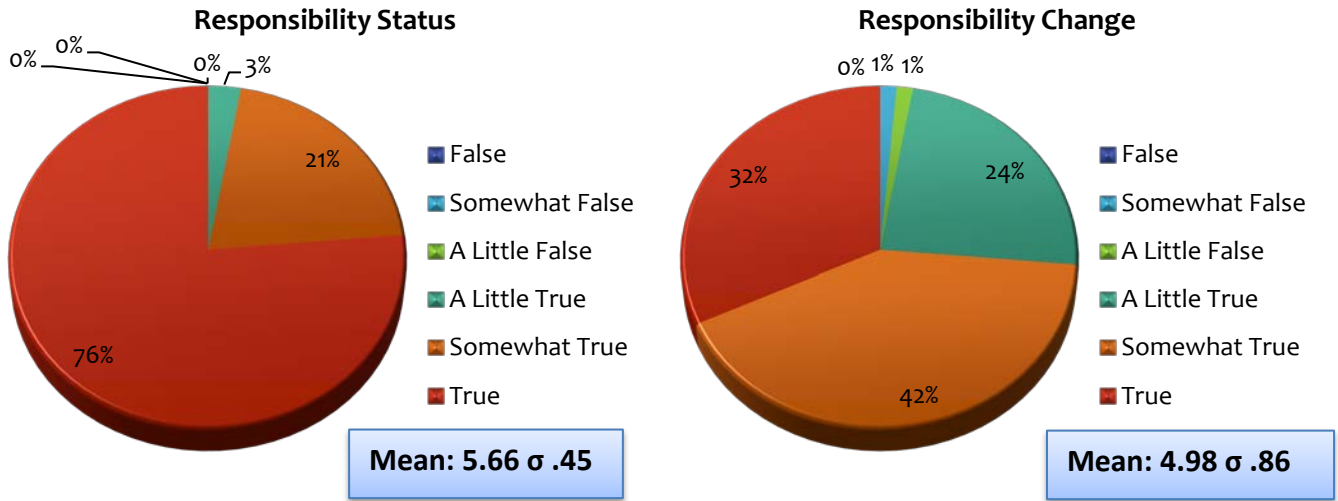
Interest in Exploration Change & Status by Session



Interest in Exploration Skills by YAC - 5 Year Average

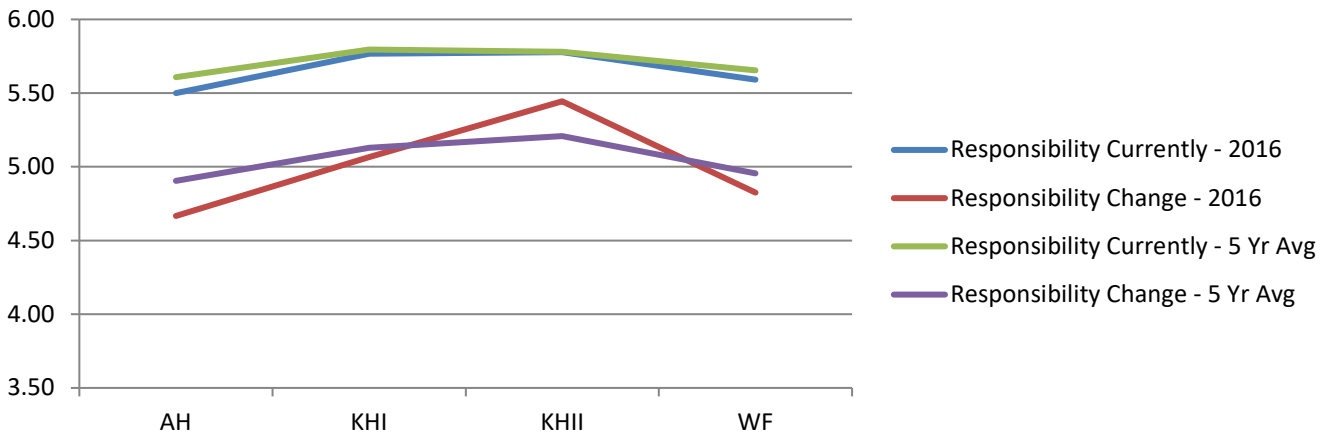


Responsibility

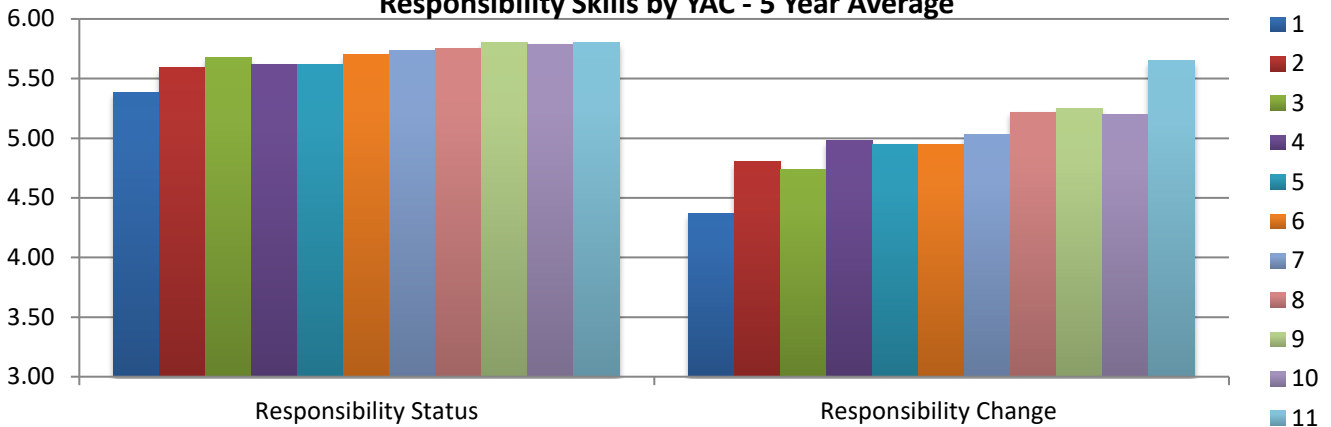


- 100% felt “I am responsible” was a least a little true (+1.4% from 2015)
- 73.6% said that camp has made them considerably more responsible (-1.9% from 2015)

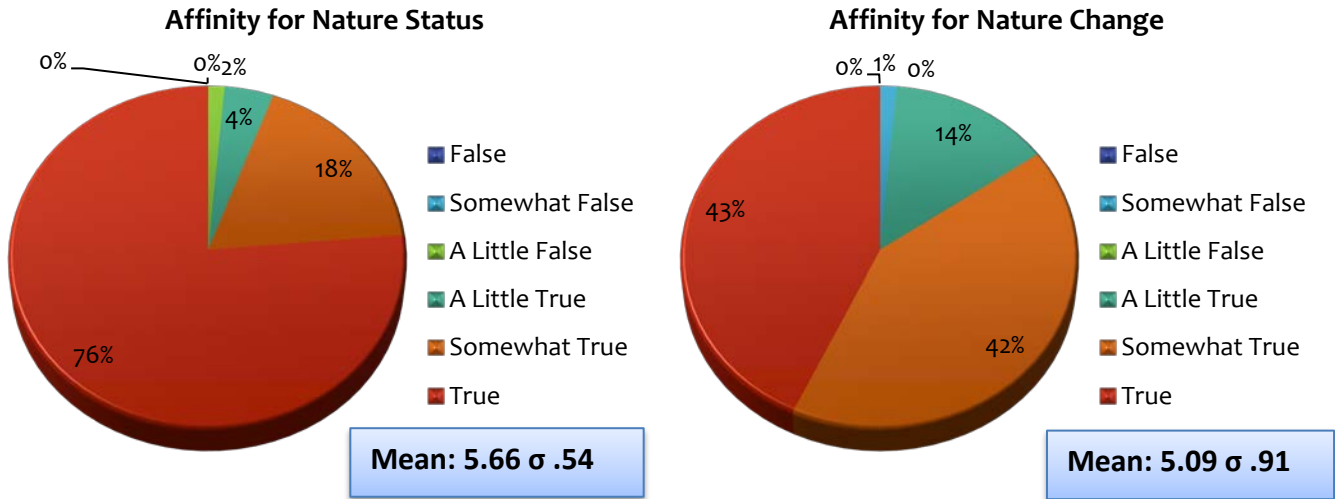
Responsibility Change & Status by Session



Responsibility Skills by YAC - 5 Year Average

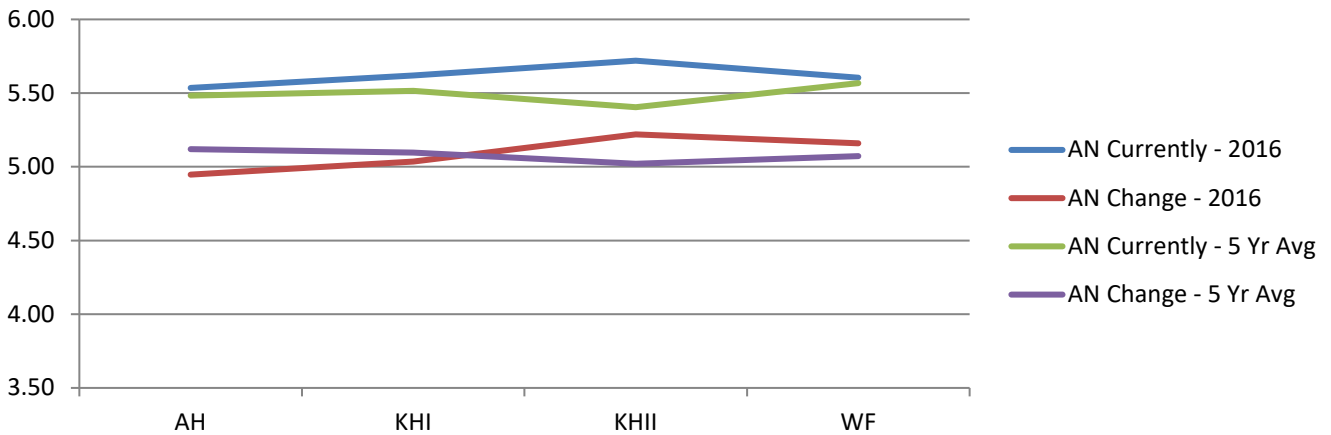


Affinity for Nature

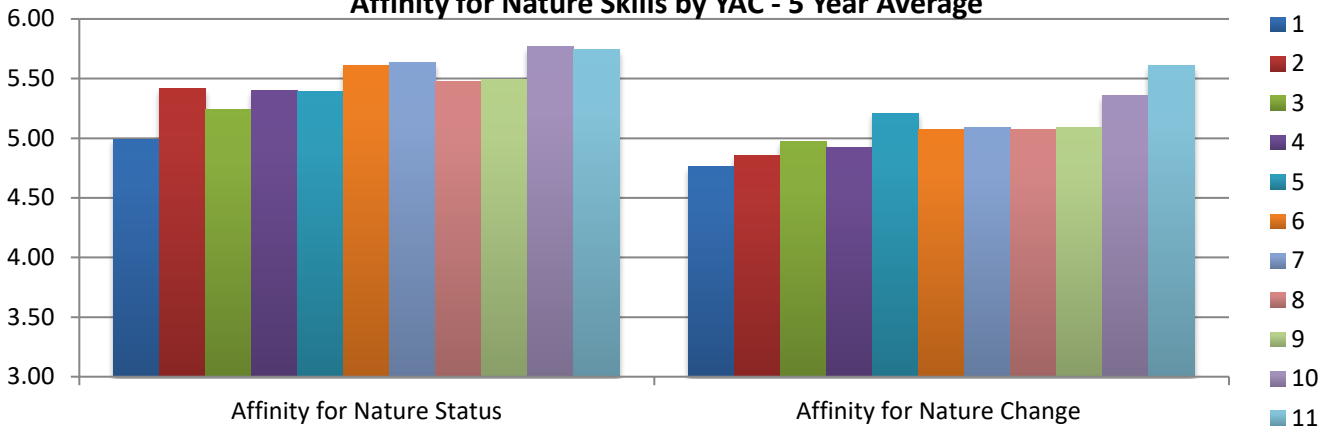


- 98.6% felt “I have an affinity for nature” was a least a little true (-1.4% from 2015)
- 84.7% have a significantly better affinity for nature as a result of Geneva Glen (2% increase from 2015)

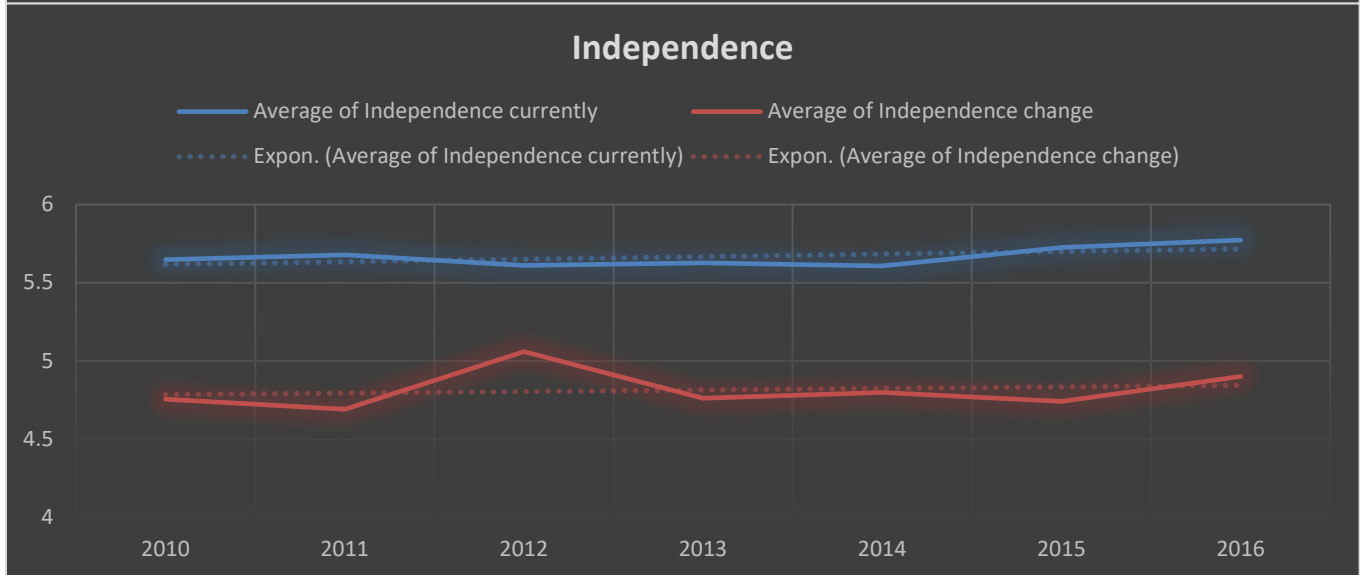
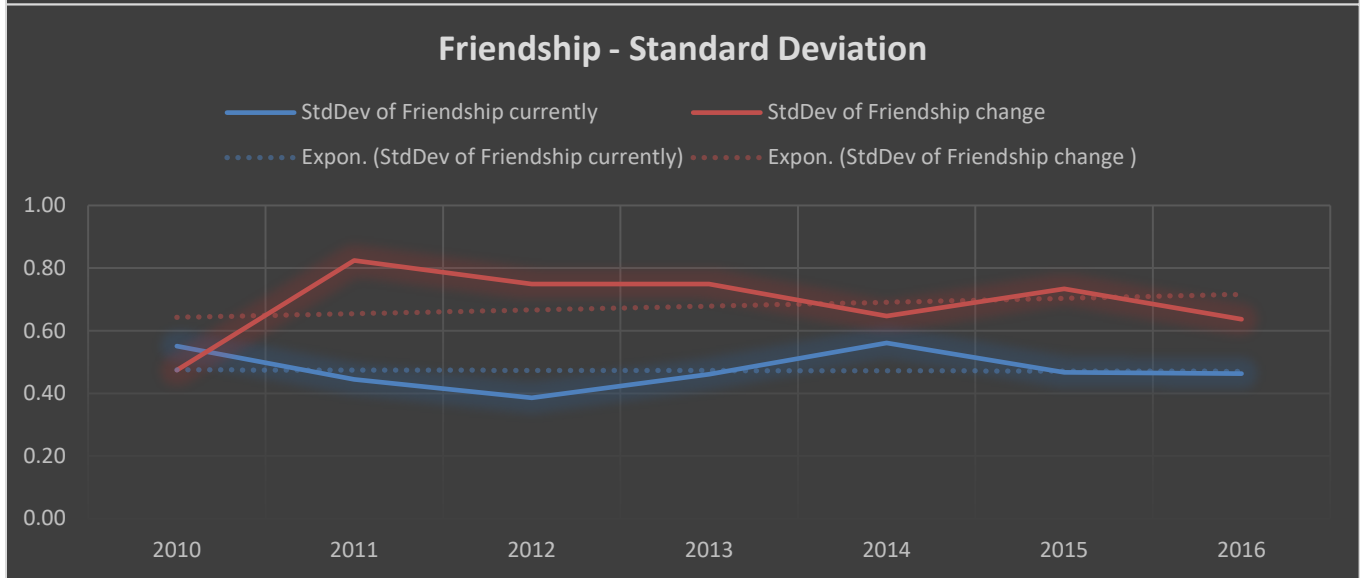
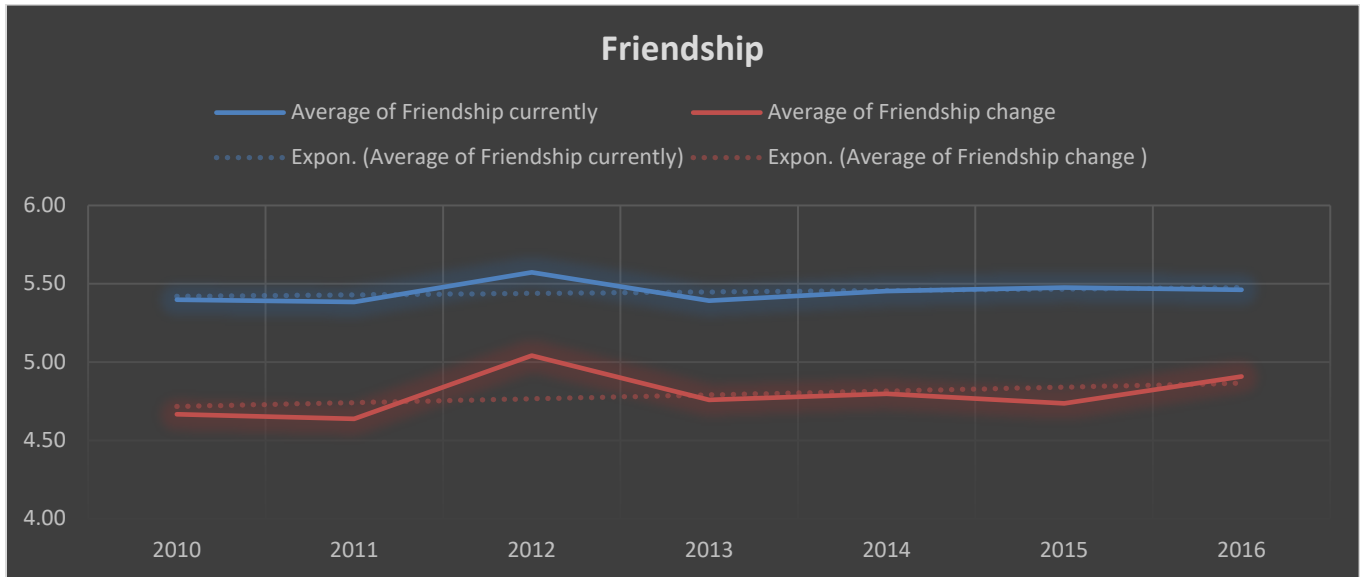
Affinity for Nature Change & Status by Session



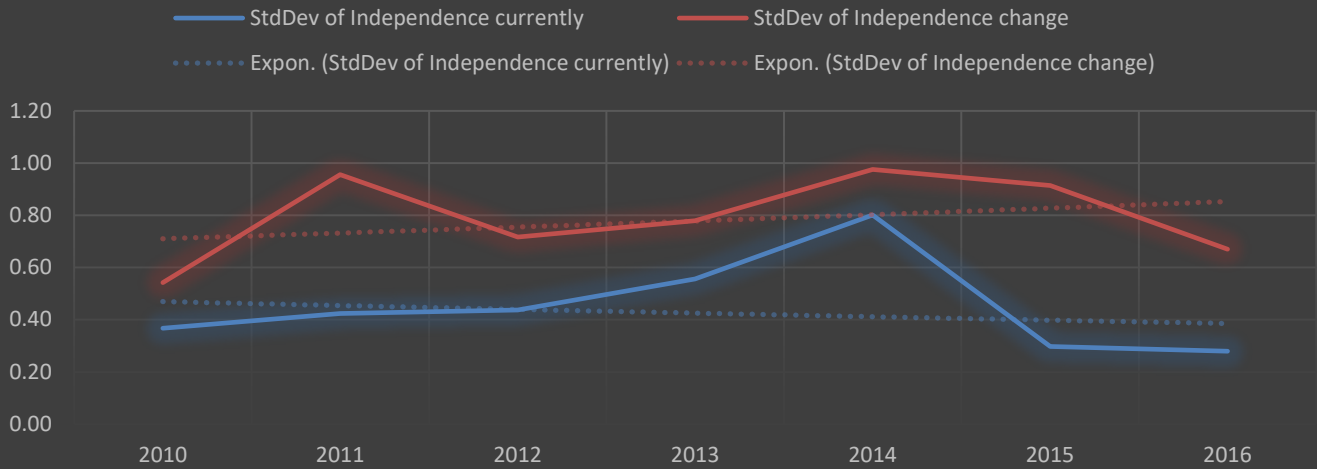
Affinity for Nature Skills by YAC - 5 Year Average



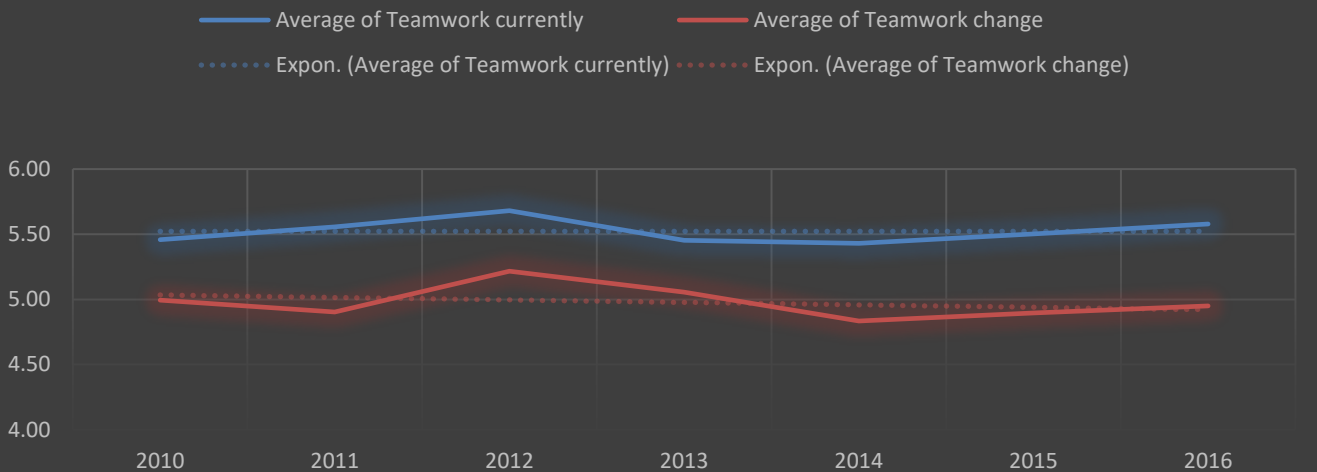
Outcome Yearly Trends



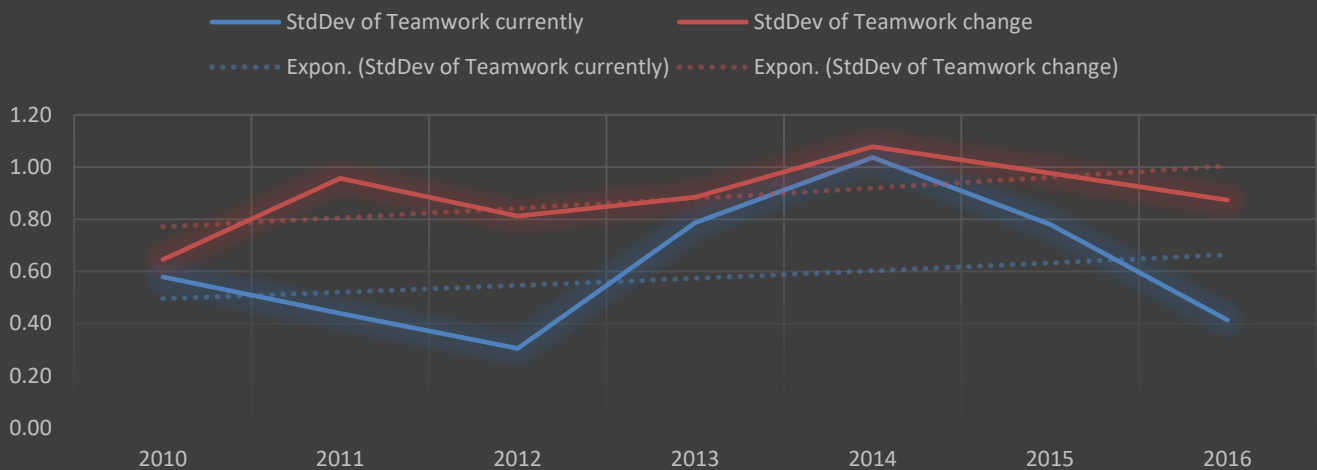
Independence - Standard Deviation



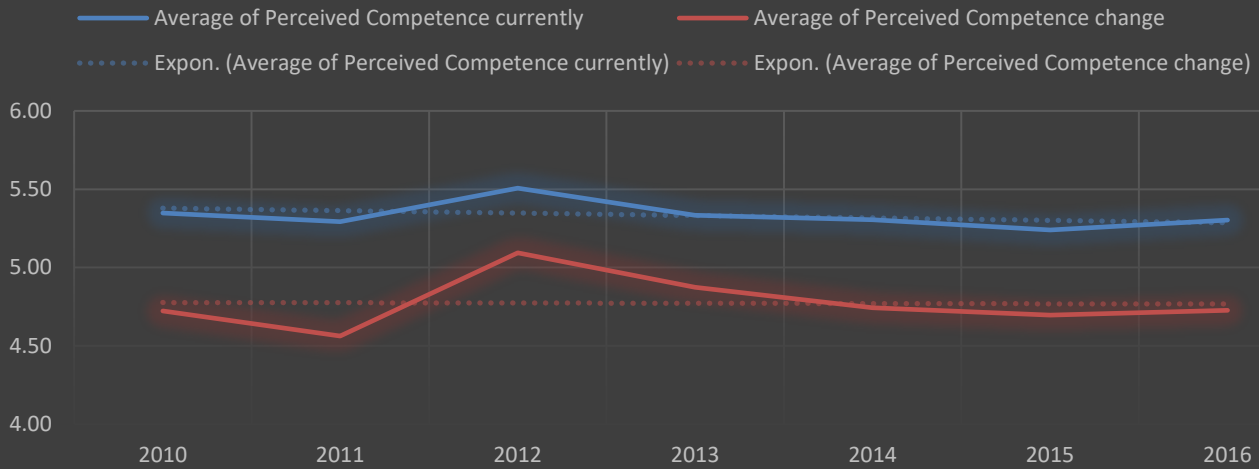
Teamwork



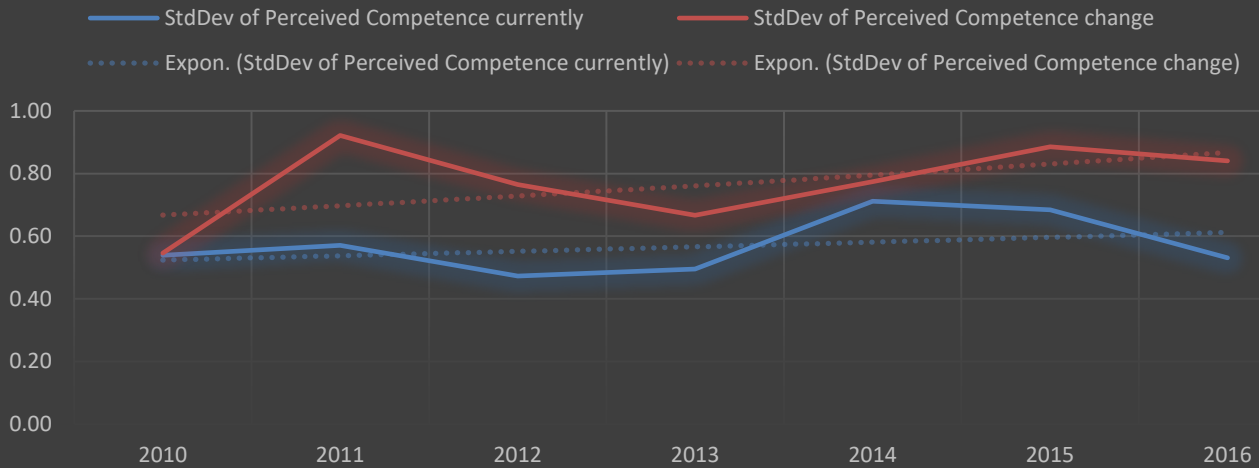
Teamwork - Standard Deviation



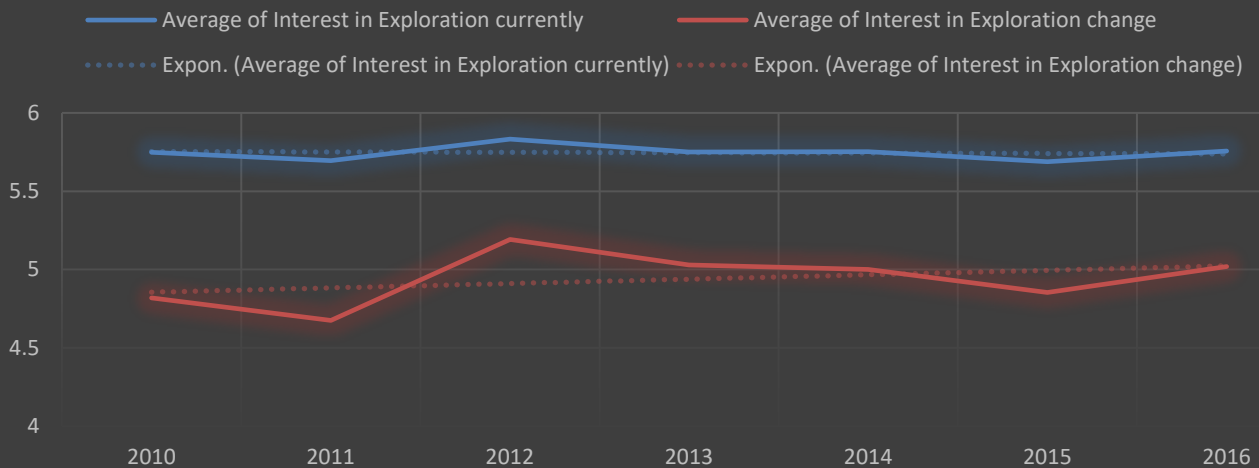
Perceived Competence



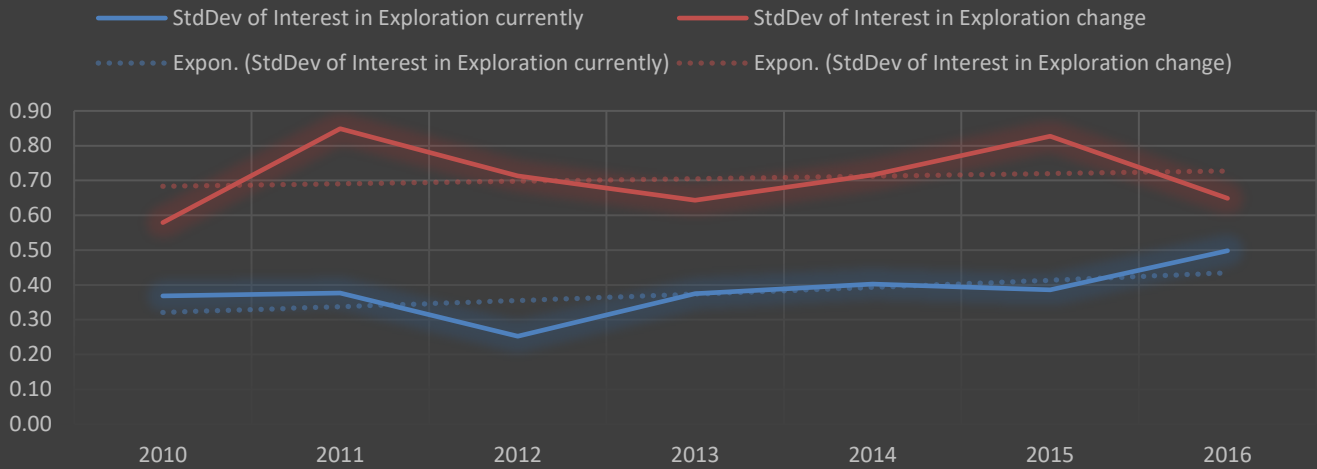
Perceived Competence - Standard Deviation



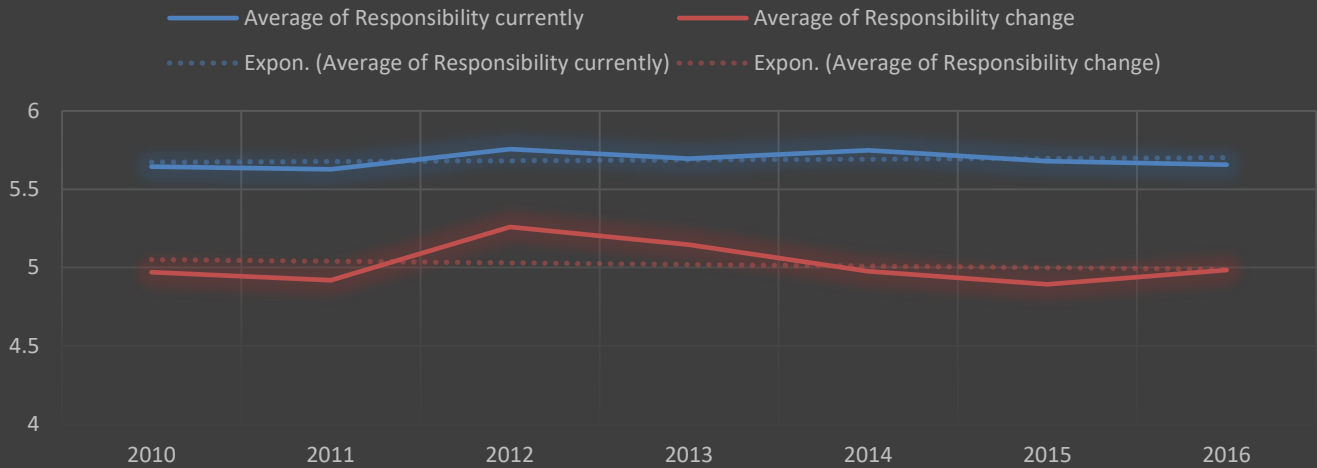
Interest in Exploration



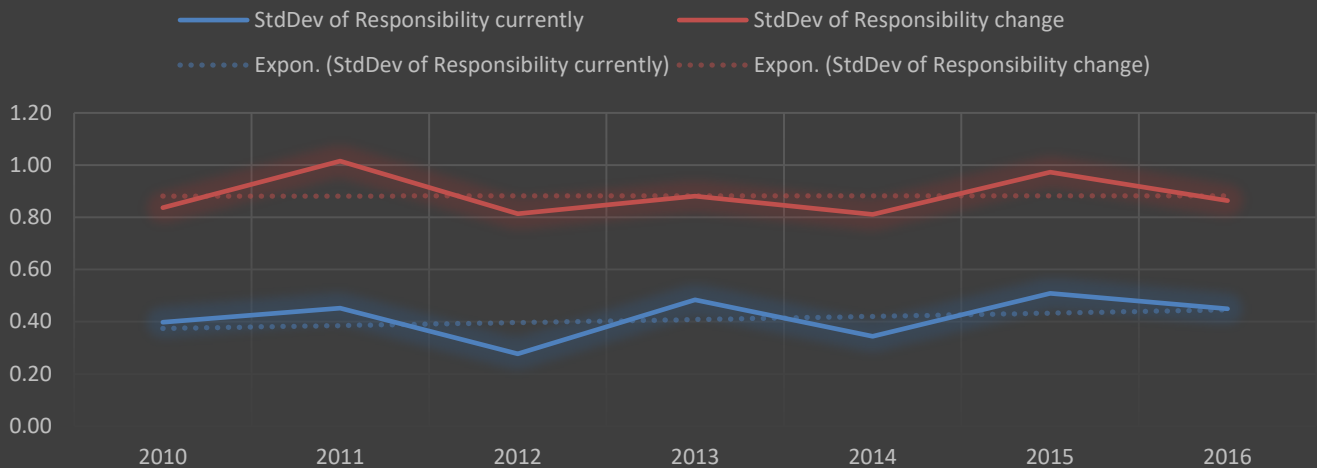
Interest in Exploration - Standard Deviation



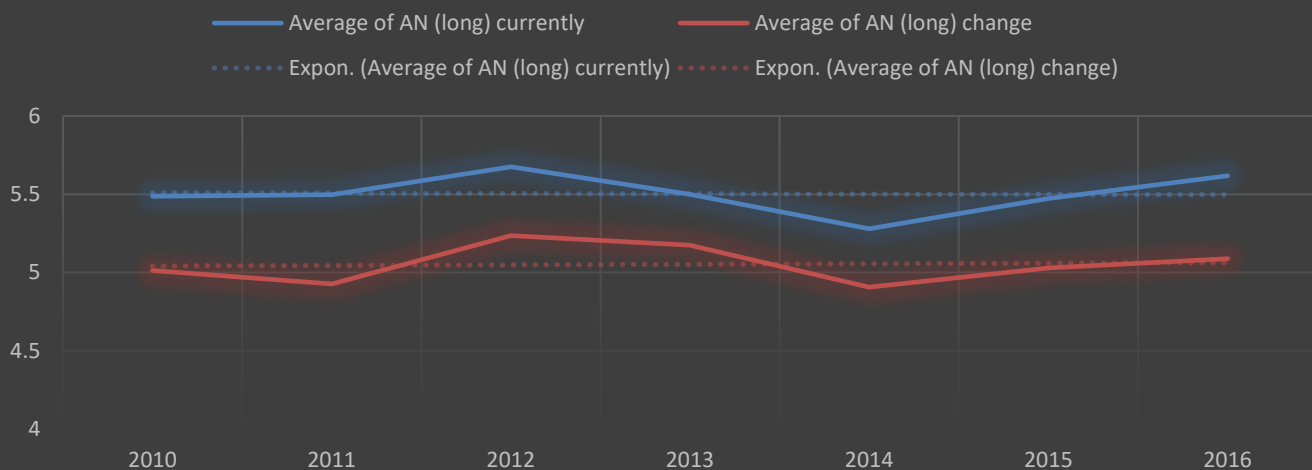
Responsibility



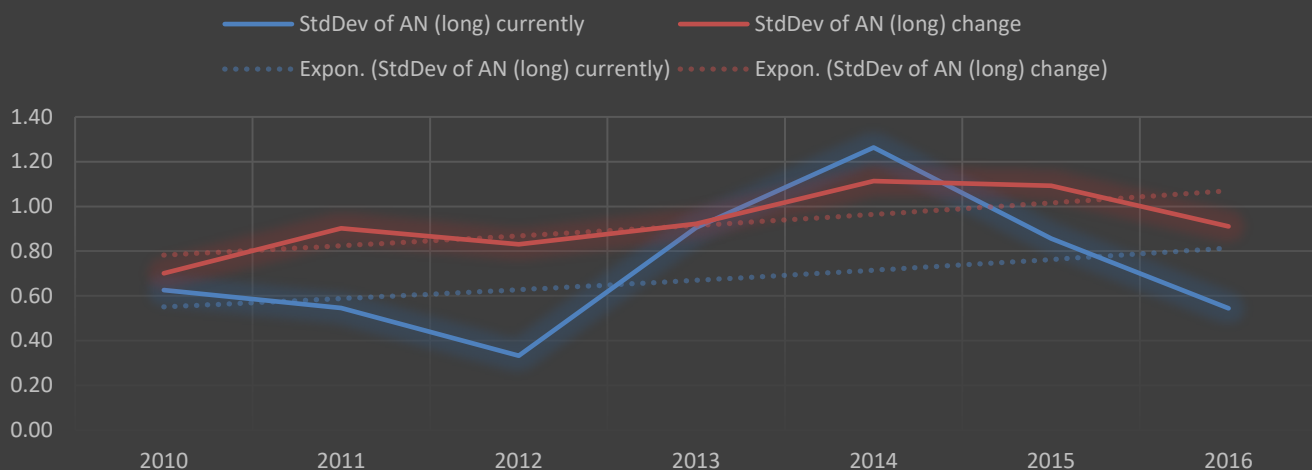
Responsibility - Standard Deviation



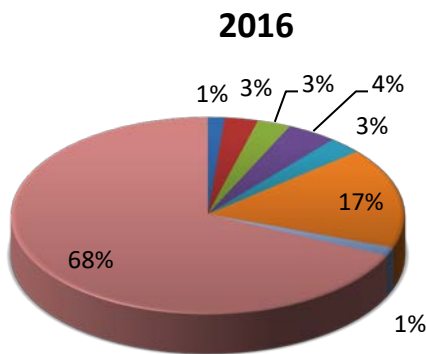
Affinity for Nature



Affinity for Nature - Standard Deviation

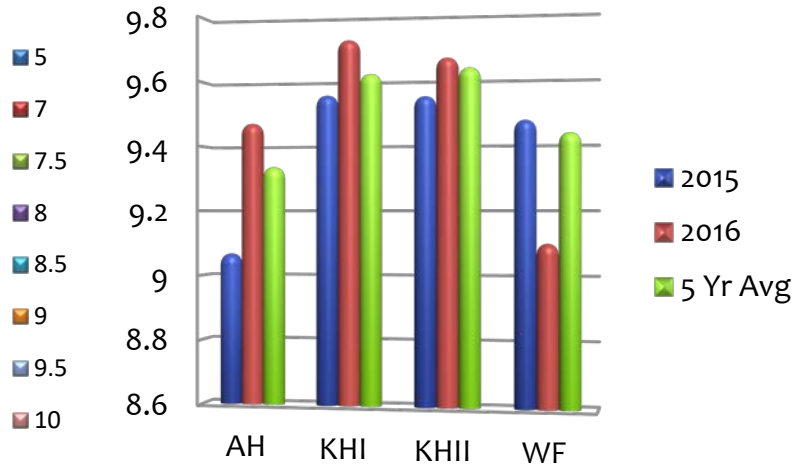


Satisfaction Survey Results and Other Analysis



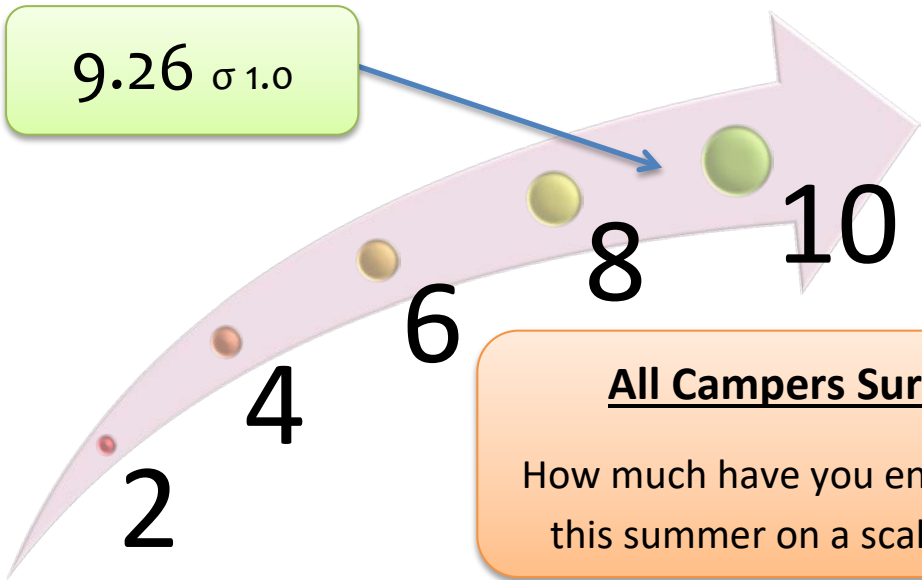
Mean: 9.47 σ .95

Session/Year Comparative

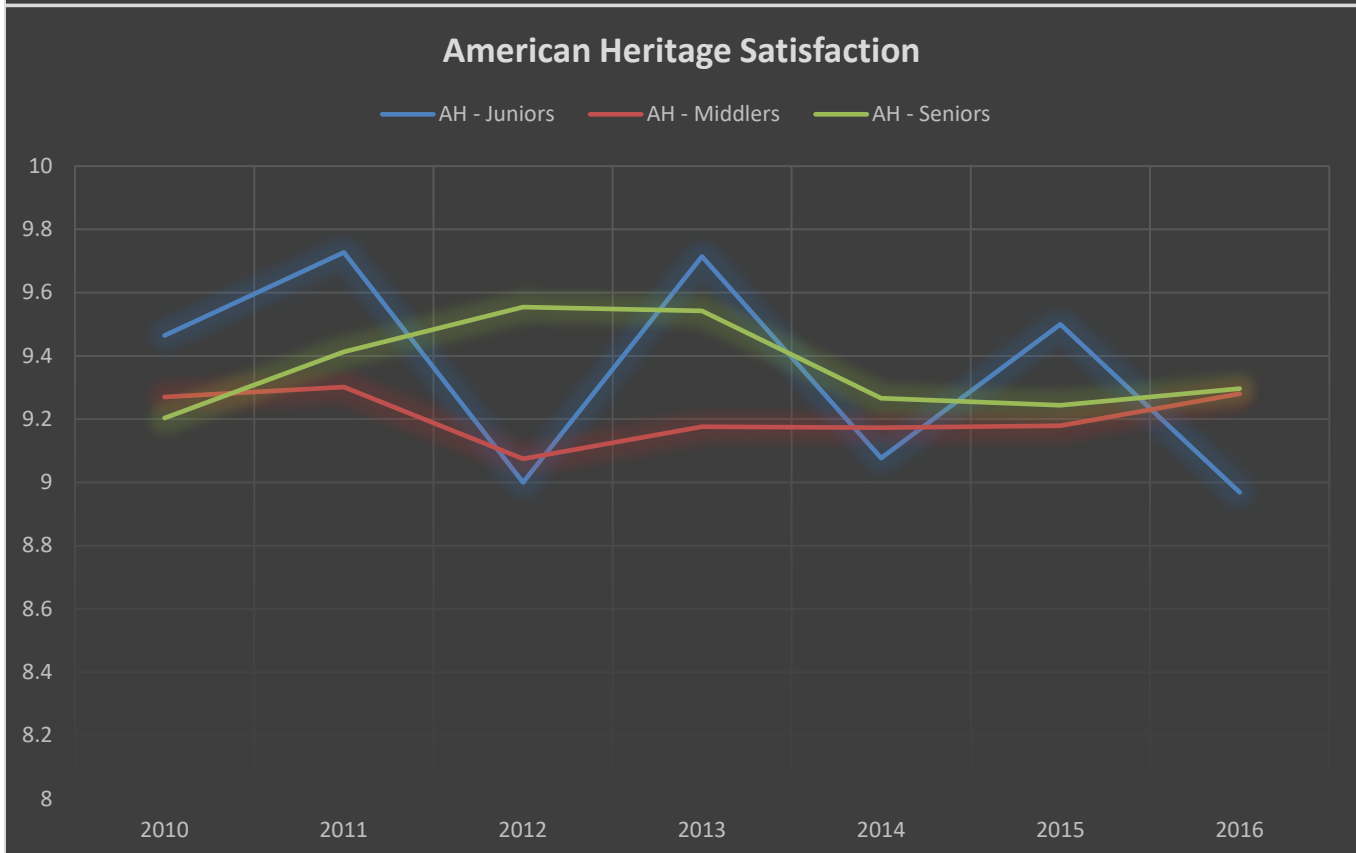
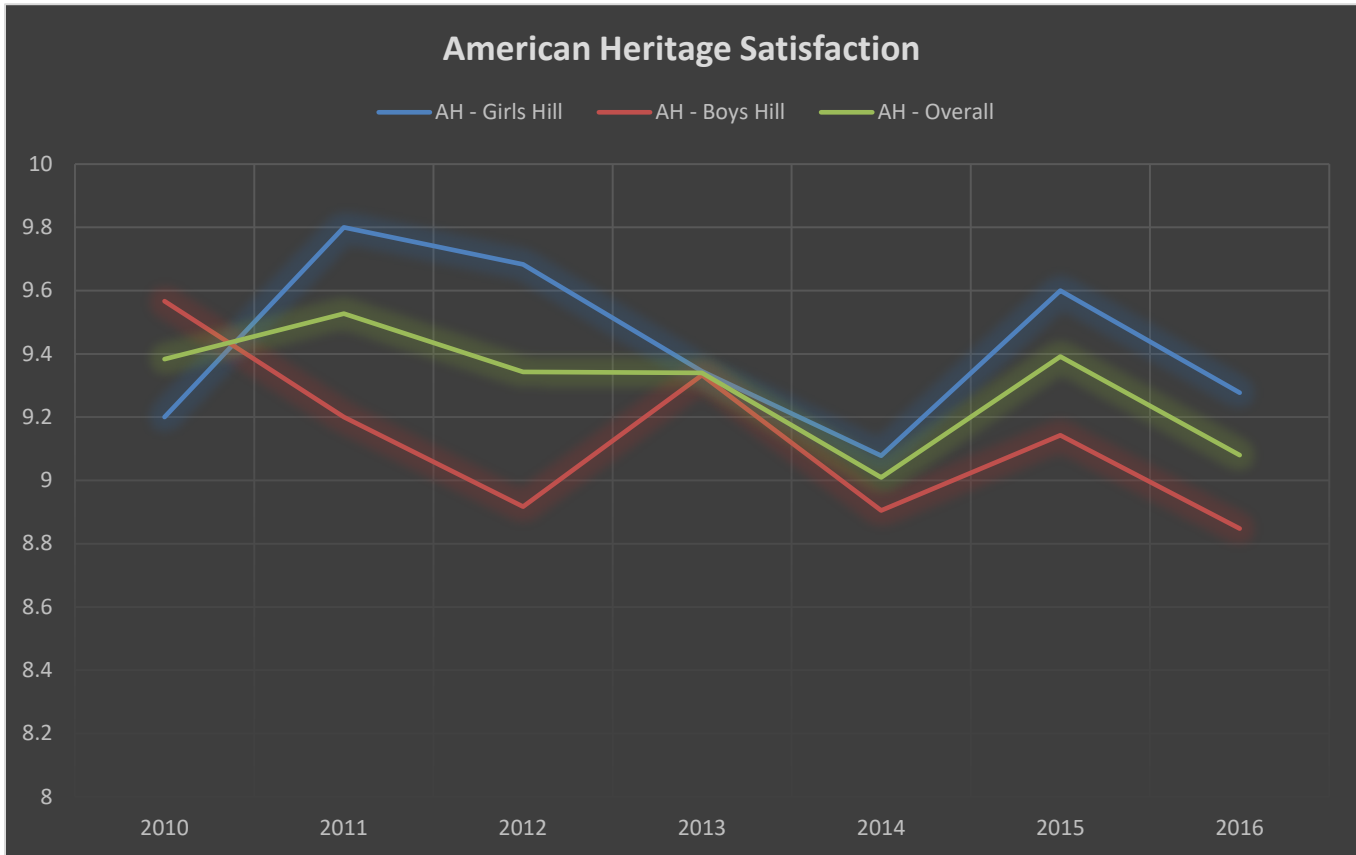


- Satisfaction rating of camp increased .4% from 2015 (.3% LOWER than 5 Year Average)
- Knighthood I was the highest rated – Knighthood II had the highest effect on campers
- American Heritage had the lowest effect on campers. World Friendship was the lowest rated session
- Girls rated slightly higher than boys in both change and status (5.2% change, 5.8% status)
- Favorite Activities: Barn, Ropes, Trips, Evening Play
- 83% have suggestions for changes to the program
 - More activities / new programs (17% of comments)
- What did they NOT LIKE about camp?
 - #1: Misc Program Comments (23%)
 - #2: Food (18%)
 - #3: Nothing (17%)

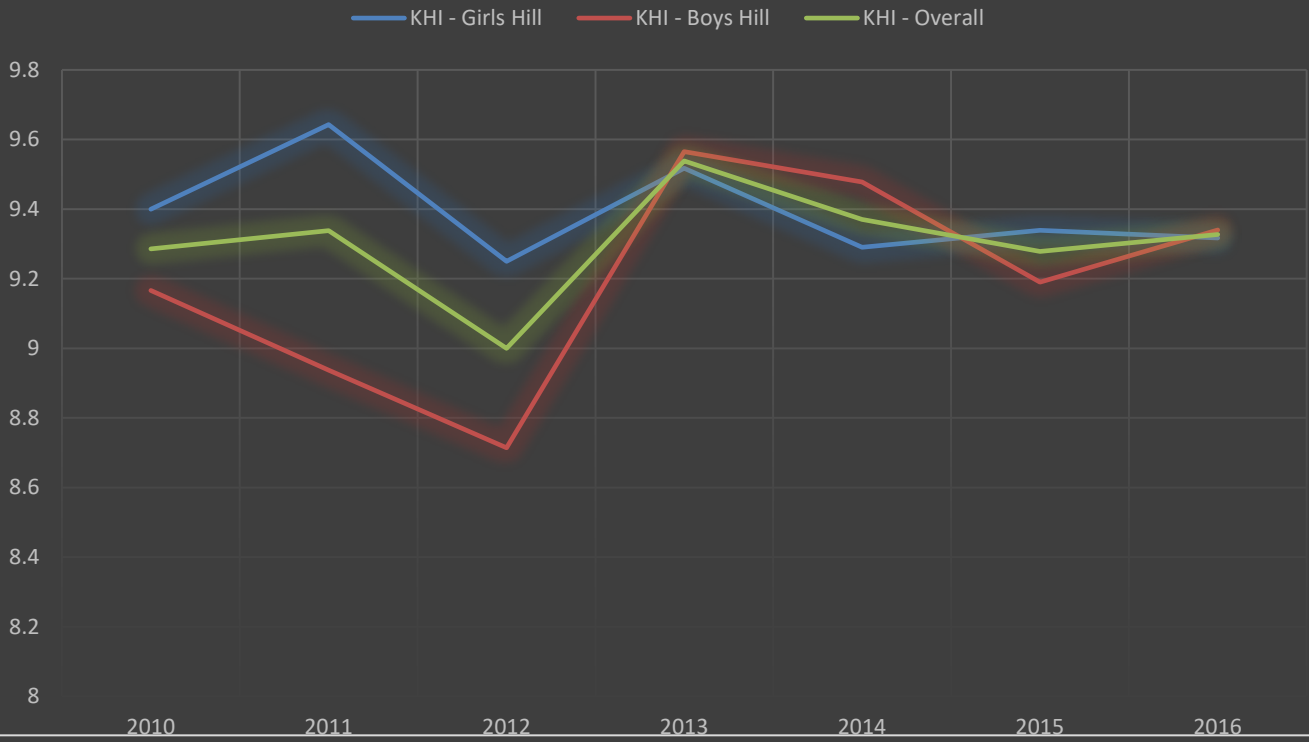
What else should we know?
 “Keep camp the same” or “It’s perfect the way it is.” **54%**



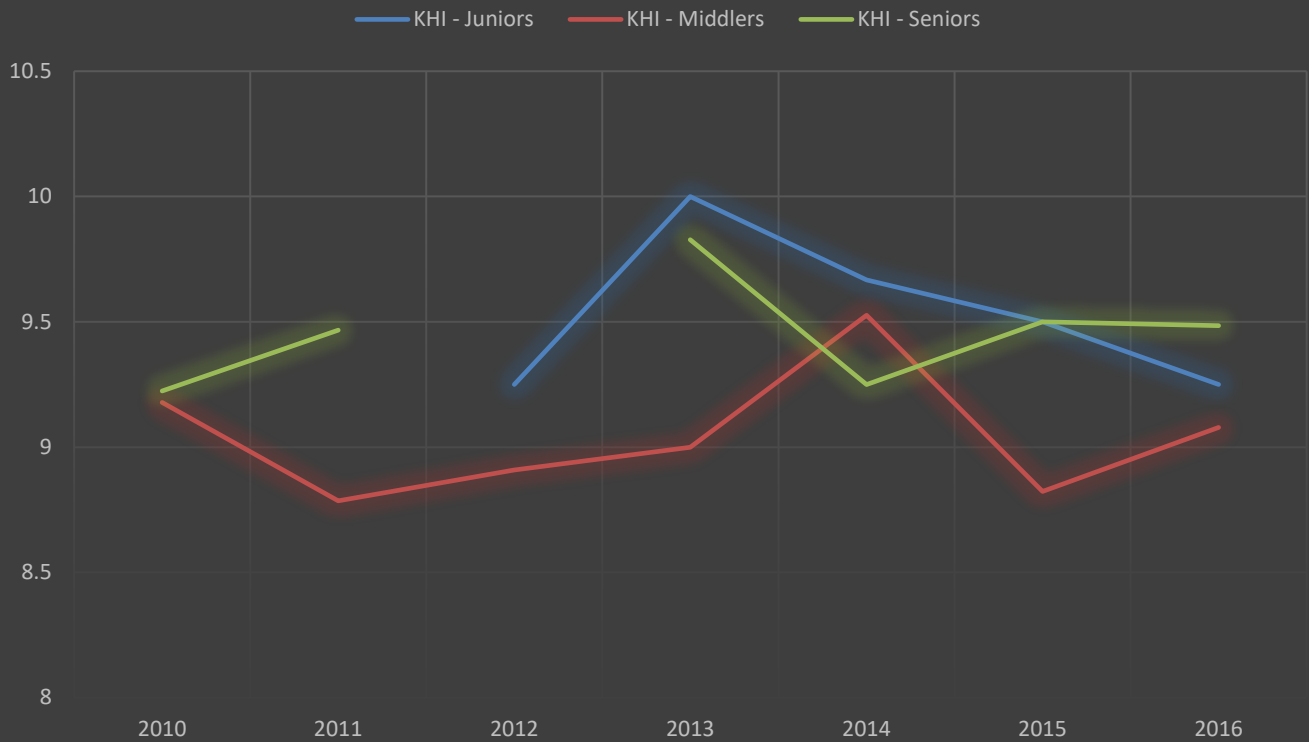
Satisfaction 5 Year Analysis



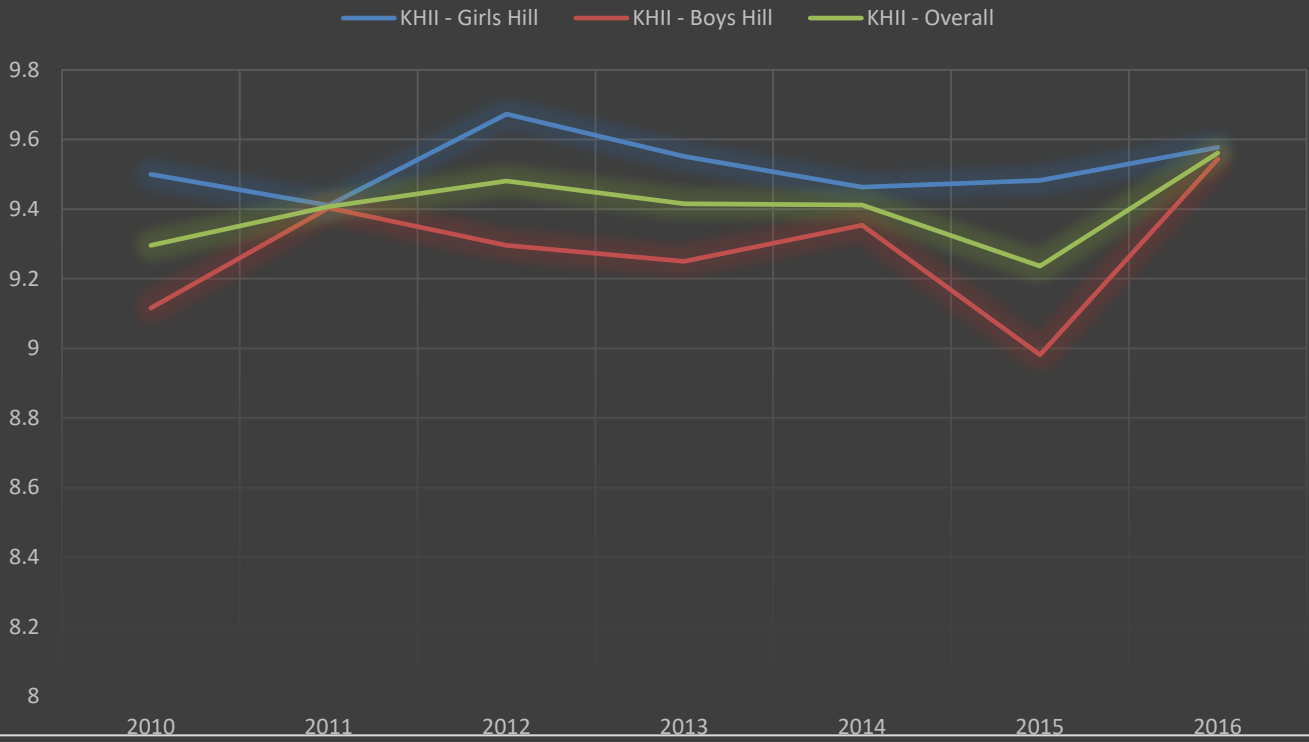
Knighthood I Satisfaction



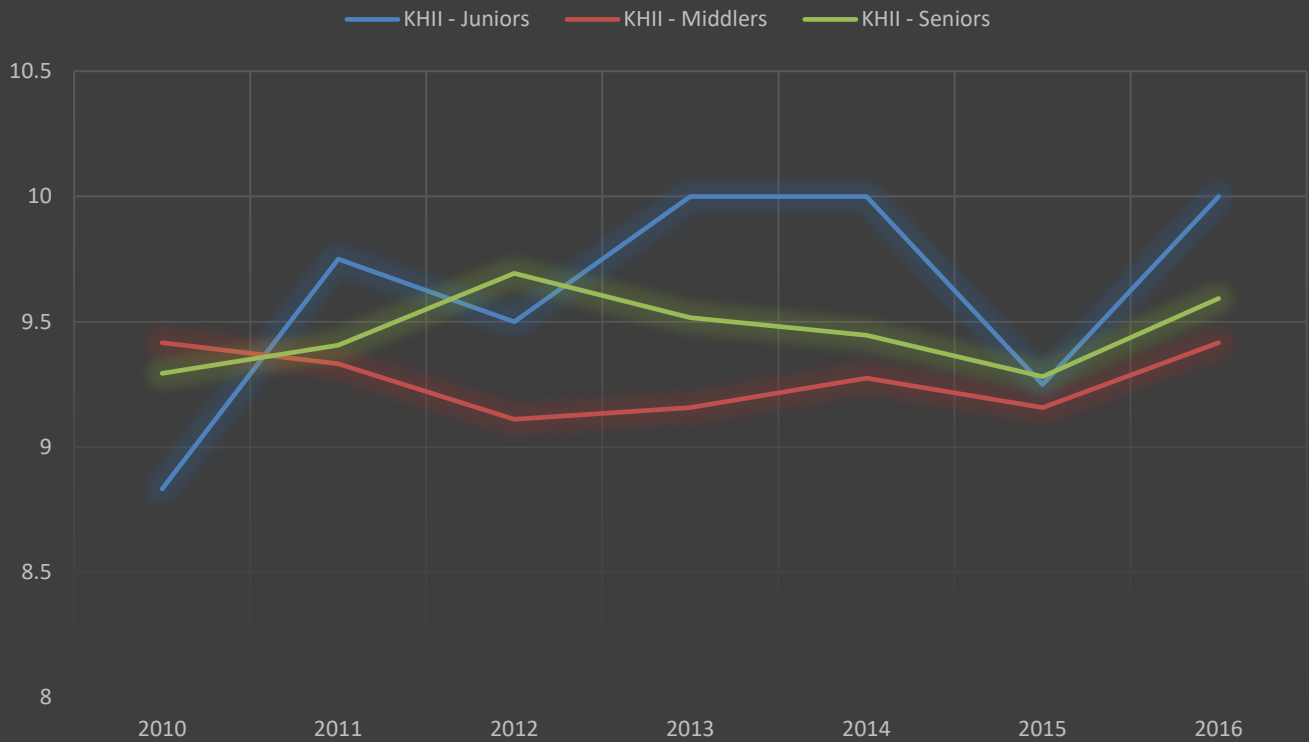
Knighthood I Satisfaction



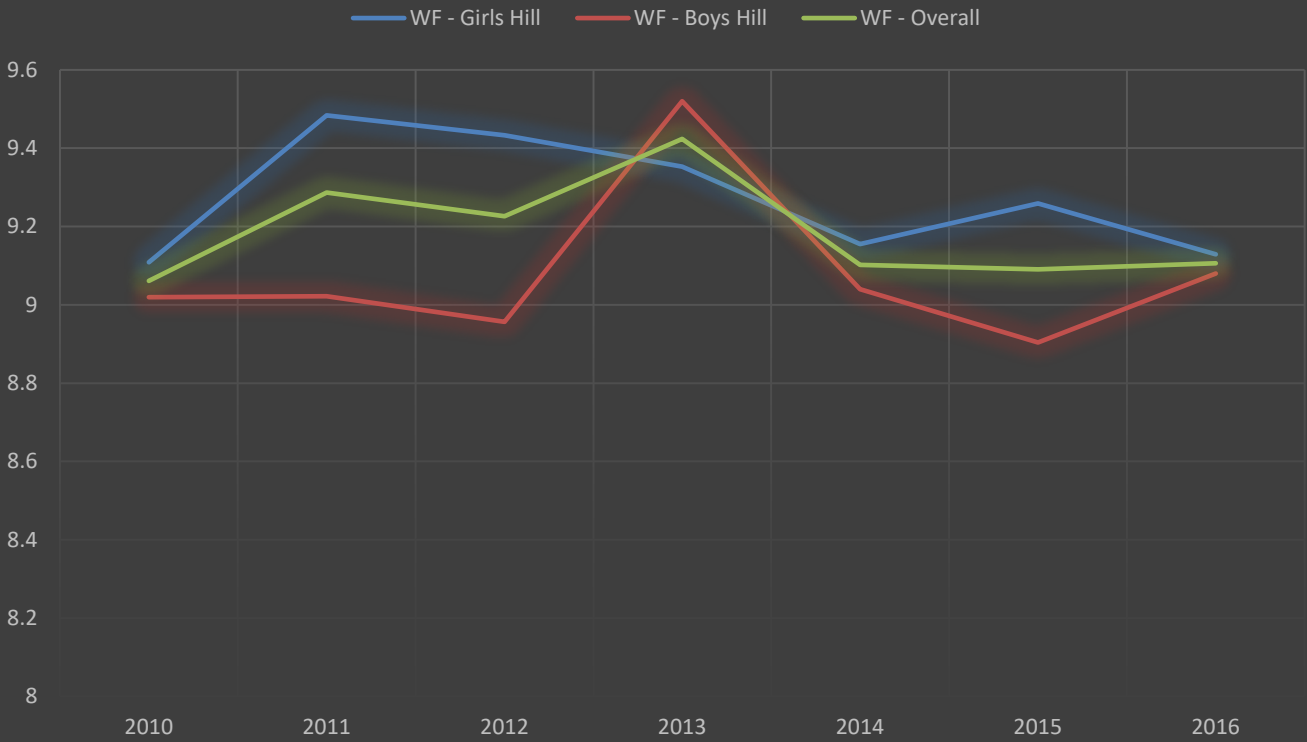
Knighthood II Satisfaction



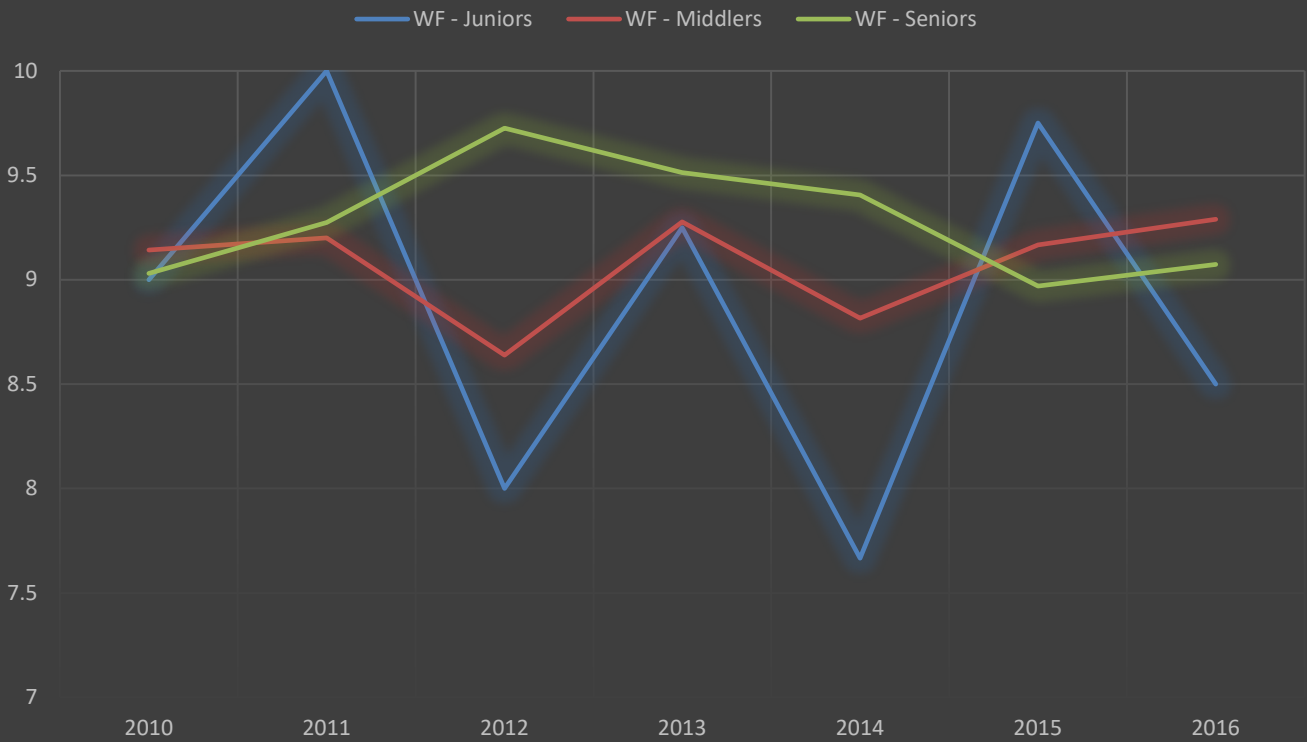
Knighthood II Satisfaction



World Friendship Satisfaction



World Friendship Satisfaction



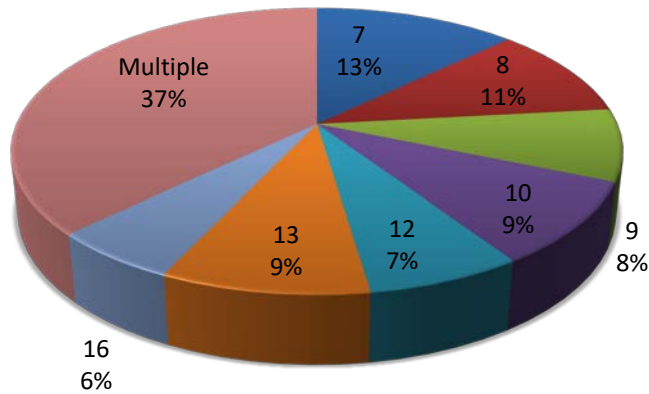
Parent Satisfaction Survey & Feedback

Overview

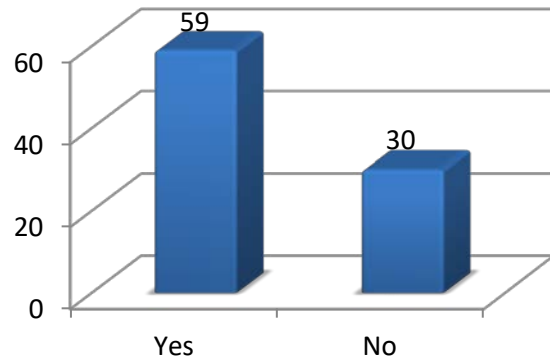
- Online form sent via Constant Contact after the end of each session
- Included both statistical and open comment questions
- 89 Parents responded (-10%)

Demographic

Age of Children

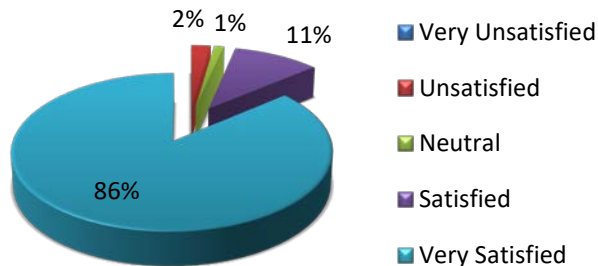


Veteran?



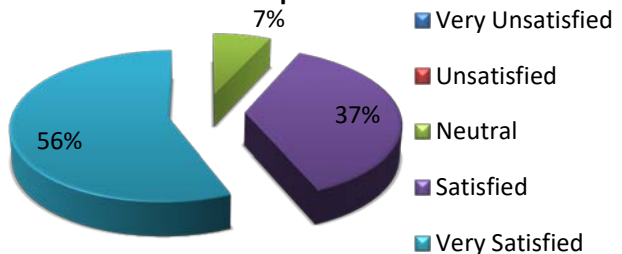
Statistical Results

Your Child's Experience



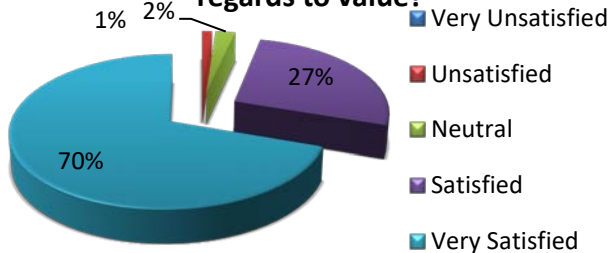
-2% Positives

Satisfaction with Geneva Glen in regards to price?



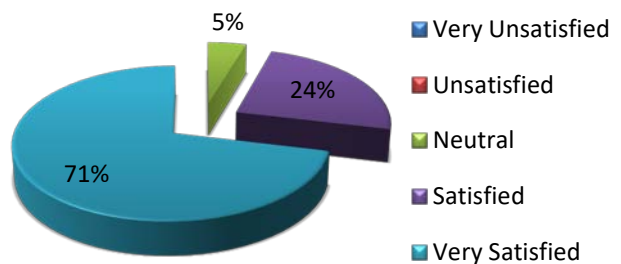
-1% Positives

Satisfaction with Geneva Glen in regards to value?



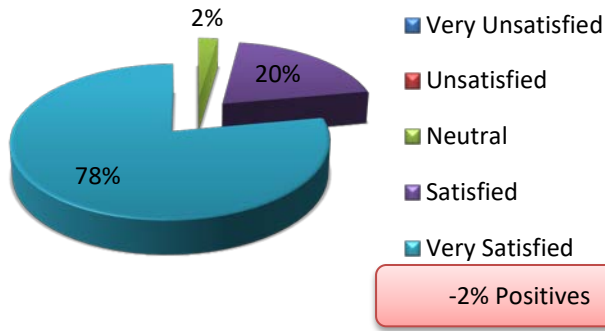
+0% Positives

Registration Process

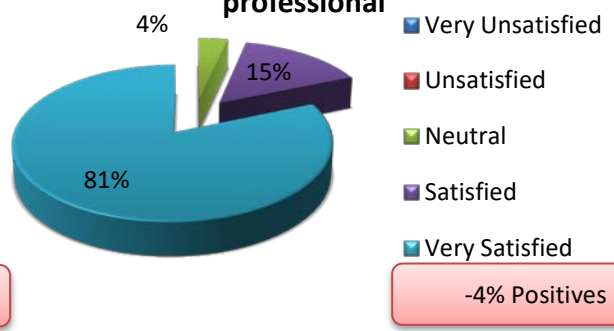


-2% Positives

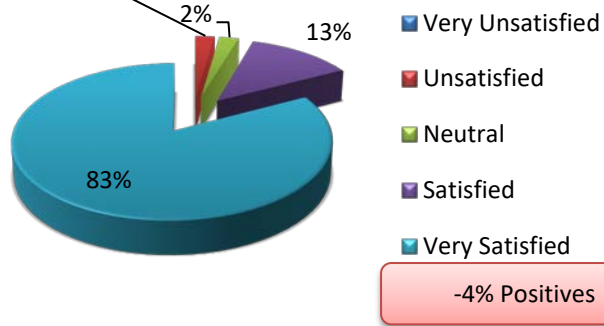
Check-in / Check-out



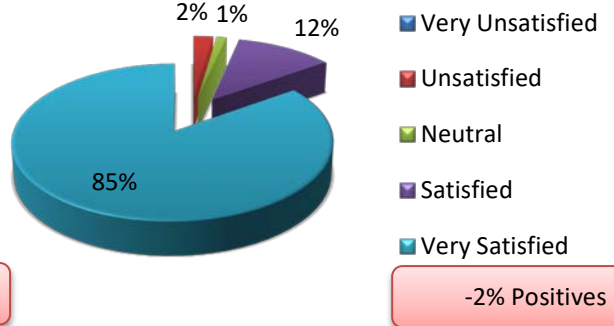
Counselors were well-trained and professional



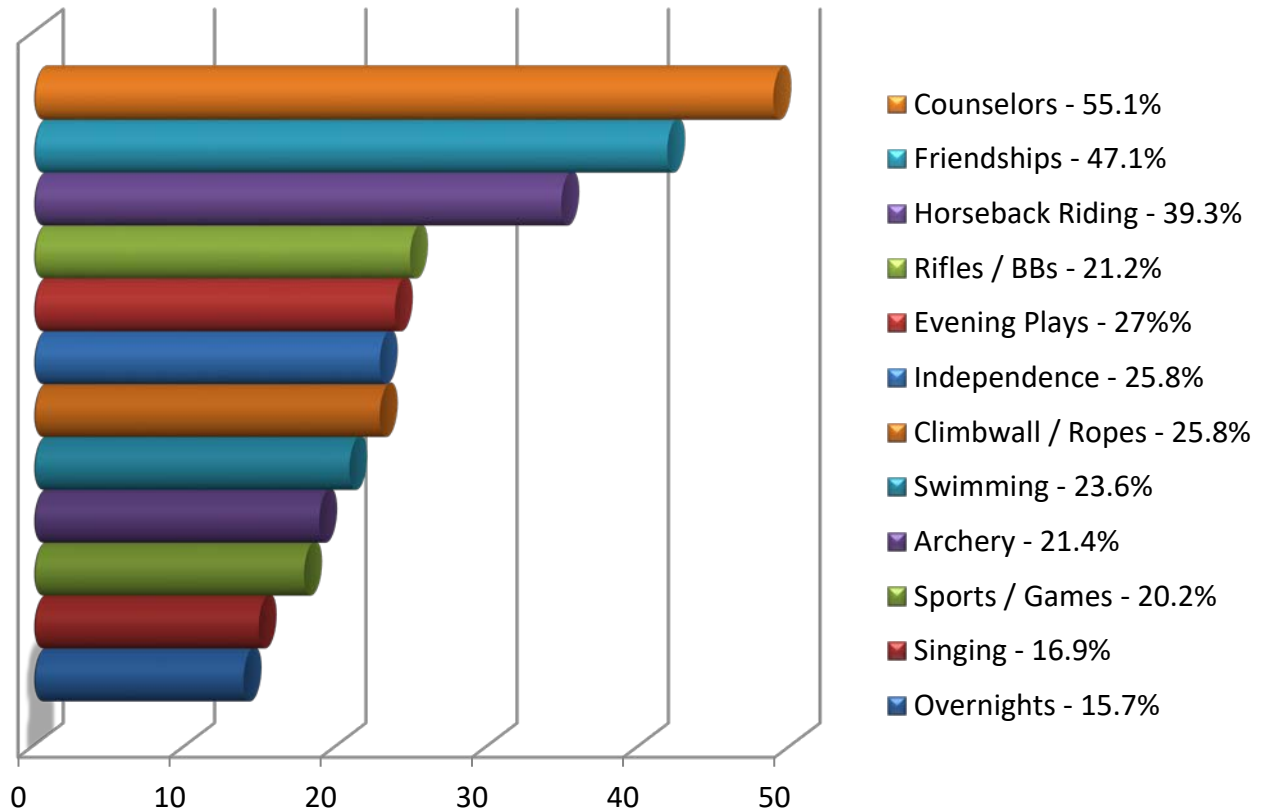
Overall quality of your relationship with GG?



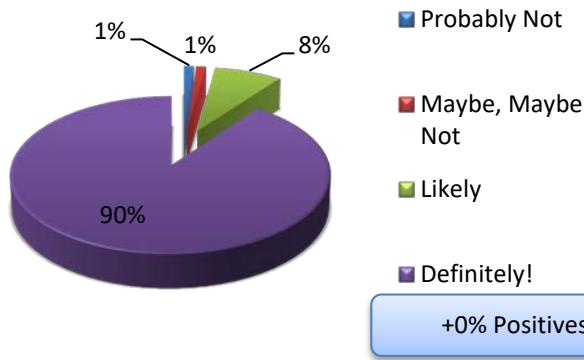
Overall Satisfaction



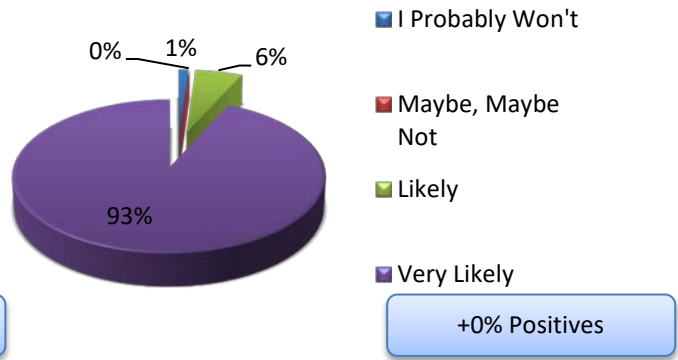
Counts of Favorites Things from camp this summer



Will you sign your child / children up for Geneva Glen next year?



How likely are you to recommend Geneva Glen to a friend or relative?



Parent Feedback

Trends and other notes

- Counselors, Friendships and Horseback Riding remain top 3 (5 Years)
- Significant increase in Friendships as favorite activity
- Significant Increase in Rifles / BB Guns (2 year increase)
- Significant Decrease in Ropes Course

Feedback Wordles

As a parent, what do you value most about your child's camp experience?



What specifically are you satisfied with from the list above?

I love the staff and how they interact with us when we drop off and pick up our children.
For me, I'm satisfied with everything.
She loves it.
The counselors were well trained and professional (and great with the kids)
Maddie had a great time with all of the children and is in love with the Teen Trainee Program!
She had a BLAST!! we love the camp and want to register early next year!!!
Great counselors with positive feedback about my child.
Another magical experience! THANK YOU to all health staff who braved Dorm D disease! New camper friends were ecstatic about their experience. Cousins & siblings soooo jealous & cAnt wait for their turn next year.
Level of concern and care from health center counselors was terrific!
Overall a good experience for both of my boys.
Programming
That my children were in a trusted and fun environment. I did not worry about them.
Kids have a wonderful experience. Feel very safe there.
EVERYTHING!
I love the philosophy of the camp. My son came back from camp with a different perspective of life. He was really proud that he rank of Page he earned.
Blake really liked his counselors. He loves the freedom to do all the crafts and be himself
we have always had a positive experience in our 8 years with our kids attending camp. this year was an exception.
The Kids had a great time. Both were able to be with friends from years past. Both were challenged with old and new activities. The counselors were great.
Quinn adores Geneva Glen, and his older sister Maya has always said that GG was (after her family) the most important part of her childhood.
We are so thankful for you!
Really, just the overall experience. Something can always be improved upon. But Geneva Glen has done a very good job of making the process seamless.
The overall GG experience is priceless ---our whole family waits all year for camp! These summer weeks are foundational to our son!
The counselors are outstanding, and our daughter learned wonderful values from her experience. I appreciate the electronic pre-submission of forms, and I think it improved the overall registration process. We also appreciated the level of detail in the camp post card describing our child - - it was wonderful to see how Geneva Glen was bringing out the best in her.
Counselors are well trained and friendly!
It has been a very formative and humbling and super fun experience for my son.
He had fun and stayed safe
The counselors abilities to help our son feel comfortable and get the most out of his camp experience.
Children's experience - OUR kids love camp and look forward to it every year!
Quality of relationship with GG.
I appreciate that the quality of staff is high. I liked the process for submitting forms electronically this year.

the counselors are really wonderful!

Process is easy, activities and values are great.

The counselors were outstanding! My son has been two years in row and each time he has come home dirty and happy- just what we hoped for! All he has done since is tell us stories of how incredible the camp, the food, the friends, and activities were. We are so grateful for all the time, hard work and enthusiasm show all of the staff, counsels and everyone associated with CGG. Thank you, thank you! My son will be a better person an more prepared for life having been a part of this amazing world!!

The whole experience is my child's most favorite thing. Nothing compares to GG and we are so grateful for this. When she comes home she shares everything and talks about being a counselor someday. She loves Geneva Glen and had the best summer yet.

The counselors! And I hope my kids are counselors in the future! The counselors at GG are above and beyond exceptional. They are clearly brought up with GG values and the counselors who are "fresh" are well chosen. Having been a camper and counselor myself, I would have always said "themes and programming" before I had children attending. But now, I feel so strongly that without the quality staff, I would not, as a parent, be as "wowed" as I am every summer. Since our kids aren't great letter writers, we count down the days for the mid-session post cards. That is such an awesome part of camp that has been added since I was a counselor. And yes, there is a structure to the letters home, (bravo), but I am always amazed at how these counselors are really able to "see" my kids. Even if it is one simple example or statement or expression of affection. Please, pass along to the staff how much this matters - the time, thought and effort are not wasted. And of course, drop off and pick up are right in line with this "connectedness." My kids always come home so full, so changed and SO sad to leave. No matter what happens during the year, no matter the highs and lows during any particular year at camp, GG fills all of our buckets for the year.

My children had a great time. They love coming there and meet a lot of new people. I think the camper to counselor ration is very low and that makes for a smoother summer. I also think that the experience of the counselors is very high. My children thought the food was wonderful and enjoyed every activity they were signed up to do.

Your programming and leadership training is outstanding and it reflects in our children's experience.

The overall experience was tremendously positive for our son. He had a fabulous time, met know friends and really "matured" by being away from his parents for 4 nights. Overall a great experience.

As always, the counselors were excellent and the activities were interesting and fun for the kids. My kids had a wonderful time!

My child's experience this summer and the amazing, inspiring counselors!

Quote on first day home: "I didn't miss my phone at all. Social media seems such a waste of time."

"Listen to this song my counselor shared with me..."

Gabe's leadership skills and sense of personal responsibility and accountability have absolutely taken leaps and bounds since starting to attend GCC 4 years ago. And of course, I am delighted that he is having a blast and developing life long friendships and memories while at camp. I was particularly happy to hear how much he learned about the natural world surrounding him this summer!

counselors
oh momma
zip line
food

What specifically are you dissatisfied with from the list above?

I could not tell if our daughter was a challenge for her counselors or not. They were sort of unclear about how their week was with her so it just made me a little concerned.

I'm not dissatisfied with anything.
Considering some of the other camps, the cost is high given there is no lake. I know you can charge this price because you get so many applicants.
I also think the food could be a bit better.
Staff chatting about time off on arrival day in front of parents & kids. No big deal, just be present in the moment & remember first impressions
Nothing
My child was one of the 20+ people that got sick. This is the 3rd time he has attended GG and the second time he has got sick because someone is coming to camp that way. This time he was in the infirmary for two days - this really drives down the satisfaction with regards to price. It is my understanding that one family knowingly sent their child to camp sick (per Nancy). This is unbelievably selfish and frustrating. With modern technology, specifically thermometers, it could be added to the check-in process in a very quick and efficient manner. If a kiddo has a temperature, they are sent home until the fever has gone.
Getting trunks to the cabins/dorms as a single parent at drop off of two kids was difficult. Better instruction if there were trunk runs would have been helpful.
On the girl side there seems to be drama. This year was a good year with less drama in my daughters cabin, but most years there's a lot. Not sure it's possible to stamp that out given the world with live in and it's pressures. But if someone causes a lot of drama, can there be follow up during the year so that the same behaviour is not constantly repeated each year. I know this is wishful thinking ... my request makes no sense, as it's the human condition. I guess I am just grateful, my daughter was in a drama free cabin this year:) It made her experience so much more enjoyable.
NOTHING!
None.
my daughter was in a cabin with a camper who stole last year and then stole from several members of the cabin this year. I was not notified about what was going on, and had to hear from my daughter. Then i hear from her that this girl had tried to hurt herself within the past year and should not have been at camp. she was allowed to return for court. we feel we should have been notified as to what was going on and how it was going to be handled. we felt like our daughter was placed in an environment that was not safe.
I find the billing/deposit/due dates very confusing every year!
Request to change up the menu a bit- need some new ideas and variety in dishes
Just the price. But A) who isn't; B) I know what it takes to run GG, so I will never complain about it.
I left a message with both Ken and Nancy, yet I haven't received a call back. When we picked up my son, he had an oozing open sore on his face. We took him immediately to Urgent Care, where they diagnosed him with a staph infection on his face and impetigo. If he had been seen by the nurse it wouldn't have become an infection. I WOULD LOVE TO TALK TO SOMEONE ABOUT WHY HE WASN'T SEEN FOR A WEEK.
This year had a different feel for us. Please note that the overall experience was still awesome. However, we felt we wanted to share these small piece of feedback for consideration. The "details" that make camp amazing (from a parent perspective) were less this year. One counselor seemed less than engaged and when we probed our son, he said, "Yes, he was crabby." As we left camp, the crew handing out flyers didn't wave us to stop, instead they kept talking with a small group. And...our son got sick at camp. He went to the clinic where the nurse looked in his ear (due to ear pain), but never took his temperature. For at least 6 days he was sick. As a kid who doesn't complain, I'm guessing no one would have known to follow up with him. When we picked him up from camp he had a temp of 102 and a significant ear infection. He also shared that many of the boys in the dorm were sick, as well. So, I would consider a look at protocols for follow-up with kids who come to the clinic and a proactive stance to watch to make sure symptoms don't decline.
I noticed Alijah's new toothbrush wasn't removed from the package. I'm assuming this meant he didn't brush his teeth for two weeks (?) Ew. Gross.

Unless he used a different toothbrush (which would be good news), I would ask that staff monitor This more closely next year.
N/A
Nothing
Expensive for a lot of kids. My son's friends in Denver Public Schools call it "rich white kids" camp.
I was disappointed that he didn't go horseback riding. I was unaware that this was an optional activity that he needed to sign up for. I want him to be comfortable around horses.
Nothing
Nothing!
My daughter's favorite activity is horseback riding. She signed up for every ride she could but never was selected in the lottery (or whatever the selection process was), so she didn't get to ride the entire session.
online registration would be wonderful
One of the counsellors, Lauren, was particularly harsh on my daughter. The other 2 were has glowing remarks about her--but Lauren seemed to be a downer on the experience.
Mostly the check in process is something that could be streamlined. I don't have the answers it just seems a little redundant to fill out forms we have already filled out time and time again.
Of course, we all wish camp were a little more affordable, but I acknowledge that in comparison to other camps, GG is fair and reasonably priced, which is why we put it at the top of our budget list.
I would love it if they showered more often! My daughter said she never took a shower and washed her hair only once! They were pretty dirty when they got home... I know that is not the way to judge a camp, but I think once or twice a week shampoo would be good. Also, the camp they went to earlier this summer took pictures around camp. It was fun to look through them and get a glimpse into camp. I bought the CD of the pictures at the end of the session for \$10.
everything perfect. ok, food could be better, fresher
overnight they did not love (no sleep)- but toughens them up :)

Do have any comments or suggestions on the camp activities?

Add zipline.
no
Maddie loved the Dirty Derby!!! So funny because when she was younger, she cried because she didn't want to get dirty!! Now as a Trainee, it's all she could talk about!!!
no
They keep getting better!
The seniors should maybe have to do certain activities at least once (how did my daughter never ride a horse?!) She mentioned that despite trying to sign up for longer rides she couldn't get on the list. But I remember these being difficult to sign up for when I was there too.
Can you take more photographs and get them loaded sooner. It's hard for us to get photos of camp since you can't buy disposable cameras anymore really. We're counting on you to take the photos for us.
We love them all!
Everything was fun
See above
Madeline loved the cooking option and thinks it would be fun to do a 'Chopped competition!
No

None!
There must be a way to ensure all interested children will have the opportunity to participate in the primary activities such as horseback riding. I also wish that the senior campers are encouraged to try various activities because it seems easier for them to just stay within their comfort zones and not have a more diverse experience.
Would love photos uploaded occasionally.
They are just right!
You clearly make my child happy how can I improve on that!
During KHII specifically, my senior campers wished that "sign up" activities were offered more frequently. I'm not sure if this is true, but they said that there were not a lot of opportunities to participate in activities like the ropes course because they were not offered daily.
I think there are a good selection to choose from. I know they go as a group...I wonder if they would choose to do different things if they were allowed not to?
One child's suggestion is to do Jurassic Park in Knighthood II
No, there seemed to be a wide variety.

Were the counselors good role models for your child/children?

Yes, very helpful and kind. Plus fun.
Yes.
appears so
Yes
Yes!!!
yes definitely
My son really liked all of his counselors.
Counselor modeled positive attitude, resilience, sense of humor when times get challenging. Counselors rose to the occasion of rampant dorm d disease to help each other out and demonstrate team work.
Wonderful! So concerned and understanding, and fun!
They were awesome e as usual!
Parents do not interact much with counselors, so that is hard to say.
yes - all very professional and caring.
Absolutely
Yes, always.
Yes. This year the counselors all had GG experience which makes a difference.
Counselors this year were absolutely fantastic in all ways.
Jake, Davis and Wes really knew how to work with our child. He can be a handful!
YEs
Excellent. Letter from counselor was amazing. I can tell they get to know the kids really well.
yes the counselors were great
YES
Yes, always excellent.
As far as I can tell from what they've told me...yes indeed.

Yes - overall good role models. I would continue to ensure counselors are kid-centered.
Excellent.
Yes, the counselors were one of the highlights.
Yes, very friendly and helpful
Absolutely!
Counselors have always been a positive part of her experience.
Yes
Yes - Ben's counselor provided Ben with great feedback and coaching on vocalizing his leadership as he prepared for his rank. He even told him to work on it this year and Ben appreciated it.
Yes
Yes!
as far as I know
absolutely!
All but one.
Yes they were great. Maddie Castle took my nephew when he was home sick and made him feel so much better.
YES!
Yes!
Absolutely. They both looked up to their counselors and I found them very caring. I know that my son can be a challenge sometimes, but his counselors did a great job with him. I also know that there were some girls my daughter did not click with in her cabin, but that was not a big deal because her counselors made it so easy for them to all get along.
Yes
Yes
Yes, both our interaction as parents and the description from our son was very positive.
Yes, they were inspirational to my kids.
absolutely yes !
Yes!
yes, they were extremely happy with them

As a parent, did you receive adequate information before camp started? Any comments on the registration process?

Yes
Yes very clear and straightforward
Yes, I love the communication with GG.
all good
Yes, the online process was very helpful this year.
plenty
yes ,and no
Process was good.
Everything was great.
yes, I feel like it's a well oiled machine!

yes
yes - very good.
Yes
Yes
yes
Registration process is fantastic
Yes. Lots of information and email nudges to get paperwork in which was great.
yes
Perfect
yes
Yes
Yes
Yes
Yes - streamlined and easy.
Yes
Yes, we received adequate information, and the electronic uploading of documents was a big improvement.
Yes
It was easy
Yes. I love the new online forms portal.
Yes - I really liked the new on-line process this year for completing paperwork and health forms!
Yes
Yes
Yes, I received adequate information. Regarding registration, my daughter wanted to get there at the beginning because she wasn't sure if the bunks would be preassigned. It has been hit or miss each year with each child whether that happens (this year they were for my daughter but not for my son; last year it was the reverse). I would prefer that they are preassigned so that there is no pressure to arrive early.
yes, online info would be great as would one packing list that has all the items. I found most things on the list, but then in the materials other items mentioned. also, should clothes be on hangers?
lyes
Yes it was perfect
Yes, as mentioned above it could be streamlined.
Yes! The more online, the better, (and it gets better every year).
Yes. I was late to fill out some forms, so I guess I need more reminders than most?!
yes
Yes
yes
Totally prepared! Appreciate all the advance notice and loved the online form submissions!
yes

As a parent, what do you value most about your child's camp experience?

The independence and exposure to new things.

A time for them to be independent and make new friends.
time in nature- no phone- new friends
the confidence she gains at camp
That she is without electronics and can express herself articulately and has confidence in her abilities. She can expand her mind and be creative, as well as work with all age groups!
learning to socialize
Learning to be a thoughtful person. Treat others how you would like to be treated. Be able to take care of yourself and be confident doing it.
This year my child returned home after camp with an increased independence with regard to self care & daily tasks. Thank you dorm inspection! Also, my child is demonstrating increased healthy risk-taking, and being successful in those attempts.
Learning to be away from home and family and still have fun.
I love that my son has independence for 2 weeks, makes new friends every year and feels like it's over before it even started, he has so much fun!
Letting her have her independence
independence and learning experiences away from home. continued emphasis on character building.
They learn about leadership in an age appropriate and fun way.
Time away from parents and learning independence, friendships and new experiences.
I value that they consider camp a "safe" place. I'm amazed that a 16 year old boy is so excited every year to go to camp. GG is very special to our family and that is why we make the sacrifices to be able to afford to send them each year as out of state campers
Independence and learning to see herself positively through the eyes of others and peers.
He seems to understand being kind and knowing more of what is right vs. wrong.
He can be himself
Their opportunity to be independent, have fun with friends, make their own choices, to grow and mature in the company of counselors and peers. And the two weeks without sibling squabbling at home is pretty good too ;).
Values, friendship, no technology, independence and confidence building.
What they take away from it. From memories, to friends, to skills.
Being safe, HEALTHY and secure and making new friends.
Character building, independence and self esteem
I value everything. I especially value the lifelong learning of values and character development b
We value most the values that Geneva Glen upholds and that our child has the opportunity to be without technology and focus on her leadership and growth for an extended period of time.
The various activities and people she has met
My son's personal growth into a responsible and well adjusted young adult.
Continuing to build friendships and independence.
Being outdoors and making friends
Geneva Glen is such a special place for my kids it is an annual traditional that they look forward to: - they cannot wait to pack and had their trunks packed on Wednesday night prior to they Sunday drop-off - we get in the car on Saturday morning and my son says, "Mom, can you sign me up?" and I say "for what" thinking he wants to sign up for a summer activity and his response was " for Geneva Glenn next year!"
I love how much they grow as individuals, gain independence and build their character by meeting new friends and learning how to get along with cabin mates for 2 weeks. The addition of ranks and charms gives them additional goals to achieve.
Getting away from the hectic nature of modern life and simply being a kid.

Independence and a chance to make new friends
I value that they have the opportunity to be independent from their parents, to establish meaningful friendships, to learn about themselves, and to grow in their character.
independence, time with peers, being with counselors who are role models
Coming away with a sense of appreciation, gratitude, and hearing stories about new activities, games and songs.
He learns to be on his own.
She comes home more mature and she develops friendships from around the world.
NO SCREENS! Don't ever change this. What a gift this is to the kids and the parents. Please don't ever bend, even a little, on this camp value. This is a HUGE issue for parents of this generation. I am so thankful for this reprieve during the year. On a deeper level, though, of course, the role models, (staff), the friendships, and the amazing programs with such deep tradition and exceptional values.
Learning independence and trying new things.
Independence
Creating independence and confidence for the children. Celebrating their unique qualities.
We value the nurturing environment of Geneva Glen and the support to help each child soar and gain self-confidence and make lasting friendships.
Getting away from technology, reconnecting with nature, meeting new friends and role models
See you above.
they are happy and well cared for

If you could change anything about camp, what would you change?

Add 1 week sessions. It would allow more kids to come and would be a better transition for younger campers.
Maybe a picture or two.
More photos of our campers during the camp week so we can see what they are doing.
nothing
nothing
nothingno
Nothing. So happy to share something so special with my children that I got to experience as a camper myself.
A bathroom at hilltop: omg wash your hands!!!
No stomach bugs! :)
When she got sick and had to be picked up, it would have been nice for her to call personally and tell us whether or not she wanted to come home.
sending sick kids home at check-in.
If there could be a lake.
I hope to hear about more trips to the Shrine, Marshmallow Meadow, etc but I understand there are issues there being worked on and expanded. My daughter hadn't heard of or been to the Shrine until this year which was her 4th year at camp.
Have it last all summer!
We get to email him and/or FaceTime during the two weeks...it's a long time to not have much contact with them.
Blake's best friend Quinn O'Connor didn't get into camp this year. Bummer. Maybe make more room for girls.
Quinn thought the quality of the food this year was not nearly as good as years past.

Not a thing.
Someone, anyone, addressing my concerns for my son. I have left numerous messages with no call back.
Um ... You'd offer one for Grown-ups
Pushing start of camp by two weeks due to school schedule
The food the last couple of years has not been as good as in the past. She came home craving vegetables and is considering doing the vegetarian option next year. She didn't feel like she was getting the nutritional value she would like.
Make horseback riding a required part of the session except in very particular circumstances
nothing
Nothing!
That there could be a lake
I don't always feel confident that the male counselors are getting to know my son who tends to be reserved in group settings. For the two summers in which he has been a senior, he reports doing most of the activities by himself, which seems kind of sad. I guess I wish that the counselors were more in tune with that and hands on in encouraging relationships between the boys.
remove the religious service
Wish there was a lake to do some more on water experiences. Would like some photographs as camp ongoing.
I really can't think of anything....
Cleanliness as related to viral illness spreading
In regards to KH programming - we love it! Ladies Court, Induction, Merlin's Masque, Pulling of the Sword, Pageant, etc. That said... I hope, in the spirit of camp and fun and lack of pressure, performance and popularity, that KH maintains that balance. In other words, I hope that kids who are not elected, awarded and recognized are still "full" at the end of the session. This is not a complaint or concern, just an awareness and curiosity.
More showers. Swim lessons. Add a lake!!! Have them write a letter home once a week. Maybe have a central location to pick up the trunks, especially those that were driven up girls hill !!! I would also love to know who the children were who they spent two weeks with. I exchanged addresses with my friends at camp, but my children are too young to do that, but I bet they could find several children with whom they would like to spend time during the school year as well...or perhaps write a letter or two?
I would move it to a lake.
Nothing!
could still attend at age 17 and 18 as a camper
n/a

Is there anything else you would like to tell us?

I would like to know the experience that Miranda had but I don't speak English.
She got sick this year and I guess we live too far for us to come get her so she was quarantined for 2 days. I would have liked to know immed and not two days later (I was called on sunday and she went in friday night). I also think she should have been allowed to call me, given other kids went home. we have family in the area and could have gotten her. I also think someone should have brought her clean clothes, maybe something to do and the opportunity to shower. I know showering is tough there but I can't imagine throwing up and not being able to shower at some point. I think kids 13yr + especially care, maybe not the younger ones
I'm very grateful for the post card I received from Emma's counselor Grace Campbell in Ashgrove. It was really comforting and heartwarming to hear from her as a mom of a first time 2 week camper (Emma attended Myths and Magic last year). Thank you Grace!!!

We LOVE Geneva Glen!!! We are so grateful for camp!
Thanks for taking such good care of our children!
Bridget had some challenges with other girls in her cabin. Bridget is very sensitive and some of the girls were very "dominant". I found some things she had written when she came home saying it was the "worst day of her life" and that she "didn't have any friends." I was a little heartbroken. I hope the counselors were aware of that and tried to help her learn how to manage those kinds of situations.
KI has done so much to help our daughters' self esteem.
Thank you for contacting me when my son was sick overnight. I definitely preferred to hear about that up front and not at pick up.
Keep doing what your doing. This is a amazing camp, truly special!
Our experience with Geneva Glen has been one of the best influences in my daughter Colleen's life. She is looking forward to being on crew next year!
Nancy, thank you for giving me a call with week before my child arrived, I appreciate the attention.
Yes! Any chance each cabin/dorm could be equipped with some basics: Kleenex, band aids and alcohol swaps, and water? We bring all of these things each year but by the 3rd day the other campers need these things, so he's happy to share. But it would be nice if each cabin had these basic necessities, for colds, bloody noses, etc.
They'll be back as long as they can be.
THANK YOU ALL VERY MUCH !!!!
We couldn't be more pleased with the experience our daughter had at Geneva Glen this Summer. Thank you for bringing out the best in her!
It was awesome!
He will miss being a camper next year and is considering working there but 11 weeks is a long time.
Camp has been an integral part of our daughters' upbringing, as it was for me. Perry is our oldest daughter, and it was her last year as a camper. The honors bestowed upon her this year were a culmination of the incredible growth that camp has provided for her over the course of her most influential years. We have already seen a huge jump in her confidence level at home, and we can't wait to watch the effect it will have in her life at school. Thank you, thank you, Geneva Glen.
I appreciate that camp is available to take the children to the airport, but I was disappointed in the process this year. I did not receive a call a few days in advance from anyone as promised. Then, my son's sleeping bag, which was with his other luggage to be loaded on the van, did not make it to the airport and has still not been located. Finally, the children were expected to carry all of their own luggage through the airport, including their 45 pound trunks, which have handles molded into the plastic but are not easy to navigate. This seems unreasonable and unnecessary.
you guys are great!
Please, please get a web cam!!
THANK YOU!
Geneva Glen means the world to our family.
I loved camp as a child so I wanted my children to experience it as well. I grew up in Indiana and was a counselor in Vermont so camp to me means a lake. Geneva Glen lacks only that...but makes up for it in creativity and all around magic. I may continue to send my children back to Indiana to waterski and canoe but I think Geneva Glen will always be their favorite camp to attend.
This is a solid camp. I have even heard good feedback about the food!
We had an impossible time ever getting ahold of any one at Geneva Glen. Call and emails went without a

response. Pictures came out 2 months after camp and even then there is not a single picture of anyone in our son's cabin/group. He went through each picture and only knew two girls from their sister cabin. The pictures seemed more self serving for the counselors than for the parents to really see what their children did. Amazingly disappointed that we cannot see a single event or picture of our son's experience. I would ask for camp to contact us, but I don't expect we would get a response. This is clearly not a reflection of the camp experience or counselors, but rather of the management philosophy.

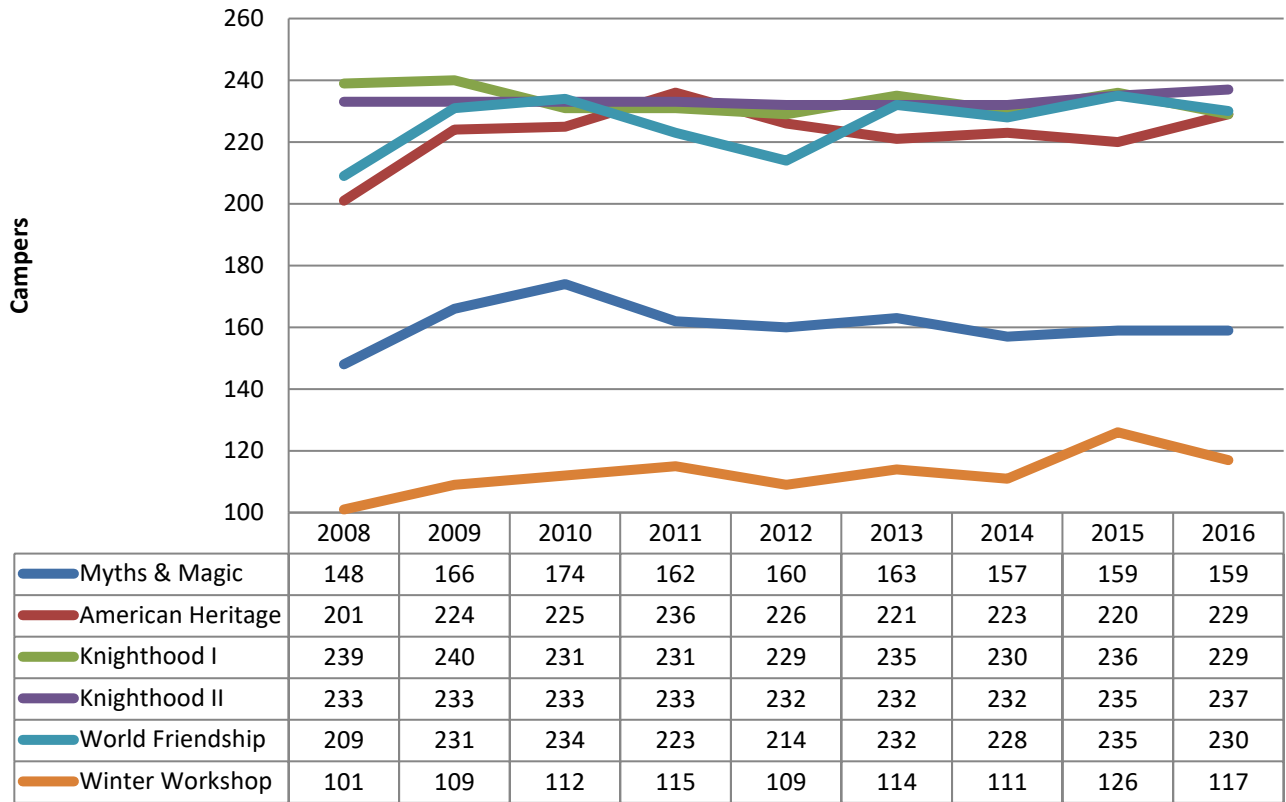
So sad this is her last year, but she wants to do Krew next summer, and who knows?!

You guys are awesome!

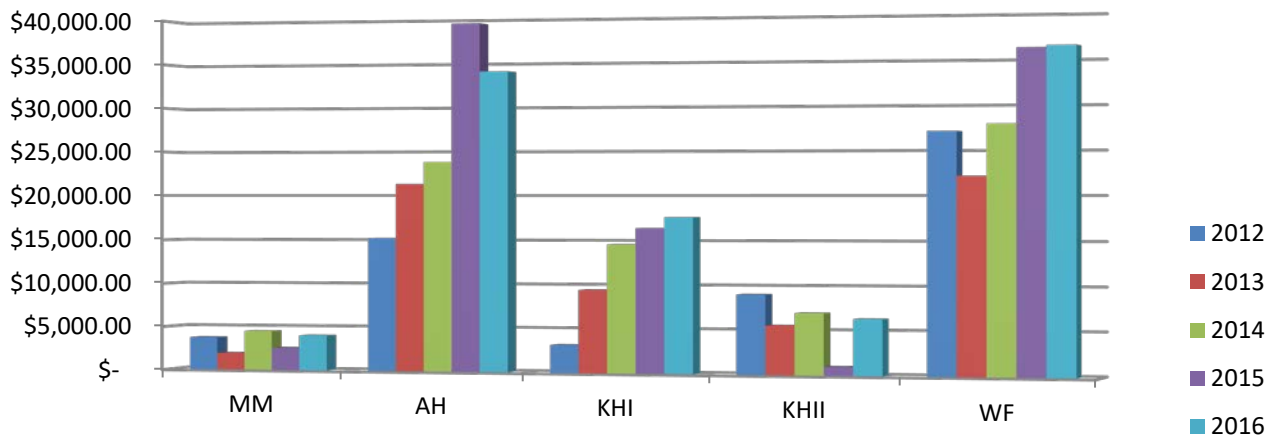
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Registration Statistics

Session Counts

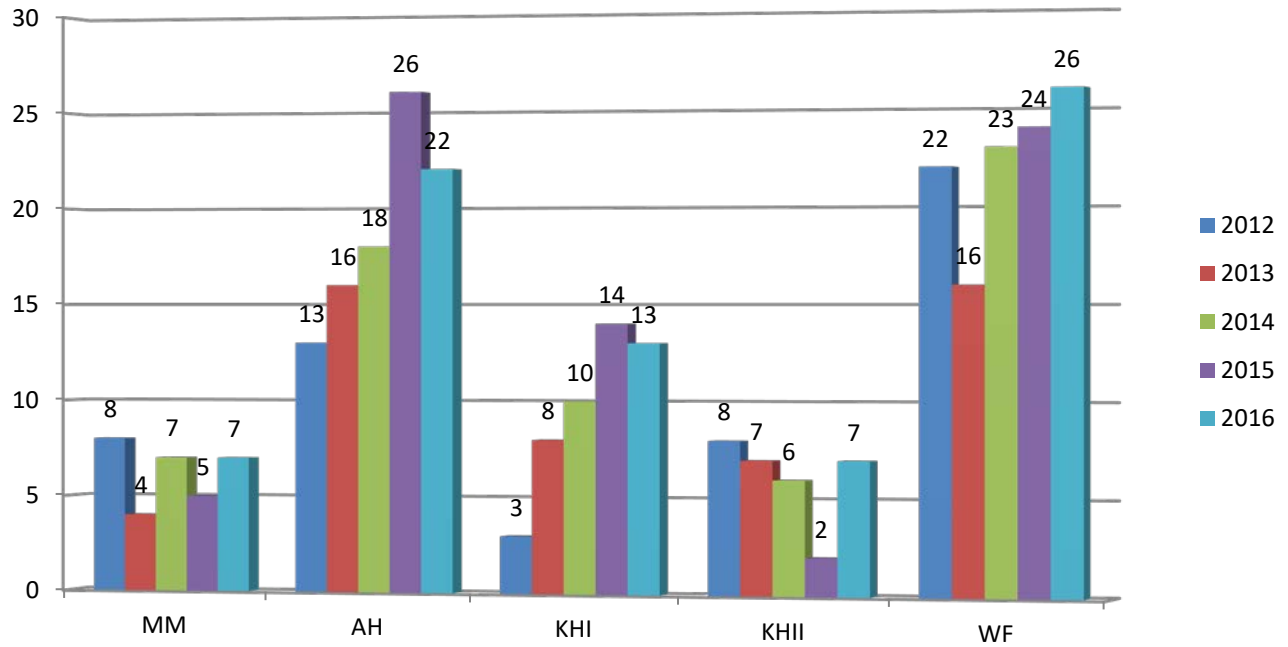


Campership & Tuition Assistance Dollars by Session

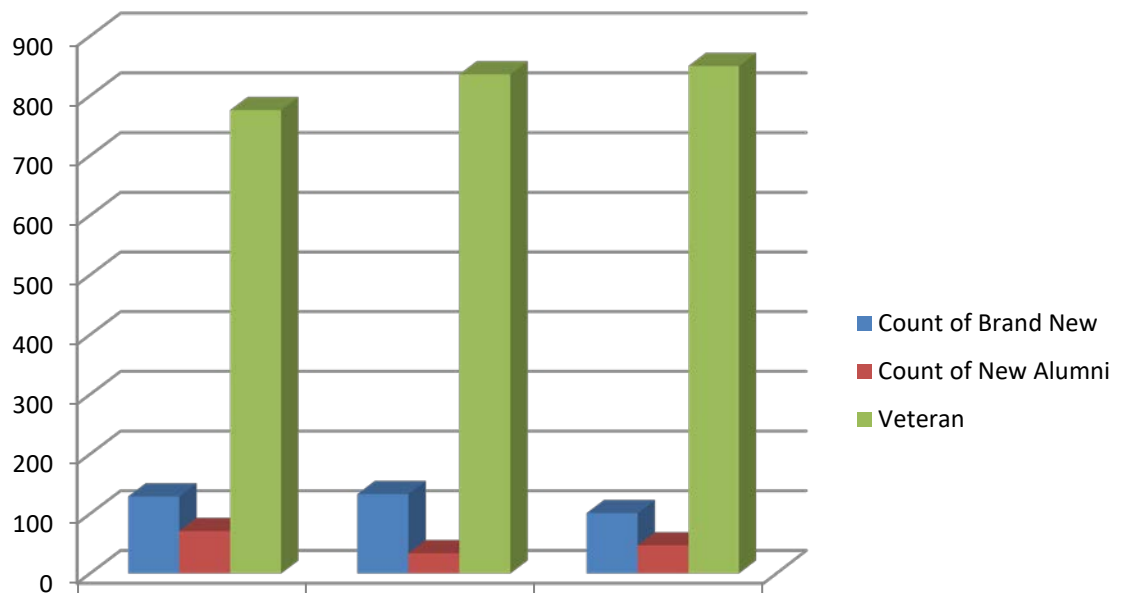


	MM	AH	KHI	KHII	WF
2012	\$3,730.00	\$15,225.00	\$3,190.00	\$9,075.00	\$27,099.00
2013	\$1,920.00	\$21,317.50	\$9,475.00	\$5,585.00	\$22,179.65
2014	\$4,500.00	\$23,806.00	\$14,610.00	\$7,007.00	\$27,897.50
2015	\$2,560.00	\$39,460.00	\$16,410.00	\$1,000.00	\$36,215.00
2016	\$4,035.00	\$34,005.00	\$17,650.00	\$6,385.00	\$36,447.50

Campership & Tuition Assistance Counts by Session



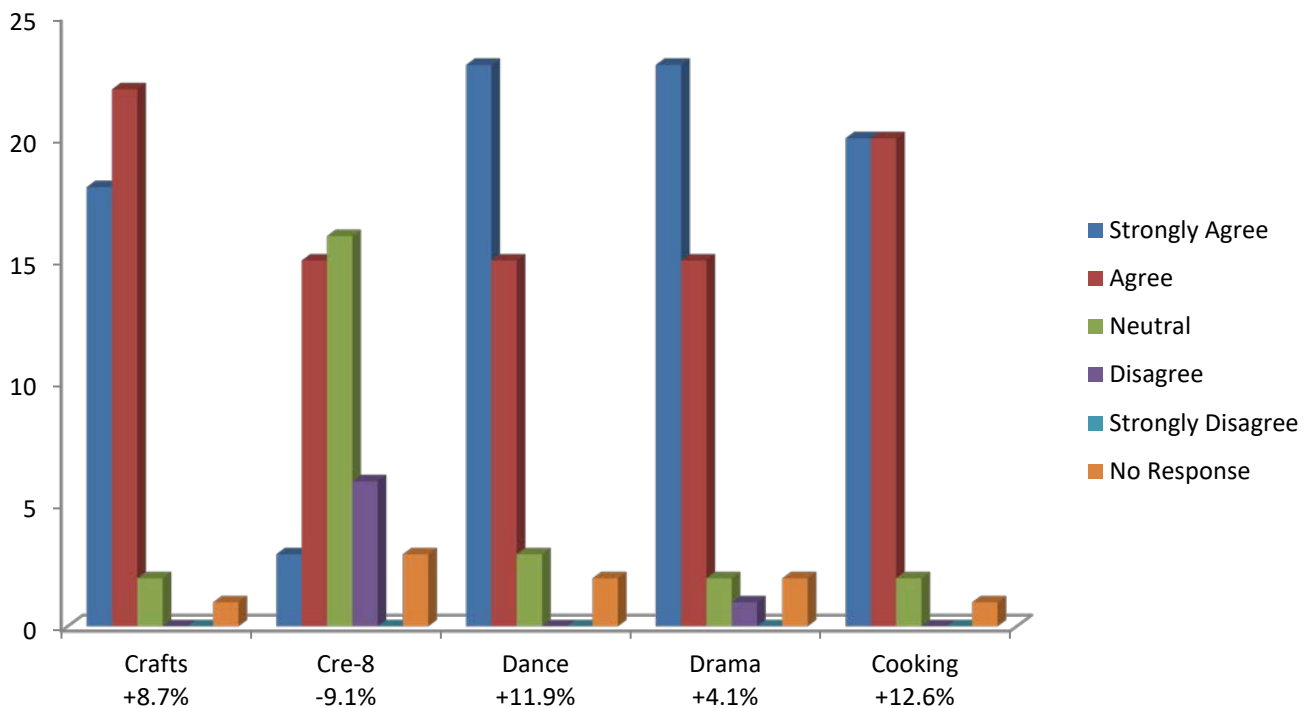
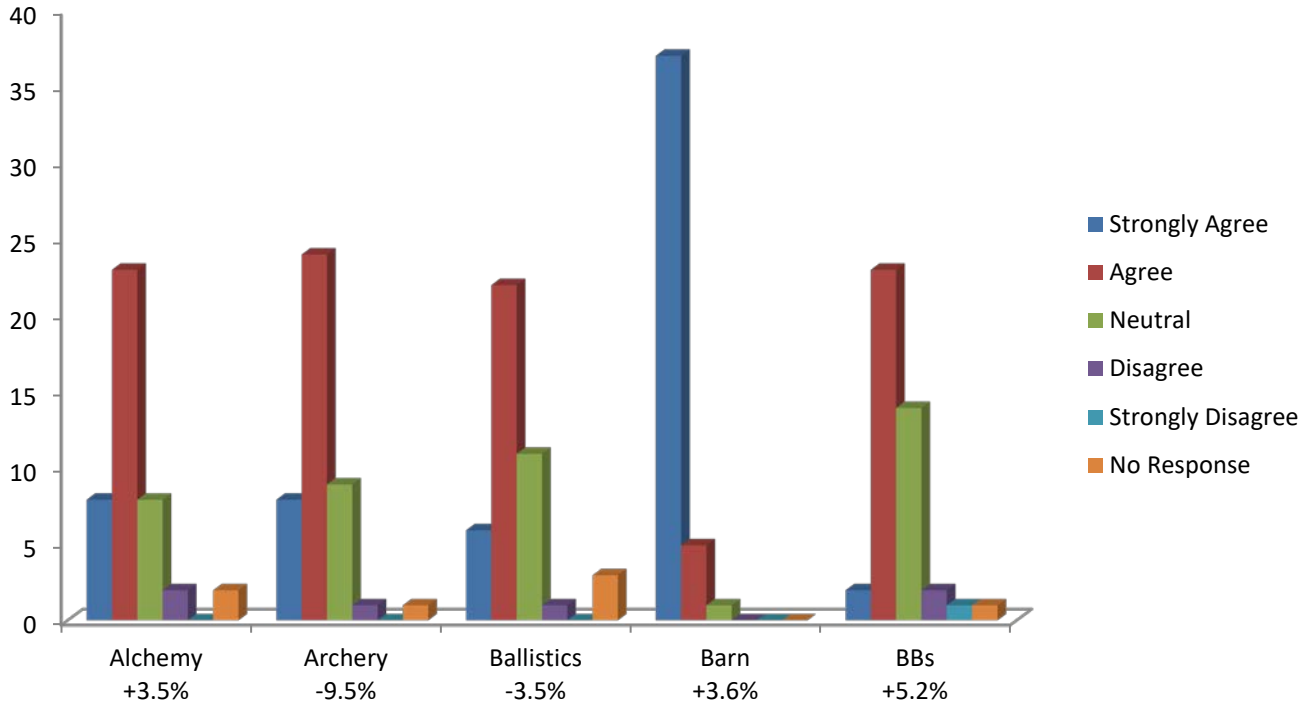
Veteran vs New Demographic

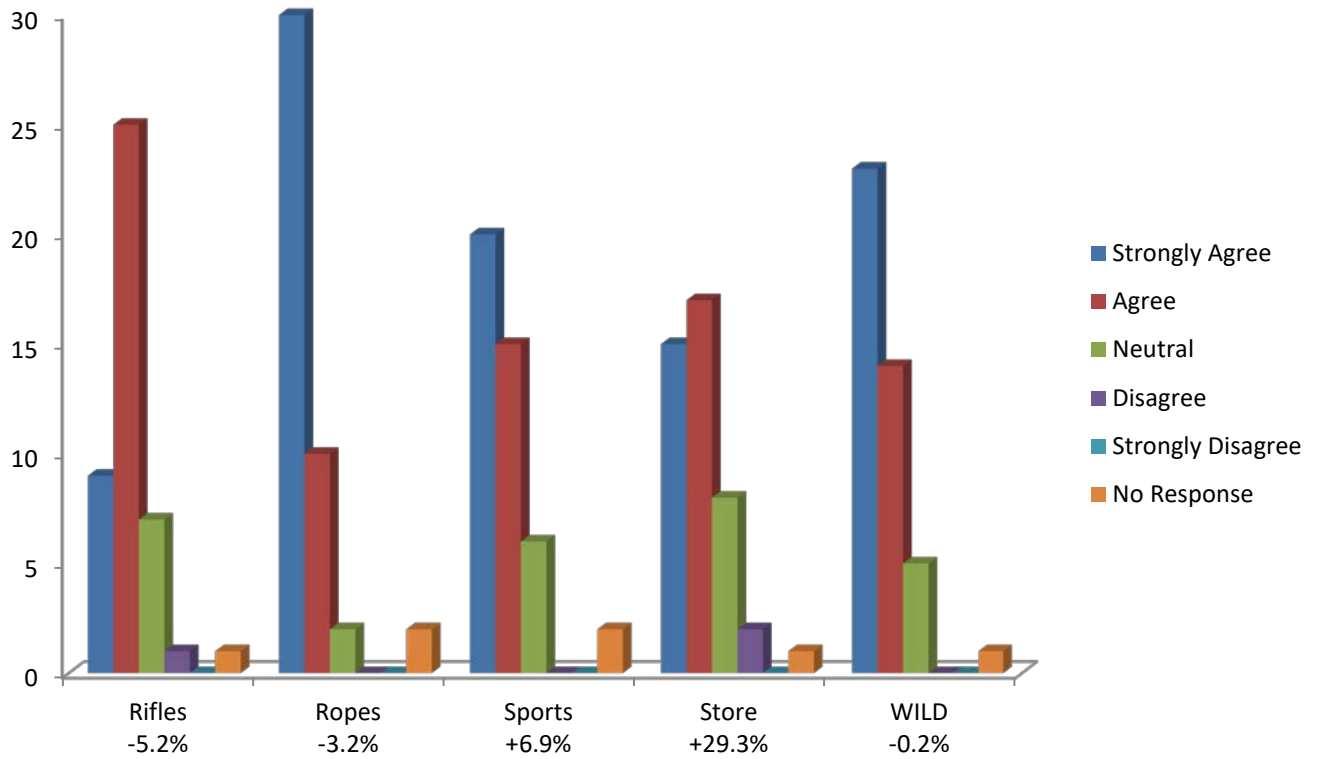
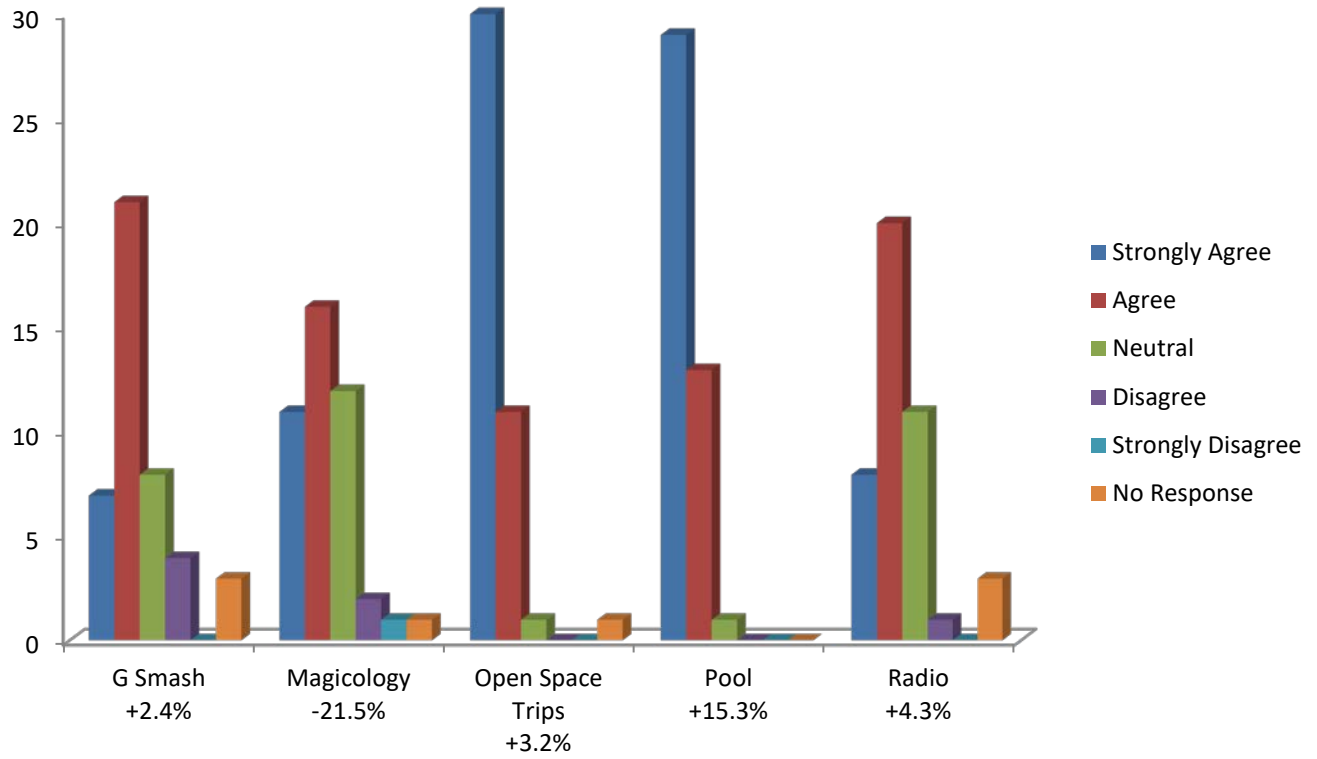


	2014	2015	2016
Count of Brand New	129	133	101
Count of New Alumni	71	34	47
Veteran	776	836	850

Staff Program Evaluation

Please rate the areas at camp on their effectiveness, relevance to camper interest and the camp mission, as well as enthusiasm the campers have for the area.





What were your campers' favorite activities and areas this summer? What did they enjoy most about them?

Barn, pool, ropes, alchemy - juniors and middlers like any activity with high activity and not a lot of down time and the seniors like the opposite in my experience.

All my campers always loved pool, barn, and ropes. These are activities that either they are no able to do outside of the camp setting, and/or keeps them actively engaged for the entire period.

Pool is a great way to get little kids moving in a very controlled and supervised area. They all loved the new basketball hoop as well!!

G-Smash-I honestly have no idea why they love it but they sure do.

Open Space Trips

Evening Plays

Archery

Shields

I'd say camper favorites were typically barn, pool, ropes, and store. I had a lot of tween girls that loved G-Smash, and I think that it teaches a lot of good lessons in leadership and teamwork--an aspect of G-Smash that I hadn't realized before. A lot of my campers were really enthusiastic about drama as well (musical, improv clinics, council fire skits, etc)

My campers had a lot of really great things to say about open space trips this summer. There were a lot of offerings, and they really enjoy the opportunity to form a mini community at camp in the form of an open space trip group. They also really love Cre-8! Seniors of all ages (girls and boys too) seem to really gravitate toward it. I think they enjoy Cre-8 because it's relatively unstructured, and doesn't have the hustle and bustle of crafts!

For my Dorm F boys, they enjoyed the Pool, Open Space Trips, Ropes, Archery and Barn. They enjoyed the Pool because of the social setting and interaction amongst the various ages and genders that occur there. They enjoyed Ropes because in certain situations, like Giants Ladder, it required teamwork in a challenging situation.

For my Hilltoppers, they enjoyed Store, O'Mama, Ballistics, and Pool. They loved Ballistics because it required a hands-on activity (building the rocket) combined with launching it high into the air. They loved Pool because they could either go down the slide, play catch with each other or be tossed/thrown in the air by their counselor (me).

N/A

My kids loved ropes this summer. While a few were inevitably scared of certain parts most were really enthusiastic and thought it was a really rare experience. Epicureanism was also really popular. They loved getting to eat the food that they actually helped make and a lot of my kids told me they were really excited to make that food for their families when they got home. They got a lot out of being a part of creating something.

My campers loved crafts, store, pool, ropes, cre-8, archery, alchemy, cooking clinics, and barn.

Barn, rifles, archery. They enjoyed most the counselors running them as well as the adventurous aspects about these activities.

Any and every young senior boy (in dorm B and H) loves G-smash. Always. Always.

I had a lot of male campers get interested in Cre-8 and crafts this summer. They also all love pool.

Though it's not listed, campers I think look forward to special activities--they seem at the center of a lot of their programmatic enjoyment.

Many of my older campers enjoyed barn. They really enjoyed trail rides and polo cross. Also many of my campers really enjoyed WILD. I think the staff this year did a very good job at preparing special activities for wild such as the birding and teachings about specific aspects of our woods and trails.

My boys always loved pool, and the group of seniors loved g smash. I think pool offered a much needed free

play environment for the younger boys, and I think g smash was enjoyed because it was rough but also fun and inclusive.
Different kids liked different areas of course, but every session I had at least two campers who loved barn. My girls all always seemed to enjoy pool as well.
I didn't have campers, obviously, but I did run alchemy and WILD a few times. In WILD we played camouflage and some other games. I was cool because its good to just let the kids go free (within reason) in the wilderness because usually they don't really get that at home and even at camp sometimes, plus they were all super into it.
Pool, store, rifles, crafts
My young seniors absolutely adored G-Smash. Seemed to me like the seniors were far more interested in the Clinics over the core areas.
My campers loved the hands on elements of crafts, epicureanism, and alchemy. They expressed the most excitement about going to pool, barn, and ropes. Obviously, they were always very excited to go to store. My 12 year olds loved CRE-8. Whenever I was at the area it was very young to middle aged girl seniors.
Pool, barn and wild. They loved riding horses and being able to help the barnies out with chores.
Crafts they loved to create things for the cabin individually.
All of my campers loved being able to do trail rides at barn (especially my Jrs and Middlers) and getting store before heading to crafts or pool. I think Cooking and Epicureanism clinics were by far my campers' favorite activities (all ages) and should be incorporated as much as possible into weekly schedules!
My middler dorms liked archery, ropes, pool and of course store.
My senior dorms enjoyed pool, rifles, archery, open space trips.
My campers loved ropes, pool, and crafts. I think that these areas peaked their interests in particular because they were entertained for the entire period, with little down time involved (ropes is the exception, but they LOVE ropes regardless).
My campers enjoyed the core areas the most. I think they enjoyed these the most because they tend to be the most organized and thrilling.
My campers loved Barn. They loved Challenge and Magicology (even my Cabin 15 girls when Gia was running it).
My campers really loved the Wild program and were very happy to go out and learn about nature! Many of my younger boys also enjoyed G-Smash so much that I honestly think it should be a Junior/Middler area.
My campers always enjoyed when we were scheduled for crafts, pool, bb's, archery, barn, ropes and store. At crafts they enjoy the opportunity to show their creative side especially when it craft involved some aspect of nature. BB's, archery, barn and ropes are fun areas for them because back at their homes they don't have the opportunity to participate in those certain activities. They are unique to Geneva Glen and is what draws them back every summer.
They LOVED pool. I really don't know why, to be honest- but all of my seniors all ages went to pool whenever it was open. They also went to crafts a lot- it was a great place to stay cool, have good conversations, and still exercise creativity. I also saw a really cool environment in G-Smash. That area was either a place that campers went to every time it was open, or never went to at all. However, for the campers that always went to it, it was a true home for them. Whenever they walked up, the rest would all cheer at seeing them and say "Hi, fam". Definitely keep it going.
My campers really loved Barn, pool, crafts and, ropes. They just love all the different things they could do that and just the fun plans that staff had out into each area.
My dorm b boys obviously loved g smash and rifles
Across age groups, store was probably the favorite for obvious reasons. Many of my older campers loved WILD and Sports, and many participated in Merlin's Masque as either dancers or actors. Younger campers loved BBs and pool, though during the second week they would sometimes be a little less enthusiastic because of how often these areas are scheduled.
A lot of my older campers loved open space trips because they could explore areas outside of camp and interact

with people they would not normally get to know at camp. Many of the girls of all ages absolutely loved barn and crafts. I think barn was a big hit because they could ride horses which many cannot regularly do outside of camp. Crafts and areas like alchemy are hits because they can socialize with their friends but also be engaged in a camp activity. My younger campers liked ropes because it was something exciting that they could usually only do at camp.

My JM's most enjoyed Magicology and BB's. They liked Magicology because they could express their imagination while interacting with the outdoors. The boys liked BB's because it was an activity they had never gotten to do at home.

The seniors most enjoyed Open Space Trips, Wild, Pool and Radio. They loved exploring the property around camp and visiting hiking trails around the state. My campers visited pool every day it was open and it was just plain fun. Counselors love it too because pool means clean(ish) campers! Radio was especially effective this year because, under Bryan's leadership, it became a place to explore and learn more about music, rather than a place to just wafer.

The girls I sat with all loved Magicology, Pool, and Crafts!

My senior campers loved barn, crafts, pool, store, and cooking clinics. A lot of them were also involved in different camp productions which made them feel empowered and wanted. My juniors and middlers loved magicology, WILD, ropes, and pool. They liked being outside a lot and being allowed to play in nature and experience nature.

The girls I sat with were always obsessed with barn and with whichever horse they had ridden and which ones they wanted to ride next time. They loved going on trail rides because they thought it was more interesting than the arena but they loved trotting and cantering in the arena which they couldn't do on trials.

My older kids loved pool and crafts, but my 15 year olds absolutely loved open space trips, 2 of my girls went on every one offered except one. My younger kids liked the ones where they moved around in the morning but preferred to relax in the afternoon (crafts, ballistics, wild).

A lot of the kids I sat with loved barn the most- the horses really give kids a chance to try something exciting and often new. The bond between human and animal is precious to watch, and the camper energy at barn whenever I was there (whether j/m or senior) was contagious.

My campers most enjoyed barn, crafts, alchemy, pool, open space trips, epicureanism, and special clinics. They enjoyed constantly being involved, trying new things, and being responsible/ in control of things they were doing or creating.

Barn and pool are all around favorites, and seniors love open space trips and cooking clinics! Also I found clinic "talks" on certain topics were popular because it gave older campers a chance to have deep, intellectual conversations with their peers and counselors who might have different views and experiences to bring to the table, and have discussions they normally wouldn't have.

What were your campers' least favorite activities & areas this summer? How can they be improved to be more fun and relevant to their needs and interests?

cab 14 seemed too old for magicology - they did not like that area.

My little girls had a hard time with Archery. They are not strong enough to pull back the arrow, and get frustrated when they can't hit the target. Its always a struggle to get my girls to try to shoot 1 or 2 times.

Magicology-Besides for myths and magic the kids are just to old. I think it was better when it was WILD and whoever was running WILD would decide to go fairy hunting or the like based on the age of the kids and individual counselor input.

Boys were less enthused about crafts (more open crafts for SB, MM, C, 14, 15, and G might make a difference), girls less excited about archery and BBs (special targets, like paint balloons, maybe could be more exciting)

My senior campers were not interested in rifles. I think it would benefit the rifles program to have more emphasis on creative special activities, because I think as of now, many campers just see it as a filler on the schedule.
My Hilltoppers definitely struggled, at times, with WILD and Crafts. I think Junior/Middler WILD could be improved by incorporating a theme into each period. Giving my boys, a scavenger hunt or ninja mission, would be a good way to alleviate any boredom or frustration.
N/A
My girls always dreaded ballistics and occasionally BBs. I think ballistics seemed a little too much like school to them and since there are pretty specific parameters for actually making the rocket launch they felt like they couldn't just be creative and do what they wanted with it. It was a little too forced for their liking, especially my Ashgrove and Silverbirch girls. BBs was on and off for my girls. I think all the downtime between shooting was hard for them and a lot of them didn't want to color their targets.
BBs (kids said it was boring), rifles (they didn't know how to shoot/thought they were bad at it), G-smash (they loved the area but thought Wyatt was mean at times and didn't want to go as a result/the girls thought the boys were too rough), Magicology (The younger kids like it a lot but dorm G and cabin 14/15 didn't like it because they felt like they were too old for it).
Some campers didn't like participating in sports, so I think they could be improved by maybe having several sports stations that the campers could choose from.
My juniors and middlers didn't look forward to BBs, alchemy (in WF), and Magicology. That said, when someone did a good job of running the latter two areas, the boys really enjoyed them.
Last year there were so many times when my kids were pumped to go to radio. This year I didn't experience that as much. I don't think any of the activities were bad per say but I do think that the same thing was done too many times. I think radio could be used for some really cool activities more often than it was, like mock interviews on the radio or fun broadcasts!
My campers were always bored at j/m wild. I think it is hard to do a lot with this idea, mainly just because the kids never have a high enough attention span. I think one way wild could be improved for the little guys would be for more actual walking around and camp exploration.
Archery was the only area I feel wasn't always a favorite, just because the waiting time. Its hard to kep the kids interested in the area for a whole and 15 minuets.
I didn't have campers, so I'm not really sure.
I know campers got bored at BB's. And older Middlers disliked Magicology because they were too old for the lies.
My girls lost interest the most at BBs and Archery. They were not entertained for long by the main programming and often did not want to shoot, but it was a cool place to see how counselors would fill the time creatively.
Rainy overnights
N/A
A lot of my campers disliked going to archery and BBs simply because they only got to shoot once or twice in the period and spent the rest of the hour waiting in line. While we could usually find some way to entertain them, I think it would be very effective to combine an area like archery with an area like store for Juniors and middlers, and maybe adding letter writing to BBs for Juniors and Middlers.
My middlers didn't enjoy BBs, and sports all that much. My senior dorms didn't enjoy going to barn, cre-8.
BBs and sports. I just think that with BBs there is a lot of time where the kids have to wait and thus lose interest quickly. With sports, very often the female campers were not as familiar/interested in the games played, especially when male campers and male counselors were overly competitive.
I think the less organized times, such as meadow games or treehouse time, were there least favorite times. My campers also tended to like afternoon activities more, simply because they stayed engaged the entire time. The morning periods are way to long for 90% of our activities. This could easily be fixed by adjusting the schedule.

They hated sports except for during World Friendship. They were hot and the period felt long when one cabin/dorm was more competitive.

Young boys are just not fans of any area that requires you to sit down and learn and or do something that doesn't involve running or screaming

I love the concept and magic of Magicology, but for the majority of middlers, they are too old for it and literally dread going to it when they're scheduled. When I had Silverbirch and 14 age, they did not enjoy going to magicology. The area however is perfect for Mack and Ash age. I don't know exactly what we could do to make the area more enjoyable for the older middlers but it would be great to brainstorm some ideas :)

My campers rarely went to archery. I think we should keep it, but do a better job at emphasizing/ encouraging awards and other goal oriented activities there.

My campers didn't really like magicology, they were too old for it and really weren't interested. they

Some of the most difficult times I had with my kids were during meadow games and things of that nature. It's very difficult to keep the kids entertained long enough with something like that

Especially with hilltoppers, it can be hard to make WILD enjoyable (the two times we went, the activities required a lot of sitting down and listening silently).

The only one that comes to mind is Magicology for cabins 14,15 and G. I think that Magicology is great and the younger campers absolutely love it. However, for the oldest middlers many of them do not connect with it and get bored at Magicology. I have no idea how we could fix this scheduling wise but just a thought. For the Magicology evening play we were given the option to do something with only 14,15 and G. We played games with them like German spotlight and did a sort of order unity night that went really well. They felt cool because they got to have an evening play night all to themselves.

My younger campers did not particularly enjoy crafts or alchemy. Crafts was too repetitive and alchemy had a lot of "dead" time where the campers waited for their concoctions to brew.

Their least favorite activities were probably Ropes and Barn. If possible, extending ropes periods to allow everyone a chance to participate?

My seniors weren't that into G-smash. I think a way to get senior girls more interested in G-smash would be for whoever was running that day to create scenarios where there are either reverse gender roles. Or something like "ladies day" at G-smash.

For my juniors and middlers I don't think they had a least favorite area but it felt like they were scheduled for archery a lot where only four campers are engaged at one time.

I don't think the girls really liked bbs because the boys didn't interact with them as much and they always made it a competition so the girls always said they felt left out

My younger kids struggled with archery just because the equipment wasn't very suited for them. My older campers didn't really like activities that took an excess amount of effort but they are also kinda lazy.

The only negative things I heard more than once were about magicology (the area, campers loved the evening play) being boring sometimes and cre-8 not doing enough stuff. Magicology could just be more interactive than drawing fairies or going hiking, like maybe obstacle courses to save the fairies or a treasure hunt for elven gold.

Magicology, BBs. I think magicology could be done away with except for during myths. I had trouble with 14/15/G, MM/SB/C, and even Ash/D with believing and being engaged in this area. Often there would be a couple kids not believing and thus not having a good time, and constantly trying to convince the other kids that these creatures weren't real. BB's should find better targets and have more guns to shoot at once to engage more kids.

Cabins 14,15, and Dorm G didn't enjoy magicology, and a lot of times many tried to be good sports about the area but didn't have any real interest in the activities. I think magicology is spectacular for the younger campers, however I don't think the oldest middlers should take much part in it. In particular if they could do something different and special for the magicology evening play (not necessarily related to magicology at all) I think they would have a better time!

I've found sports is an area sometimes hard to get girls enthusiastically involved. I think they're intimidated by more athletic or competitive people-usually boys-, or afraid to fail and be embarrassed in front of their peers. However one time Kristian Kingdom was able to get everyone involved and have tons of fun! He made the teams counselors against campers in kickball. It was more physically demanding for the counselors (including himself), but the kids had a blast! They had a common enemy, and were able to be silly while still playing a sport and trying to do their best. It was great, and I think getting a little creative with sports can go a long way and help everyone have as best time as possible.

Any comments or suggestions to help improve scheduled activities or the camper program in general?

Running uppers twice in a session was really nice

I think they all went really well!

Juniors and Middlers should be scheduled for lovely hair at least once a week opposed to once a session.

I think we could make the morning activities shorter, having more stories in the morning.

scheduled times for junior and middler girls to do lovely hair would be nice. Ashgrove refused to skip any activities to wash their hair and even chose the freezing pool (when the heater was broken) over lovely hair.

Scheduling Guenevere's Circle for alchemy is always good!

Perhaps encouraging senior campers at the beginning of the session to design an activity that could be tried during the 2nd week of the session.

N/A

I think adding an irregular, sort of surprise area in the schedule maybe once per session would really help junior/middler programming. Seniors often have really cool and close-knit experiences with their counselors because counselors are able to take chunks of time out of the day to plan special things for their cabins but JM counselors never really have that time because the schedule is pretty packed. Maybe just like some cut out time for a really special, memorable activity would be cool.

I've seen a lot of cool things come out of Junior and Middlers being on an elective schedule. I know they have middler day, but I think the more chances we have to run Rendezvous-style afternoons, the better.

I had a conversation with Pete about G-Smash. We don't have the personnel anymore who are as invested in that specific activity, and having Adam as my brother I can tell you it takes a special person to run that area correctly. I do however think that G-Smash is a great area at camp that teaches kids most importantly self control over emotions. I talked to Pete about making G-Smash a strictly clinic activity again unless we have someone invested enough in it as needed. That way the kids will learn to respect the equipment which allows us to keep it around for longer without digging into the budget for more weapons all the time or materials to fix them.

None.

Honestly, not sure, everything seemed great!

I love J/M day, but I think there should be a time for the senior campers running it should meet with their assisting counselor/supervisor to inform them on what they are doing, how they can help, and get tips from the counselor on how to fill down time in the activity if there is any. A sort of quick clinic running orientation for the senior campers running activities.

N/A

As previously mentioned, combining Archery with Store for Juniors and Middlers and combining Letters with BBs for them as well.

More special activities and sport things for seniors.

With my middlers, I was never scheduled for lovely hair- so just make sure that all the female j/m camper girls have that pre worked into the schedule so we don't have to skip out on another activity.
I think the morning schedule should be adjusted, because those last 15 min of the morning periods are the hardest times in the day. I also think special activities and clinics would be better if the supplies were always available and so was the space.
Some days felt "stacked" with pool, barn, store, crafts all in one day and so other days felt less action-packed. Unsure if that can be resolved.
I think that we should start doing more Open space trips and should also look into doing more overnights. I know that fitting those into two weeks is difficult, but I think that there are so many points of downtime that kids can start to get bored and just whaffer more. If we have like one or two themed overnights that were just based on sign up next to the mandatory overnight, I think that it would really break up the monotony of some campers lives and give them a different taste of camp life.
n/a
I think it would be beneficial to schedule some counselors to work areas at catch-up. Namely, the areas that campers usually need at catch-up: ropes, archery, rifles... we often don't actually go to get our last campers up to O-Mama because we don't have two counselors working it.
maybe on have magicology for the younger kids like juniors and first year middlers because most of the other ones don't really like it.
Putting one more summer of good thought into the Magicology programming wouldn't be a bad idea. When I ran it, it felt like there weren't a whole lot of actually compelling activities in the box, so I'd end up just running a slightly more magical version of what I do for J/M wild. (Note: The Magicology evening play is absolutely fantastic!)
I think we should implement more activities that are unique to Geneva Glen. Campers really got behind past activities like Sam-I-Am, Trasch with Brasch, and Casstasstrophy.
Also I think rendezvous and the olympic saturday went really well this year
There were some weeks when my junior/middlers weren't scheduled for lovely hair at all and it was difficult to find a time that was a "good" time to do it. It would be helpful if they were scheduled for lovely hair once a week preferably before or after pool.
Drama and theater hold a heavy weight, especially over some of the last year campers, because of the reputations that they hold in camp life and I think it would be helpful if there were a way to include all of the last year campers so that no one feels left out from the whole activity.
Open Space trips should be more encouraged for younger seniors and more opportunities for campers to help in areas would really make them feel big. Required practices should be planned more ahead so campers aren't caught blind and can't do things they were planning on.
I only really got to help with epicureanism clinics, but they were usually pretty well received (probably has something to do with eating). I think the open space trips are a huge part of the senior experience, but a lot of seniors ignore them until their last couple of summers. More general hype surrounding them could perhaps increase yield of interested campers.

Do you have any ideas for new activities, areas or programming we should add for next summer?

more overnights!
Star Gazing would be awesome as an evening play
Photography, fort building, more use of the lower ropes course for challenge or other activities, senior challenge
Handball Clinic. Football Clinic. Scavenger hunts or missions for the Junior/Middler campers.

No
A few kids said this in the camper panel, but quite a few of my girls also brought up how exciting it would be if camp had an obstacle course. I don't know exactly what that would entail, but I definitely think it's a worthwhile and interesting idea that a lot of kids would really enjoy.
During the parent panel a few parents mentioned that there should be real rock climbing. I think the rocks at Gods Eye and the Shrine should be looked at and determined if they are safe to rock climb. Safe anchors could be made by certified people and then we could have real rock climbing at camp without having to leave camp.
I think we could put some more work into our sports/meadow games programming. I'd love to see intramurals become a part of the culture outside WF, and I'd like to think up more GG-specific games.
None.
Not as of now
More concentrated crafts for seniors. Open crafts is great, but I think working structured crafts into the programming would be neat!
Minute to win it for Juniors/middlers
3v3 basketball was quite a fun special activity we did one day.
I love the idea of think tank coming back continuously. Talk radio was a hit!
More overnights, more open space trips. All above
n/a
It's not necessarily an area for camper programming (but maybe it could be), but I'll be sending Reid an email for an idea I have about a "Head of Song and Story"
not at the moment!
Nothing immediately comes to mind.
Lets bring back stargazing night for the Seniors! That was one of my favorite memories as a camper. The more all camp activities the better!
I don't know how this would work exactly or how "into it" campers would get, but I think it would be cool to add an area where campers could learn about the current theme of the session in a fun interactive way. It could be anything from following old Native American trails to dressing up in the costume room to reenact scenes from the stories of King Arthur that aren't displayed in Merlin's Masque or Pageant.
No
I think areas like ballistics or building things would be super beneficial for the seniors.
No but I'm excited to see what happens!
Something on "herbology"... gardening, foraging for food, cooking with stuff grown in the garden or foraged, learning about plants in a similar way to alchemy.
Flashdance! (also known as flash mob) I think campers would get into it at camp, and if then camp could lead an open space trip (even somewhere really close) and campers could perform it in public it would be fun and memorable.

What were the favorite evening play activities of your campers? Least Favorite? Any ideas or suggestions to improve evening play? (To jog your memory-- Jurassic Park, Capture the Flag, J/M Magicology Counselor Hunt, Kangaroo Court, Free Play, Square Dancing, Casino Night, The Dance, Movie Night, Council Fire, Banjo Man, Night, Mock Induction & Ladies Court, Island Dancing).

Free play should be used more often, capture the flag is a staple.
favorites: more jurassic park! my campers were not as big of fans of capture the flag. they love kangaroo court, council fire, meadow time etc.
Kids love Jurassic Park!!
Favorites: Jurassic Park as you know is a favorite of campers The Musical was unbelievable Council fire Free Play
Least Favorite: Dance J/M Magicology
would prefer Banjo Man over square dancing during World Friendship. It was difficult to keep younger-senior campers engaged in square dancing because they weren't interested or willing to act interested
Favorite: Jurassic Park, Island Dancing, Capture the Flag (younger seniors liked this) Least favorite: Free play (older senior campers), movie night during WF (lol), Capture the Flag (older campers disliked)
Favorite evening plays: #1:Induction. #2 Council Fire. #3 Capture the Flag. #4 Sword Soliloquy. #5 Merlin's Masque. #6 Pageant. For Council Fire, perhaps encouraging the campers to come up with a theme with their respective hills (Boys Hill and Girls Hill) collaborating on a theme for Council Fire.
N/A
Having had 14/15 age twice this summer I can definitely testify to how unpopular JM magicology evening play is with them. They just don't buy into it anymore at that point so I think either an alternate activity would be helpful for that age group or just giving that chunk of time to the counselors for a fun bonding activity might work better. Jurassic Park, Capture the Flag, Treasure Island, and all those games sort of in that category seem to be really popular with all the campers I've talked to regardless of age. The only evening play that stands out to me as being unpopular is square dancing and occasionally the dance.
My kids loved Jurassic Park, but weren't too fond of Capture the Flag (said it was boring?).
The active ones like capture the flag and jurrasic park were big hits. Their least favorites were usually movie night.
All my young senior and middler campers look forward to any and all evening play that is game-based. They love Jurrasic Park, Capture the Flag, and Counselor Hunt. They struggled with most things that require them to sit still a long time (e.g., Magicology Night).
I have also found that senior campers love the idea of free play nights, especially in Knighthood. It would be good, I think, to sometimes err on the side of less programming and move some of the creative power into our counselors' hands.
My older campers had a great time at casino night. I think that it is a very good change up from our usual physically demanding evening plays. Those are all great, but I think it was a healthy and fun change to have them all in the same room competing in thoughtful way.
I do think that the J/M Magicology evening play needs to be more interactive for the kids. They need to be doing more than just sitting and listening. Possibly like a trivia night or bingo would be good activities. I will expand more on these ideas and send them to Pete.
Best evening plays- Jurassic park, council fire Worst- vespers

Only suggestion to improve evening plays would be to spread the games out evenly. I remember at one point this summer seeing Jurassic park and capture the flag back to back, and this made for a slower second week of evening plays. Having two similar things scheduled so close to each other made the kids less appreciate of the games individually.

Campers loved Jurassic park and capture the flag like always. I also feel Musicology night was a huge hit when i had 8 year old campers! Senior free play was an evening play that was fun for about an hour and then it just turned into alot of sitting around. I love square dancing! Campers do not...

I wasn't able to attend most of the evening plays but I did Jurassic Park once and it was really fun! As a camper I really liked capture the flag, council fire, and I'm honestly still a fan of Banjo Man

Like casino night but not a big fan or doing it after square dancing. Kangaroo court wasn't that popular...

JP and capture the flag are always loved by campers. The Dance should be at the beginning of the session.

I can't think of an evening play that my campers did not like!

jurassic park, capture the flag, dance, council fire, banjo man, island dancing

Jurassic Park was everyone's favorite.

Kangaroo Court was also something my kids talked about until the day they left. One of my cabins even held our own kangaroo court in the cabin.

The dance was always an issue with my campers even when we tried our best to prevent that.

Favorites: Jurassic Park, Kangaroo Court, Senior Free Play, Council Fire, Cabin Fellowship

Least Favorites: Overnight (only when it's RAINING), Square Dancing

Favorite- Jurassic Park, the dance, counselor hunt

Least Favorite- Free play, Banjo man

Jurassic park, the dance, the overnight, and the musical were amongst the favorite evening plays for my campers. Their least favorite was probably movie night, specifically during myths and world friendship because they did not actually watch a movie.

My campers tended to enjoy almost every evening play. However, I never had a cabin that enjoyed J/M Magicology. Even my Mackenzie girls were uninterested and didn't believe in the program. They enjoyed magicology as an area, but did not like the evening plays. I would suggest getting rid of the evening play and going back to counselor trivia or something. When I had 15, our age group stayed and played games at our cookout site. Our kids absolutely loved getting to know they sister cabin better.

Honestly, counselors like counselor hunt much more than campers do. They really feel frustrated most of the time, even though staff has a blast. Otherwise, I thought programing was so strong this year. It felt like everyone really bought in to make every event magical. I do wish we had more time to prep for kangaroo court so the campers were more a part of the accusation process.

Jurassic park or anything that gets both the kids and counselors running around is amazing! Square dancing should definitely be paired with casino night, for I doubt either could sustain all the kids the whole night, and pairing them would be a great middle ground!

Favorites: Jurassic Park, Kangaroo Court, Banjo Man, Free Play, The dance, Ladies court

Least favorite: n/a

Favorites of campers include Jurassic Park, Capture the Flag

Least favorites are magicology by the older middleers

My campers loved: the dance, capture the flag, jurassic park, movie night, banjo man
they didn't like J/M magicology, they were a little too old for it and it was hard for them to stay into it and really having fun.

Across all the sessions all of my boys loved Jurassic park and capture the flag.

It might not be possible, but Knighthood campers are always asking about playing Jurassic Park, so trying to make space for that every session wouldn't be a bad idea! I loved all the dances this year, and also thought this

was a great summer for Council Fire. This is something I'd love to head next summer, but because we've stopped doing the old banjo man intro for good reasons, I'd love to come up with a new really elaborate entrance to replace it.

The classics like Council Fire, The Dance, Movie Night and Capture the Flag continue to be hits. Campers love Jurassic Park as always. Least favorites maybe Kangaroo Court but only because it was a thrown together rain plan.

Campers love Jurassic Park, Capture the Flag, Banjo Man, and Island dancing.

My campers did not like counselor hunt as much; they complained that counselors cheated too often. Also counselor hunt was often an excuse for lazy counseling.

When I had G/14/15 they were not excited about J/M Magicology because they felt like they had grown out of it. During KH1, we played games and hung out at our cookout location. That was a very good alternative.

Favorites- Capture the Flag, Magicology, Kangaroo Court, Counselor Hunt, The Dance

Least Favorites- Overnights :/

All of my campers loved the high energy running around evening play activities. I think the least favorite activity was Evening Vespers during American Heritage. I think the concept of Evening Vespers is awesome but it didn't fill up enough time and wasn't engaging enough to capture the attention of younger campers.

The younger kids absolutely loved magicology especially when the characters they recognized were maintained through the rest of the session from the people who played them.

Jurassic Park was always a favorite for all my ages. Capture the Flag tends to get a little boring after a while so having an activity afterwards defiantly helps. More Island dancing!!!

The musical this year was FANTASTIC and campers got so involved and excited about it. I think doing an actual musical rather than a revue really likened campers to it more because most of them aren't used to flashy show tunes from another decade.

Jurassic Park, Capture the Flag, Ladies Court, Merlins Masque, Sword Soliloquy, TED talks, Kangaroo Court, Square Dancing, the dance, Banjo Man were all favorites. Least favorites were J/M Magicology and Chautauqua. I think we should make a new J/M evening play.

Favorites: JURASSIC PARK!!! council fire, capture the flag, Sword Soliloquy, free play

Least favorites: Junior Middler Dance-would not recommend doing this again

Any comments or suggestions to improve special events (Rendezvous, 4th of July, Carnivale, Chautauqua, Pageant, Merlin's Masque, Sword Soliloquy, Coronation?)

nope!

None, it was great. I think this was the best year for the special events.

There was a lot of discussion this summer among staff members and older campers about the cultural appropriateness of Pow Wow. I feel like this summer, in particular, we failed to deliver the educational opportunity that American Heritage presents. Pow Wow should be less of a dress-up game and more of an event to teach about Native American cultures and history. I think it would be great to bring back the mountain man with antique rifles or maybe bring in educators from the pioneer museum in Golden and other such places.

I think emphasizing the Parade of Nations would be beneficial! It often has a last minute, thrown together feeling, and I think it would make more sense to either not have it at all or make it a very big deal.

Never change Pageant, Merlin's Masque, Sword Soliloquy, Coronation or Mock Induction. Already too good to be changed.

No

The dunk tank was a hit this summer! And the way Chautauqua was run this summer was really cool. The tickets for Carnivale, 4th of July, and Rendezvous were a really good idea- it kept the kids engaged.

Rendezvous and Carnivale have seemed to found a rhythm--they are a lot of fun. That said, it has felt like those

days are less counselor-run than they once were. It would be good to try and get suggestions for games/events from the staff earlier in the session, so that there feels more involvement on the staff-side.

I have a lot of love for some of our more traditional evenings (e.g., Sword Soliloquy and Coronation), but I think that we have lost some of the magic in them, especially among older campers and young staff members. I'm not sure that we need a programmatic shift here, but I do think we need to articulate more clearly why we take those nights to do something traditional and serious rather than fun and silly.

None, those days are great.

These all were really good and everyone in charge put so much work in to make them amazing!

N/A

I had never noticed it before this year, but for Merlin's Masque and Sword Soliloquy, Sophia Hill did an amazing job working with what little time she was given in the council ring for dance. Too many times I overheard Sophia being told that she couldn't use certain spaces due to Drama needing to use the space, only to find that same space empty and unoccupied later. Although time in the council ring was not evenly divided between Drama and Dance, Sophia did an amazing job at being patient with the less compromising Drama leaders and remaining humble when her talents were utilized.

None

I thought all of these events were especially phenomenal this summer!!

Nope they were great!

This year was amazing because of Cass' incredible ability to empower campers and because Lauren was deeply organized/efficient. Special events felt the most smooth I'd ever encountered.

Honestly everything went so very smoothly this year I can't believe it!

n/a

no i really thought special events this year were run great.

All of these run incredibly well

This was a great year for special events! All the big all-camp celebration days (including other dates like Olympics/Olympics opening ceremony, etc.) were great, and I have few complaints.

N/A

I think we should have a committee of counselors to plan special events. A committee would produce more ideas and result in more counselors invested in its success.

I think all the special events this past summer were excellent and efficiently planned!

I think all of the special events this year went really well.

Make sure the littlest ones receive fair treatment. They should get seats where they can see and I witnessed some stubborn counselors not being willing to give golden heart- aged children enough seating room.

I think they all went really smoothly this year despite some road bumps!

Chautauqua should have a different structure. I don't know what that would be but a lot of the current structure doesn't seem to be super successful, either that or we are all at the end of our rope.

I think Pageant is awesome and an important part of the tradition and core of knighthood. However the voting system for Court and King and Queen makes a few last year campers feel like crap every year when they are not voted onto court. It can ruin campers' entire session, or even summer, when reminded every day with a climax on the last day of camp devoted to hailing and gifting and paying attention to only the court, and a reminder they were not on it. Kids feel crushed because they have spent the past 10 years of their lives watching and wanting to be a part of this "royal" court, but then all of their friends are and they're unexpectedly left out. However this is entirely preventable which is why it is frustrating to many, including myself. I think rather than voting for a court, there should be auditions. There would still be pulling of the sword-could be reveal of cast-, and pageant. The actors would do a spectacular job, pageant would probably be less stressful and more enjoyable, and there wouldn't be a handful of 16 year olds who get heartbroken by the summer camp they love

so much every year.

What insights can you share about overnights and cookouts?

Possibly give weather reports to counselors beforehand to make sure kids are ready for incimate weather. Quesadillas were great.

best nights of the summer! the fire ban put a damper on these but it was still fun. One of my campers in WF saw that it was raining during dinner and looked at me and said "please please don't cancel the overnight tonight Caitlyn" it was adorable.

I was really into the quesadillas!! Much easier to cook and so much faster than pita pizzas

LOVE THEM. I don't think I would change anything.

neighbors' barking dogs and proximity to the road can make overnights at The Chimney frightening for some children

It would be a cool consideration to go back to the days of eating dinner at the overnights!

I think giving a fairly updated weather forecast (hourly or so) during the afternoon of the Cookouts and Overnights would allow for more preparation and planning to happen, instead of dealing with moving all the Cookout supplies out of the rain and forcing our kids to wait longer for their dinner etc.

N/A

Generally cookouts are really fun for the kids and they love being able to run around and eat outside, but I think the reason overnights are so miserable for a lot of kids is just because they're uncomfortable. A lot of that's been ameliorated with sleeping pads being on the packing list, but that's just a hard problem to solve.

Having 5th to pack is nice and doesnt rush things. I thought things went smoothly this summer in this area.

There was too much food, which made a lot of waste. Other than that, these nights were a blast for the kids!

We're weren't helped by the weather this summer, nor by available time, but it would be nice to try and use the cookout time to teach kids about outdoor cooking. I'm not entirely sure what that would look like, but I do know that finding s'mores sticks is a small task for the kids.

We need to

none. Even with nature against us, I felt these nights always went pretty well.

Never went on them, not sure

All my cookouts went on seamlessly! Having 5th period to prepare is wonderful. My only suggestion would be not to have overnights at the Chimney when there is a fire ban. I went there with 9 year olds during Knighthood 1 and because of our proximity to the neighbors/publicish roads, not having the distraction or warmth of the fire left them rather frightened. I think the counselors were also slightly frightened too.

keeping kid's safety in mind and if the weather is not good (excessively rainy and lightning storms), reschedule the overnight. It is extremely stressful as a counselor hiking up with 25 kids to the outlook, in a lightning storm trying to get them all through marshmallow meadow safely.

More tarps for the WILD den.

Any location for a cookout is fine as long as the food and supplies can be driven there, it is impossible to carry one box of food for 30 people to ropes without it breaking. It would also be helpful to reschedule overnights if rain or bad weather is in the forecast, rain makes an overnight a very unpleasant memory for campers. In regards to staffing, maybe it would be a nice option to allow staff members scheduled to have the day off on an overnight to come back to help out their co counselors on the overnight and then take another night off in return.

I would like to see the overnight and cookout be more on the same night. Usually when you go on an overnight, by the time you get to your location its usually already almost dark out. Kids usually like to play games and stuff but its hard when its dark and the fire band is up.

Honestly, everything went swimmingly for my overnights and cookouts. The full period prep time is absolutely necessary!

Generally the cookouts and overnights were great. I think there should be a solid backup plan for cookouts if it is raining. Having all of the J/M kids in the bottom of the lodge for the cookout was pretty unsuccessful and stressful.

Cookouts were strange with mixed age groups. LOVED overnights this year. It was amazing how many times all the co's were present. I love that new cultural attitude that we should all be there.

I love the overnights and cookouts, and I think that again, we should have more opportunities for kids to get outside and sleep under the stars. While the double dipper and barn overnight are cool, I think there are a bunch of other people who would sign up for themed overnights all throughout the two weeks that it would be a great success!

I think the way overnights and cookouts have been run the past two summers has been efficient and enjoyable for the kids. The heads of WILD have really done a phenomenal job organizing and making sure everything runs well.

the weather makes a HUGE difference. We really need to have a better indoor plan for cookouts because when the middler cookout gets rained out such that all the younger campers are in the bottom of the lodge and slowly waiting for food, it's no bueno. I think we either need to come up with a better indoor plan or be flexible about changing the cookout day

cook outs were not bad with the gas grills but when it started to rain it was a little hard. overnights were great!

The way it's done now is the best possible way to do the overnight. Kids will always complain no matter what.

All the overnights I went on were really smooth! Nick and Caitlyn did a great job!

I think that on the whole overnights and cookouts went very smoothly this year. Locations were good and it seemed like staff was enthusiastic about overnights for the most part.

Overnights can be the best night at camp, but the counselors must be present, enthusiastic, and encouraging to their campers for it to happen.

Cookouts could be a full evening play. They feel rushed when Magicology night is right behind it.

The only comment I have from the cookouts I attended is that the quesadillas sometimes did not work as well as intended! They took a long time to cook, and sometimes the kids got pretty antsy about it. They turned out to be more like soft tacos. Still tasty!

I was off for most of the cookouts because it frequently happened to be on my day off so I don't have a lot of insight about those. I personally love the overnights. I think that they were well planned even if we couldn't have fires. I think something we could do during the orientation overnight is teach more games on the way to the overnight that we could do with different age groups on the hike.

Cookouts that start late means that kids get their food late and it gets stressful for the kids in line and in the long run it affects kitchen staff and crew in the clean up so just make sure to emphasize the start times of cookouts and how to properly use grills and/or fires

Bring back the pizzas, quesadillas never really worked out. It would be nice to do the junior middler overnight the first week as well because they aren't as tired and the overnight wouldn't be as dramatic for some.

Overnights: I think it would be SO RAD to cook dinner up there and simply do a bear hang with the extra food and trash. This is totally a safe and common way to handle food while camping, plus this could further the outdoors skills of campers and staff alike and allow more bonding/ time spent together on the overnight. I think something along these lines would be very very valuable. That being said, there should still be a cookout.

As far as logistics go I think considering weather is crucial for the success of overnights so kids associate them with fun rather than cold and misery. Also I received feedback from some seniors they didn't like the alone time given before the cookouts because it felt forced and unnatural. However I personally like the idea of solo reflection time, is there a way to make this more comfortable?

Also I personally consider cookouts and overnights my favorite evening plays. I love watching campers be able to basically have free play and hang out with their brother/sister cabin or dorm. I think letting kids do their own

thing for a decent amount of time outside is so important, and can create some of the best memories. When I think of the past summer's cookouts and overnights I think of fort building, henna tattoos, fairy wars, cloud watching, star gazing, sunsets, free style rapping, whispering secrets, catching marshmallows thrown 15 feet in the air in mouths, glow sticks, silly dancing, tough boys singing sweet songs on the ukulele, kangaroo kourt, quesadillas, and so much of the good camp is.

Do you have any other comments, suggestions, or ideas about camp programs not mentioned above?

Teen leadership program could use more organization and set programs.

I know I said this at our breakfast, but I think it's important that we make a supervisor/non-supervisor decision about the special events jobs and that if it is a supervisory role, we need to give it the accurate program space to feel like a real job. That position, I think, needs to be the point person for all evening plays and special events. They can (and maybe should) delegate nearly everything, but they should be the ones to go to about those events. It's been hard in these last few summers to know who to talk to about evening plays and special days.

American Heritage is meant to respect and honor America's Native cultures, however in reality I think the session includes many things that are insensitive at best. I love the session, but I think the programming needs to be seriously evaluated and changes should be made. I don't know exactly what these changes should be but I think they should be made in an effort to make sure the session is still based in camp's values and not ignorant or offensive to Native Americans, especially considering so few Native Americans go to camp and therefore unable to offer an opinion or thought to a predominately white camp using and performing their sacred traditions.

What were your personal favorite meals?

Mac and Cheese

pasta bake, crepes, cheeseburgers,

GRILLED CHEESE AND TOMATO SOUP, pasta

The Mac and Cheese with Bacon or the Chicken Sandwiches

grilled cheese, mac and cheese, crepes

Thanksgiving meal

Grilled cheese and tomato soup. Chicken Parmesan. Pizza.

Lasagna, burgers, steak

chicken sandwiches, mac and cheese, enchiladas

Mac and cheese. Meals with vegetables

anything that was balanced with fruit, veggies, and protein

MAC AND CHEESE!

Vespers tuna/chicken salad sandwiches.

Meatball subs

Roast beef sandwiches, fajitas, crepes, chicken pita

Chicken Parmesan, chicken fingers, grilled cheese

Grilled cheese and tomato soup

Grilled Cheese & Tomato Soup
meatball subs
N/A
Any meals with FRESH (not over seasoned) fruits and vegetables.
Tomato soup and grilled cheese
Grilled cheese, chicken wraps.
Mac n Cheese, especially with broccoli and bacon. Yogurt for breakfast!
grilled cheese and tomato soup, medateranean food, french toast sticks, breakfast burritos, fake chicken nuggets!!!
Burgers
Spaghetti, yellow meal, grilled cheese with ham, shrimp stir fry?
Greek Meal! mac and cheese
yellow meal, tacos, grilled cheese and tomato soup
Grilled cheese and tomato soup
Mac and Cheese, Veggie Burgers, Yellow Mean
Beef Stroganoff (yes actually), chicken pitas, spagetti and meatballs, breakfast tacos.
Steak night, Burgers before JM cookout, Kebabs
enchiladas, green chili chicken!
I really liked the spicy chicken wrap meal thing
Grilled cheese and tomato soup, salad meal, oatmeal
chicken sandwiches, mac and cheese
Baked Ziti, eating outside, pancakes
anything with a lot of veggies!
Steak, tomato soup, meals with salad/ a lot of other vegetables and good protein
The vegetarian option by mountain berry is always amazing, thank you!!!

What were your personal least favorite meals?

The all sugar breakfast
for the love of god the onion bun/arby sandwich meals were so so bad.
sloppy joes
The Chinese meals
grilled cheese with ham, roast beef sandwiches
The wrapped up roast beef sandwiches before Ladies Court/Induction. Shrimp fried rice :/
Shrimp and Rice.
Beef stroganoff
roast beef sandwiches, roasted chicken, shrimp fried rice
meals that were mostly carbs and not enough produce.
waffles, pancakes, anything that didn't have enough protein to get me to lunch.
yellow meal
Bbq chicken and rice pilaf
sloppy joes
Don't have any, but more fruits/vegetables would be nice

Pork Chops, Chinese food, sloppy joes
Grilled cheese and chicken noodle soup
Shrimp Fried Rice
N/A
Meals with a lot of grains and starch but no protein, fruits, veggies.
The beef and cheese sandwiches before ladies court/induction
The sandwiches (roast beef) on the last nights of KH. Staff and kids barely ate anything, which was a tough way to start a long night. I also dislike how often we have eggs with meat and a carb for breakfast.
"thanksgiving"
Yellow meal
Chinese chicken and egg rolls, Arby's
chinese food
beef stroganoff, the chicken sandwiches
Biscuits and gravy
The tofu meals they served for vegetarians varied pretty wildly in quality (they got better though!) The pizza was bad...
Beef and cheese sandwiches, cereal without any protein options, asian fusion fried rice thing.
Cereal and pastries
beef stroganoff
I was not a huge fan of the egg and cheese folds. omlete?
Sausage, 'thanksgiving'
all-bread breakfast, roast beef sandwiches
VESPERS MEAL
Chinese stir fry
shrimp fried rice, pancakes, meals with too many carbs

What were the favorite meals of your campers?

yellow meal, pasta bakes, cereal
Grilled Cheese and tomato soup, pasta, yellow meal, thanksgiving diner
Mac and Cheese
waffles, grilled cheese, pizza, donuts
Yellow Meal
Grilled cheese and tomato soup. Chicken Parmesan. Mac & Cheese. Pizza
N/A
yellow meal, spaghetti, grilled cheese and tomato soup
Chicken fingers
yellow meal, mac and cheese
MAC AND CHEESE!
Grilled cheese and tomato soup
Donuts last day
Mac'n cheese, grilled cheese and TOMATO soup, hamburgers
For some reason, they all love bread... Also, waffles/pancakes, burritos

Italian food and Pancakes
N/A
Yogurt and granola, Mac n cheese, burgers
Yellow meal!
Yellow meal, pizza, crepes and waffles.
yellow meal, grilled cheese, donuts
Yellow meal
yellow meal, grilled cheese, cookouts
mac and cheese, chicken nuggets, pizza
hamburgers, yellow meal, tacos, grilled cheese and tomato soup.
Grilled cheese
Hamburgers, Mac and Cheese, Donuts
Yellow meal, hamburgers, tacos- anything with a lot of toppings to choose from as far as I can remember.
Chicken Tenders, Yellow meal
Yellow Meal, chicken tenders
I think my campers were surprised by how much they liked the soft tacos
Yellow meal, cereal, pasta
Anything fried
yellow meal or spaghetti
steak, yellow meal, french toast sticks
Yellow meal, grilled cheese, pizza, donuts

What were the least favorite meals of your campers?

my campers also hated the onion buns and arby sandwich meals. they wouldn't eat it.
The tuna salad and chicken salad one
fried rice
The wrapped up roast beef sandwiches before Ladies Court/Induction.
Shrimp and Rice. Baked Chicken.
N/A
jambalaya, shrimp fried rice and egg rolls
Jumbalia
sloppy joes, pizza
sloppy joe's
Bbq chicken and pilag
biscuits and gravy
I know there were some, but I can't think of any right now
Shrimp fried rice
Surprisingly, a lot of my campers were not fans of Mac & Cheese
Yellow meal/ grilled cheese and tomato soup
Stew, Oatmeal, cheesy egg omelets, chili

The beef and cheese sandwiches before ladies court/induction
The sandwiches (roast beef) on the last nights of KH and pork.
Chinese food
Rice pudding
Arby's and Chinese
tuna/ pita, chinese
sloppy joes, chick sandwiches
Yellow meal
I had a weirdly high number of campers who didn't like camp's Italian food, though I was really into it!
Shrimp and rice and pork chops did not go over too well.
Tuna Salad
the Salad meal (Vespers lunch)
Anything when there was meat with the bones still there. For some reason they wouldn't eat chicken with bones.
Oatmeal
VESPERS MEAL
pork chops
shrimp fried rice
sloppy joes, breakfast croissants, bbq chicken

Administrative Evaluation

Leadership Development Programs: Please evaluate the Trainee Program; the Teen Leadership Program; and the CIT Program:

the trainee program was so good this year - I think all of the trainees really learned a lot. The teen leadership program was hard to work with when we only had about a week to make progress. I think it is really good program - just needed more planning for.

I think the CIT program should be redesigned. I think the head of CITs should be changed to "head of first year counselors". Also the name should be changed all together- if kids find out that someone is referred to a counselor in training it can make them seem like less of an authority figure. I've seen this happen first hand on various occasions throughout the last 2 years.

The Trainee program and the teen leadership are good at making the older kids feel big.

I think the CIT program is necessary and a good program but could use a lot of changes.

I don't know if this is the place to put all my ideas for changes so i'm not going to list them but if you do want to know feel free to email me at troywitonsky@gmail.com.

As I would love to talk about it.

Trainee program worked well this summer and I think for Boys Hill, in particular, we have molded some strong future leaders that will make excellent counselors. The CIT program was largely well run this summer. I felt that it was well balanced with a variety of different personalities and counseling styles.

For next summer, I couldn't be more vehement in my recommendation that you choose Ozzie Froleich to be a Trainee for next summer. Having the opportunity to get to know him over the past three years, has opened my eyes to his level of loyalty and commitment to Geneva Glen and the Knighthood program. I gave him the opportunity to spend time with my Hilltoppers during KH I and man was I impressed by his natural ability to connect with my campers. I honestly believe he will make a great trainee and an even better counselor and staff member.

The trainee and CIT programs were led by excellent counselors this summer. I thought that the programs were rewarding and beneficial to the trainees and CITs. The Teen Leadership Program was an incredible opportunity for the campers as well. It gave them responsibility and purpose.

CIT- a great program, I think the CITs learned a lot about counseling this summer. Having 4 CIT girls have cabin 10 this summer and the other 3 not get seniors caused some problems. The ones who did get cabin 10 felt like they were doing really well- better than the ones who didn't get cabin 10- and the ones who didn't get cabin 10 felt like they weren't doing well-doing worse than the other CITs. A few of the CIT girls who had cabin 10 began talking down to and criticizing the CIT girls who hadnt had cabin 10.

Trainees- A really good program, but there is a riff between the trainees and the non-trainees. The trainees get special privileges (getting to work with kids, get special time together with just the trainees, areas that they work and go to all the time) and while these are so crucial for the trainees it makes a divide between trainees and non-trainees and makes the kids who didn't get trainee feel bad and upset.

Teen Leadership- A good idea and I'm so excited that it was re-started, but kids signed up to be a teen leader and never showed up to learn about the area and be a teen leader. It was hard being given a certain amount of teen leaders and not see those kids all session even though things had been planned out for them to do.

I think the Trainee Program is successful, but I do notice it create challenges for older cabins and difficult group dynamics in these cabins. The Teen Leadership Program is an excellent idea, but I know I had campers that were

"leaders" but never actually did anything to learn or help. The CIT Program seems to run very well - the CIT's are so skilled!

Trainee- Went great this year! Would encourage more direct area training in future years.
Teen leadership- absolutely awesome. I want this to keep gaining momentum, I love how it offers a more leading role for non trainee campers.

CIT- amazing. After going through it this summer, I felt like I learned a whole lot about kids and counseling and am comfortable to be Working with kids in the future through this experience

Trainee program seems to always cause more drama and hurt then help. Teen leadership program on the other hand is incredible!!!! cit is good.

Anna did incredible with the Teen Leadership Program, however it requires dedication from the area heads in order to make it exceptional. I would love to see an expansion of that next year.

The Trainee Program is a wonderful program. It gives teens a far better chance at learning strong counseling techniques from their role models.

The teen leader program is not only amazing but it is also extremely valued by the last year campers and should continue in years to come.

I felt as if the teen leadership program was cool to bring back, but it was sometimes a little unorganized on how it was supposed to go about.

The teen leadership program was an excellent addition this summer. My campers got involved with it and it made them feel big and important. The trainee program also went swimmingly this year!

Love the Trainee and Teen Leadership program.

I also love the CIT program, but I want to stress how out of character it is. We have a good number of staff members each year who are new to Geneva Glen who don't have any institutional support. A good number of our CITs have been on staff before and were long-time campers. It's fine to keep the age designation for CITs, but many new staff members and veteran staff members have been on board with the idea of expanding the supervisory role to include new campers.

I loved teen leadership and I feel that it should be around forever! I have already said what I think we could do to revamp and restructure the CIT program into the FYC program, but other than that, great work!

Trainee program: we need to find a way to emphasize to the trainees that they are leaders for their peers more than they are being prepped for counseling. This year's trainees got too caught up in being counselors one day, and often ignored their cabin mates, and complained too often about having to do things that any other camper would need to do.

Teen Leadership- awesome program, just needs to be honed in, so that campers aren't spending more that two afternoons per week at their area. For some cases they were spending three or four afternoons per week there, and that seems like too much, especially if they are working the area, as campers.

CIT- wonderful- keep it up!

Trainee - the idea of it is a good one. It is a very exclusive program however and causes a lot of heartbreak. Wish there as someway to make it better. Also don't like how when picking trainee's there are so many politics that go into it. Wish it was just kids who truly deserved it. It's disheartening to see so many wonderful kids get turned away when they may have deserved it more than others.

Teen Leadership - love this program, small but makes campers feel big. Loved doing this when I was a camper.

CIT - Great program but guys definitely have it easier than girls which is frustrating. They have opportunities to have seniors (sometimes twice) and girls normally don't. Glad some girls had the opportunity to have seniors this year.

As I said previously, I was really happy with the Teen Leadership program. The trainee program felt significantly less cliquy than it has in the past. I also saw a remarkable number of good meetings and conversations involving Emily, Ben, and their CITs.

I'm glad the Teen Leadership Program came back this year.

Suggestions for or comments on dish crew / work crew, or other off-hill personnel:

nope!

I think Dish Crew could do more, such as be in charge of the lodge and work crew just handles the outside of the lodge stuff. I haven't directly talked to Jeff Ro about his ideas and also know we shouldn't put hearsay on this but ignoring that what I have heard about Jeff wanting it to be more area oriented and things get done when they need to not at a certain time makes a lot of sense to me.

I highly recommend that you choose to hire back Robert Mirr, Kilaweua Torra and Henry Michaels as part of the CIT group next summer. I was impressed with their work ethic, selfless attitude, and willingness to give back to camp. Specifically, I was greatly impressed with Robert's responsibility, poise, and humility. Robert will make for an excellent counselor and Boys Hill is in need of his generous, self-giving love. I sincerely hope you consider hiring those three back as CITs.

I will be honest with you about one crew member who greatly disappointed me this past summer. His lack of work ethic, lazinesses and ultimately, sense of entitlement, caused much frustration for many members of Boys Hill. After watching him as a camper, I as well as others, had high hopes that he would translate into a stellar staff member, one who works hard and expects little in return. Sadly, I must be honest with you, when I suggest that you do not hire Bobby Meagher back as a CIT. Quite simply, compared to his peers, I do not believe he has earned a spot, has earned the privilege of being a counselor at Geneva Glen. His work ethic has fallen far short of what is required of a counselor, which is more difficult and energy consuming than being a member of Crew. I trust that you both will make the best decision for camp.

Not really. A lot of people criticize crew and treat them like a scapegoat, but I don't think that is fair. Most of them work hard. Counselors also make mistakes so it is hypocritical to complain about others when counselors are far from perfect.

Hilltop steps look and are fantastic. Such a great addition to camp. Great job guys and gals.

None.

None

Having more jobs like Cas Jacoby's--where there is real time and creative freedom to do new work--was awesome!!

Honestly Matt and Brendan feel like the new Cory and Luca. I say this because I think they are some of the best bosses I've seen and I think that many more crew kids should experience their "rule"

Need strong authoritative figures for crew in order to ice cream theory them for the whole summer.

hope we weren't too bad!

Any comments on the hiring process:

no, you're doing great!

The form letter that you send individuals who are not hired comes off as impersonal and cold. For individuals that you have a relationship with at least do them the courtesy of giving them a well thought out email or a phone call. I know there is no great way to handle the situation, but there are improvements that can be made.

None. Camp always figures it out.

Finally, I must tell you of one member of this summer's staff that I believe should not be hired back. As Keegan Rudmann told Reid McKnight over the phone about a week ago, Nash Hartman had a largely negative impact on the campers in our dorm. Putting to the side, the issues Keegan and I had with Nash in terms of co-dynamics and

counseling styles, what worries me the most about Nash is the effect he had on campers in a negative way. The prime example that comes to mind is when Will Montgomery, one of our campers, asked Nash whether the boys could earn the privilege of having their mail at the beginning of rest hour. Nash responded that the boys would always have to earn the privilege of getting their mail and that Will shouldn't ask a stupid question like that. Will, subsequently went under his sleeping bag and cried. This example concerns me because it demonstrates that Nash lacks, what I believe to be one of the most fundamental values of good counseling, that of empathy. Nash couldn't be empathetic toward Will and Will and his camp experience suffered because of it. This is one example, but it is one I hope you guys take notice of. For whatever worth my word means to you two, I sincerely believe that Geneva Glen would be better off if Nash was not hired back. I'm happy to discuss this more in detail, but I appreciate you guys allowing me to be open, candid, and honest with you.

None.

Transparency as well as communication with prospective employees earlier on.

Would be nice to see more of the specific dates on when the applications should be sent in, or around the time. I know January and February are usually the time period but it should say on the application. Also I feel as if on the application there should maybe be a list of areas you would like to run, could help the administrative staff see who wants to be head of an area.

None so far!

It often feels like the timeline for hiring is unclear. Also, if a college student is applying for an internship, they need to know earlier what to expect from camp. If hiring could include an email or phone call heads up- or even just a timeline of when to expect to hear something, that would be hugely helpful.

Please let me know my job sooner next year. I saw online that I was "Media Mogul" before I'd even been asked if I wanted the job.

Check-in Days: Airport Runs, bed lotteries, check-out Saturdays, The Hump, In-Services & Orientations:

nope!

None. Camp does a great job.

I greatly appreciated your efforts to help us leave on time after Check Outs so we could maximize our time off.

Everything was fine overall. The in-services seemed to go longer than they needed.

Orientation was full of creative workshops and fun things that were also informative. I loved the theme of Harry Potter and the O.W.L.S. gave my team and I an incentive to really participate in everything and try our hardest. I learned more at this orientation than any other because it kept my attention.

Check out days- everyone is exhausted, things like the hump should be shortened in these days.

None

Overall no complaints here.

Have a lot of free time on check in says sometimes, maybe we could get there later.

Orientation this year didn't seem to teach about counseling at all. My first year I was so grateful for all the little tips that camp from "counseling 101" and "counselor toolbox" and I don't think we had either of those this year. Definitely need to focus more on that.

Smooth days.

The hump was a really cool way to connect with the rest of staff and just kind of lighten the general mood. Orientation was interesting, and I'm excited to participate in it fully next year!

Appendix A – Outcomes Based Program Design

- [GG “Fruitage” – Goals and Outcomes in Program Design](#)
- [See Program Design and Area Head Paperwork for PD Logic Models](#)

GG “Fruitage” – Goals and Outcomes in Program Design

What are we doing?

- Discuss “Outcomes”
- Discuss the Program Design Logic Model Template
- Discuss Planning and Teaching Skills for your “designed” activity

Our Programs have been working great! We aren’t doing anything “wrong” – we want to “PLUS IT.”

Why should we do this?

1. Internal Uses
 - a. Identify strengths and weaknesses
 - b. Prove / disprove perceptions
 - c. Program assessment (budgeting, review)
 - d. Acknowledge and encourage innovation
 - e. Meet industry standards (ACA Accreditation)
 - f. Develop staff training
 - g. Staff evaluation tool
 - h. Motivate organization improvement
2. External Uses
 - a. “Stakeholder” support
 - b. Source of camp promotion
 - c. Enhances fundraising
 - d. Provides “proof” and “documentation”

Who’s Involved?

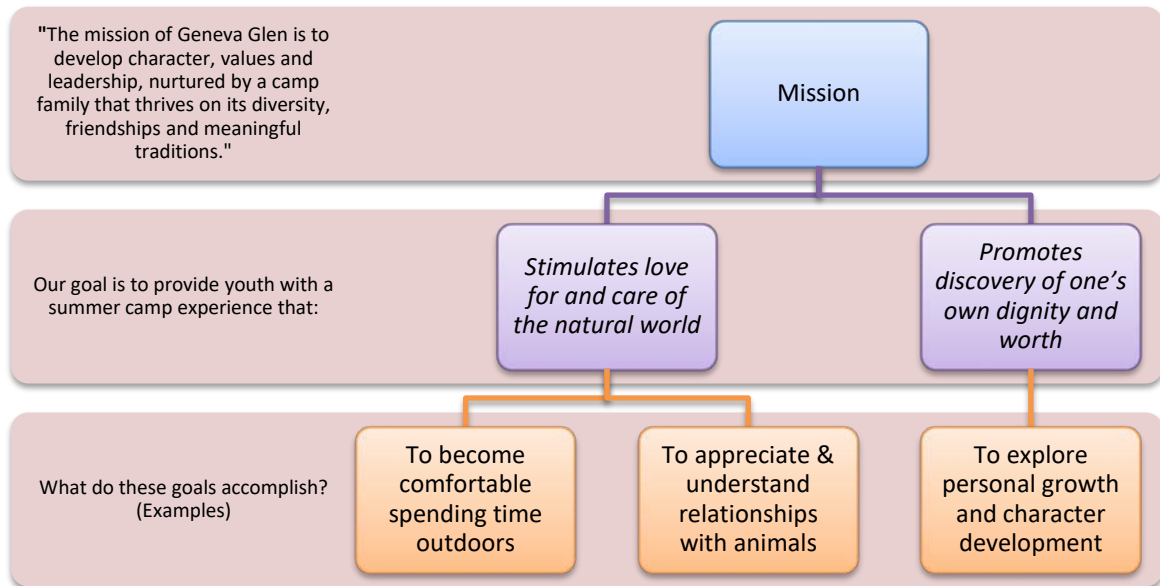
- Board of Directors
- Program Committee
- Year-Round Staff
- Area Heads

This will create a cohesive way to run the business (Board side) with infringing on the summer operation!

Purpose and Philosophy

The Critical Examination of the grounds for fundamental beliefs and an analysis of the basic concepts in the expression of such beliefs

Yikes! The philosophy of Geneva Glen is theoretical and difficult to measure. This is why we move onto Mission, Goals and Outcomes.



Geneva Glen's Mission

"The mission of Geneva Glen is to develop character, values and leadership, nurtured by a camp family that thrives on its diversity, friendships and meaningful traditions."

Geneva Glen's Goals

Our goal is to provide youth with a summer camp experience that:

- Stimulates love for and care of the natural world.
- Promotes discovery of one's own dignity and worth.
- Encourages respect for all races, creeds, and backgrounds.
- Develops commitment to enduring values and respect.
- Inspires service and responsibility to foster exemplary school and community leaders.

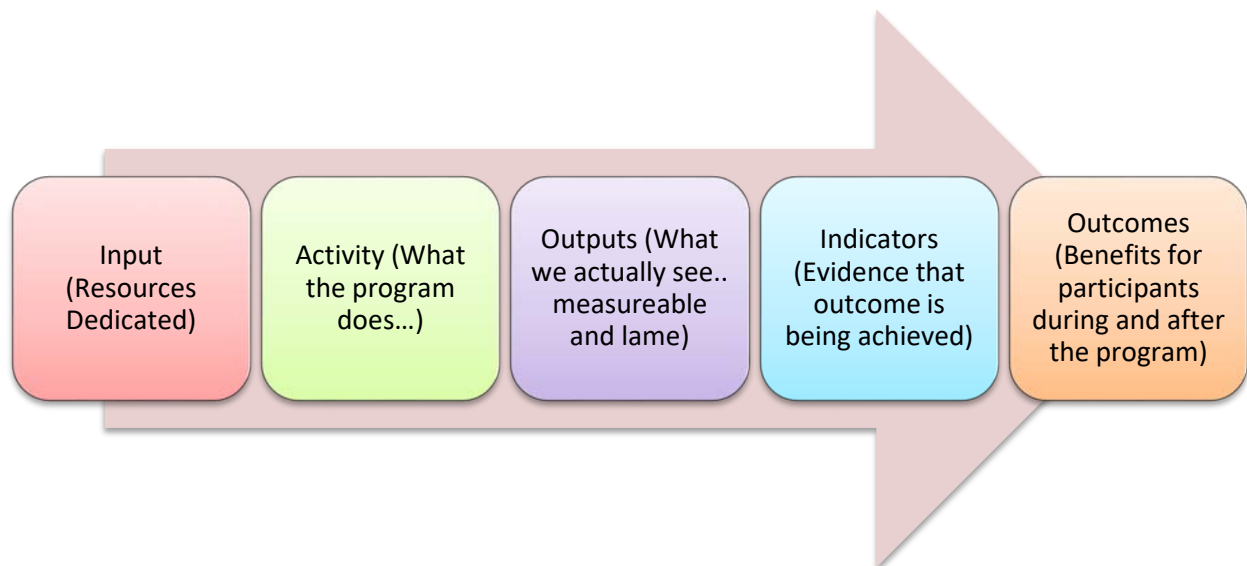
Geneva Glen's Outcomes

- Benefits during and after the program
- Helps to answer "How do you know camp was successful?"
- "Caught" vs. "Taught": Increased Intentionality
- Typical phrases "To Learn..., To Do..., To Become..."

You get to be the ones to determine how we measure the success of our program!

Program Design "Logic Models"

Creating a program activity intentionally

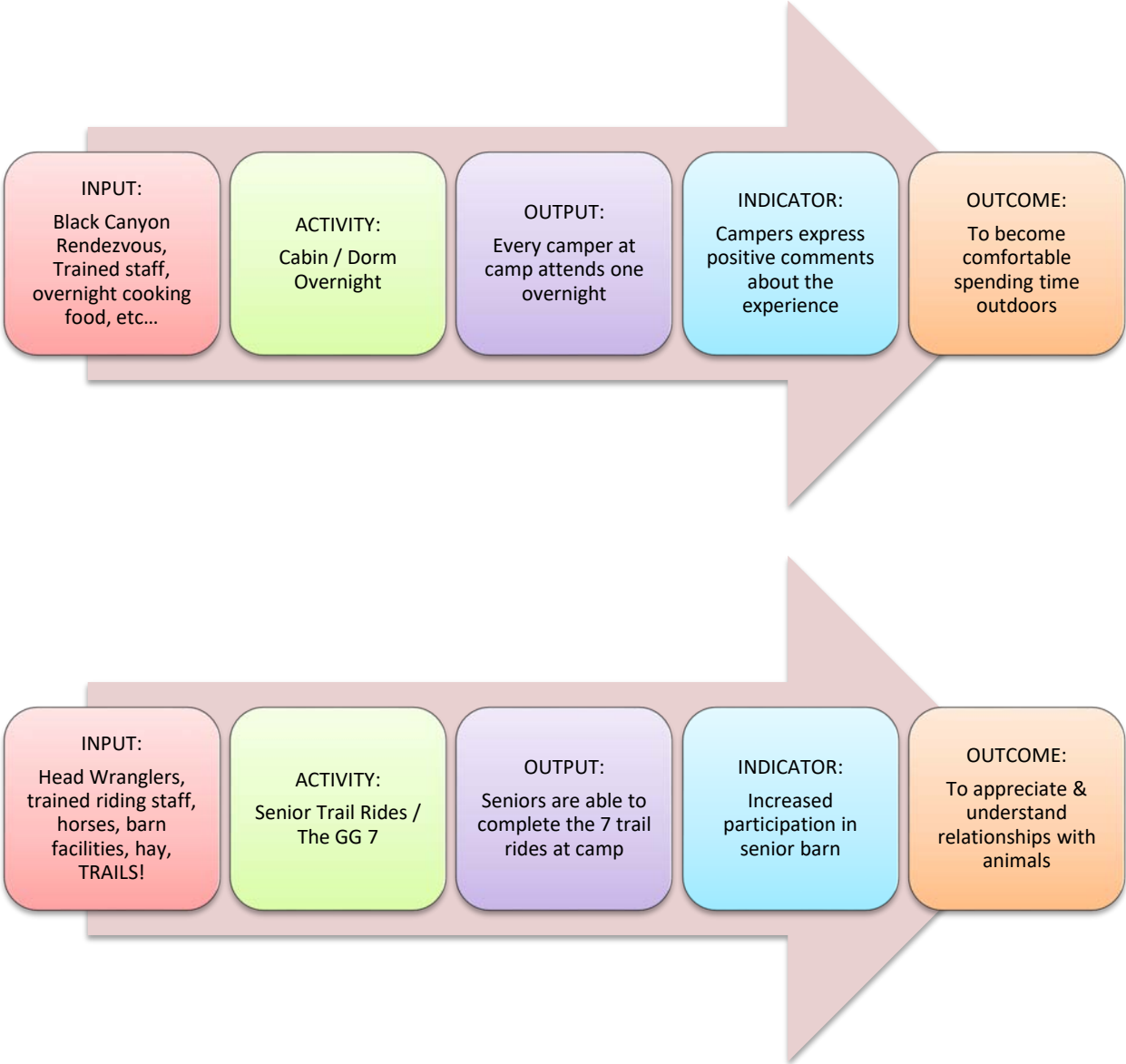


Elements

- Input: Resources, Stuff, People, Equipment, Buildings.... (Camp should provide this to you!)
- Activity: What the program does with the inputs

- Outputs: Numbers, what happened... Boring....
- Indicators: Specific, observable characteristics (Evidence)
- Outcomes: See above

Examples



Outcomes Evaluation

The Youth Outcomes Battery Elements

- Friendship Skills
- Independence
- Teamwork
- Family Citizenship
- Perceived Competence
- Interest in Exploration
- Responsibility
- Affinity for Nature

Outcomes Design Cheat Formula

“To Statement” + Outcome Battery Element + Activity = Outcome

“To Statement” + Outcome Battery Element + Activity = Outcome

These are good words to use in your Outcomes! Example Outcome: “To Increase Perceived Confidence by learning how to shoot a BB gun.”

Activity Planning

Designing the Activity

- How does the activity accomplish your outcome?
- Is the activity designed for the age characteristics and developmental needs of the children?
- Is your staff trained properly to conduct this activity?
- Will your activity “include” everyone?

Explain

- Explain it (verbal)
- Forecast the experience (what you’ll “do”)
- Show it (demonstrations)
- Test it (hands on practice before they “start”)
- Set some goals (how will it challenge campers appropriately)

Participate (Doing the Activity)

- Reinforce the positive stuff (go back to your explanation stuff)
- Critique (technique based...use those counseling skills!)
- Repetition
- “I can do it myself!”...but you can help if I need it (develops self-esteem)

Processing (Debrief)

- Ask Questions (what did you do, what did you learn, now what)
- Let the kids lead
- Highlight the key points (go back to your explanation)

Set goals for “next time”

Appendix B – Additional External Resource List

ACA Youth Outcomes Battery

- [ACA Youth Outcomes Battery.pdf](#)
- [YOB Suvery - Younger Camper.docx](#)
- [YOB Survey - Basic Camper.docx](#)
- [ACA Outcomes \(Older Camper Detailed Version\).xls](#)
- [ACA Youth Outcomes Battery Norming Tables.pdf](#)

YOB Outcomes Data Table and Analysis Charts 2016

- [ACA Outcomes \(Young Camper Version\).xlsx](#)
- [ACA Outcomes \(Older Camper Basic Version\).xlsx](#)
- [ACA Outcomes \(Older Camper Detailed Version\).xlsx](#)