

# Geneva Glen Program Outcomes

Summer



# 2017

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 2017  
Summer

# Table of Contents

- Youth Outcomes Battery .....2
- YOB Introduction .....2
- Youth Outcomes Battery Analysis and Recommendation (2010-2016).....3
- Young Camper Survey.....3
- Older Camper Outcomes Basic Version.....3
- Older Camper Outcomes Detailed Version .....4
- Overall Recommendations .....5
- YOB Result Analysis .....7
- Young Camper Survey Analysis.....7
- Basic Older Camper Survey .....9
- Detailed Older Camper Demographic ..... 23
- Satisfaction 5 Year Analysis ..... 38
- Parent Satisfaction Survey & Feedback..... 42
- Overview..... 42
- Demographic ..... 42
- Statistical Results..... 42
- Parent Feedback..... 44
- Trends and other notes ..... 44
- Feedback Wordles ..... 44
- Registration Statistics ..... 68
- Staff Program Evaluation..... 70
- Administrative Evaluation ..... 98
- Appendix A – Outcomes Based Program Design..... 103
- Appendix B – Additional External Resource List..... 109
- ACA Youth Outcomes Battery ..... 109
- YOB Outcomes Data Table and Analysis Charts 2016 ..... 109

# 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)

# Youth Outcomes Battery Analysis and Recommendation (2010-2016)

*Katlyn Maloney, Administrative Intern 2017*

## Young Camper Survey

### *Five Year Comparison*

- Satisfaction with American Heritage has decreased quite a bit from not only 2015-2016, but also from 2012-2016
- Satisfaction for World Friendship is also historically lower than the other sessions, but has increased significantly in 2016
- Satisfaction for Knighthood I and II are pretty stable and high from year to year with only some minor flux overall

### *Recommendations*

- Definitely continue to assess the satisfaction of campers with their specific session experiences seeing as there has been relatively less satisfaction with young campers from American Heritage and World Friendship (But then again, what else would you do for this groups since the outcomes are rather simplistic in nature)

## Older Camper Outcomes Basic Version

### *Average Scores by Outcome*

- General overall decrease in average outcomes from 2015-2016
- Still falling generally at least marginally higher than the normative numbers provided by ACA
- Friendship is the only one that is extremely consistent

### *Friendship*

- Relatively stable: little change from year to year
- Declined more drastically from 2015-2016 in American Heritage
- Increased more significantly from 2015-2016 in Knighthood II

### *Independence*

- Overall has decreased from the numbers seen in 2015 for American Heritage, Knighthood I, and World Friendship
- Increased more for Knighthood II, but this seems insignificant when all others have decreased

### *Teamwork*

- Also, overall decreases in all sessions excepting Knighthood II

### *Perceived Competence*

- Again, decreases at least marginally across the board except in Knighthood II

### *Responsibility*

- Again, the same increase and decrease pattern split between Knighthood II increasing and the other three decreasing

### *Affinity for Nature*

- Decreases in the numbers from American Heritage, Knighthood I, and World Friendship
- Knighthood II remaining somewhat static overall

### *Camp Connectedness*

- Same general trends between the sessions with World Friendship as an exception remaining relatively stable

### *Satisfaction Results*

- Significant drop in satisfaction for American Heritage and Knighthood I
- Significant increase in satisfaction for Knighthood II and World Friendship
- Overall for American Heritage, it seems that one of the primary causes for being unsatisfied was the stomach bug

### **Older Camper Outcomes Detailed Version**

#### *Average Scores by Outcome*

- Outcomes seem to have remained either stable or increased at least marginally for each outcome from 2015-2016
- American Heritage and World friendship scoring again the lowest out of the four sessions

#### *Friendship*

- Fluctuation from session to session in status and change with an increase building from American Heritage to Knighthood II and then a decrease at the World Friendship mark
- Increase in overall change along with an increased number of years at camp

#### *Independence*

- Remained pretty much the same from session to session with a growth in change from American Heritage through Knighthood II and then a drop in World Friendship
- Increased recognized change correlated with an increased number of years at camp

#### *Teamwork*

- Slight increase from American Heritage to Knighthood I, but then a decrease and stabilization from Knighthood II to World Friendship
- Increase overall in recognized change the longer that the children have been coming to camp

#### *Perceived Competence*

- Generally increasing from American Heritage to Knighthood II with then a slight decrease in World Friendship
- Again, a correlation with the increase in recognized change and an increase in summers spent at camp

#### *Interest in Exploration and Change*

- Remained relatively stable in both status and growth

#### *Responsibility*

- General increase and stability from American Heritage to Knighthood II with a decrease again in World Friendship

- Again, a correlation between an increased number of years at camp and an increased acknowledgement of change in this area

### *Affinity for Nature*

- Pretty stable with a slight increase from Knighthood II to World Friendship
- Again, a correlation between an increased number of years at camp and an increased acknowledgement of change in this area

### *Satisfaction Results*

- Satisfaction has grown at least slightly for American Heritage, Knighthood I, and Knighthood II while there is a decrease in satisfaction with World Friendship
- From 2015-2016, satisfaction for American heritage has decreased
- From 2015-2016, satisfaction for Knighthood I has remained relatively stable (very slight increase)
- From 2015-2016, satisfaction for Knighthood II has increased
- From 2015-2016, satisfaction for World Friendship has remained the same
- Kids getting incredibly sick seems to be one of the most common comments that may be contributing in the drop in satisfaction for American Heritage in Particular
- World Friendship satisfaction may be due to the exhaustion that comes at the end of the summer. Some campers commented that there were not enough activities etc.

### *Overall Recommendations*

- Collect data on the following outcomes every few years rather than every year (They are all relatively stable and do not denote big enough changes):
  - Friendship
  - Affinity to Nature
  - Interest in Exploration
- One thing I noticed that significantly impacted the satisfaction with camp from the side of campers was the event of severe illness, which happened last year in American Heritage. It seems that in other years without such a sickness sweeping through camp, satisfaction with this session was much higher, so it will be interesting to see a comparison between this summer and last summer assuming we don't get hit with a crazy stomach bug again.
  - Another note here was that some oldest campers felt they didn't learn enough or as much as they had in the past about American history or Native American culture during this session. Perhaps inserting something in the morning as we do for Knighthood sessions in the form of story time and World Friendship in the form of news could help increase satisfaction in this area (Molly and I have been talking a little bit about this)
- With World Friendship it seemed like there were more comments surrounding the food provided that may have impacted satisfaction with the session. I know that energy generally is at a low during this session, so that is likely also an explanation for this very slight drop.

### *Older Camper Basic Version Cycle Recommendation*

1. Cycle 1 Survey (2017): Independence; Perceived Competence; Camp Connectedness
2. Cycle 2 Survey (2018): Friendship; Affinity for Nature
3. Cycle 3 Survey (2019): Responsibility; Teamwork; Camp Connectedness

### ***Older Camper Detailed Version***

1. Cycle 1 Survey (2017): Independence; Perceived Competence; Teamwork
2. Cycle 2 Survey (2018): Friendship; Affinity for Nature
3. Cycle 3 Survey (2019): Interest in Exploration; Responsibility; Independence

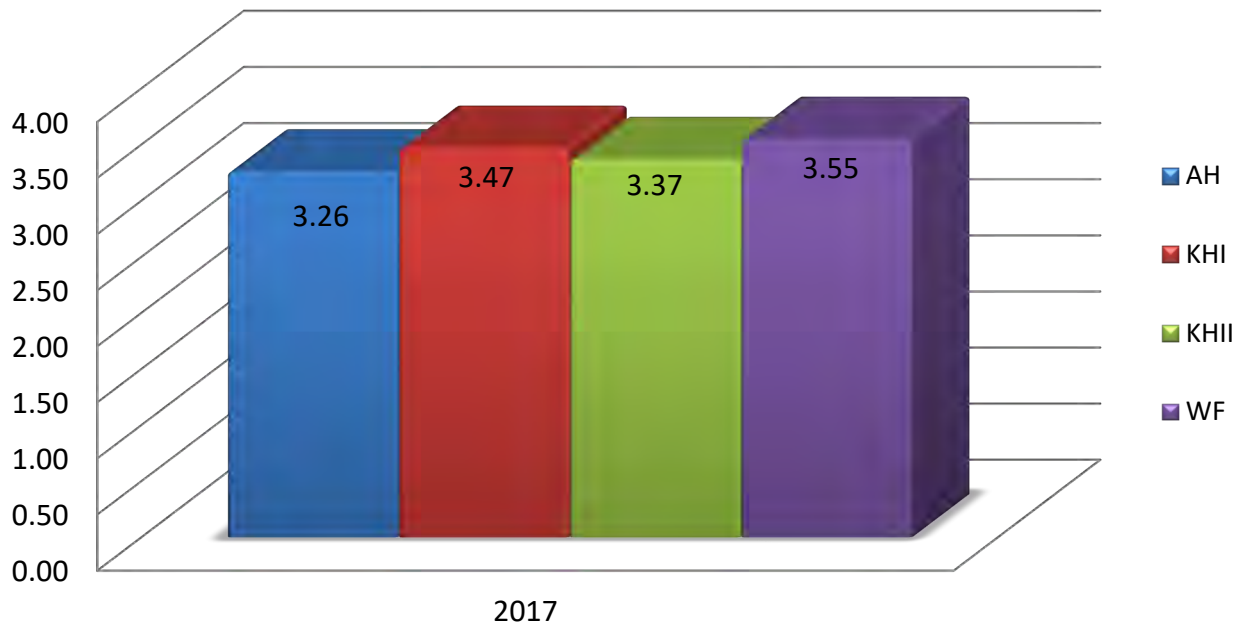
## YOB Result Analysis

### Young Camper Survey Analysis

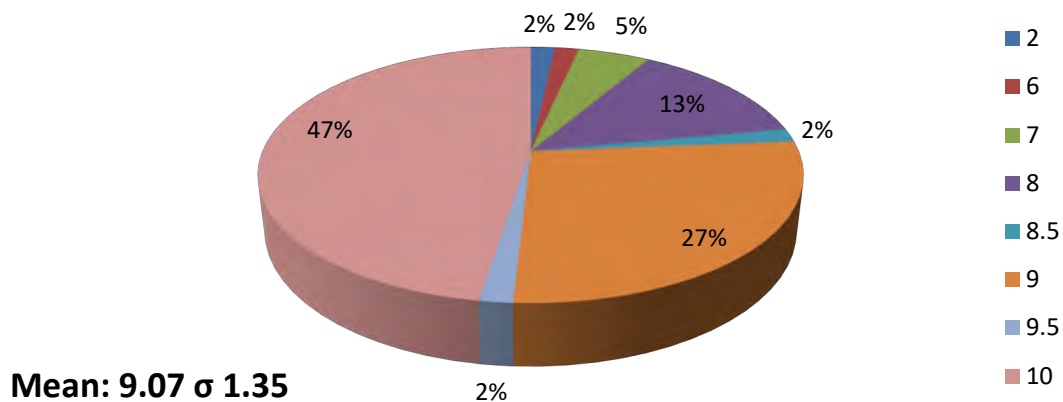
- 59 Campers were interviewed representing approximately 20% of that demographic (293 Campers)
- 14 Question Survey Yields a “Total Result” (not module/outcome based)
- Grades 2-5
- $\sigma$  of .35 on Total survey (Compared to .18 in 2016)

*86.44% 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. (-3.8% from average 2010-2016)*

### Average Scores by Session - 2017

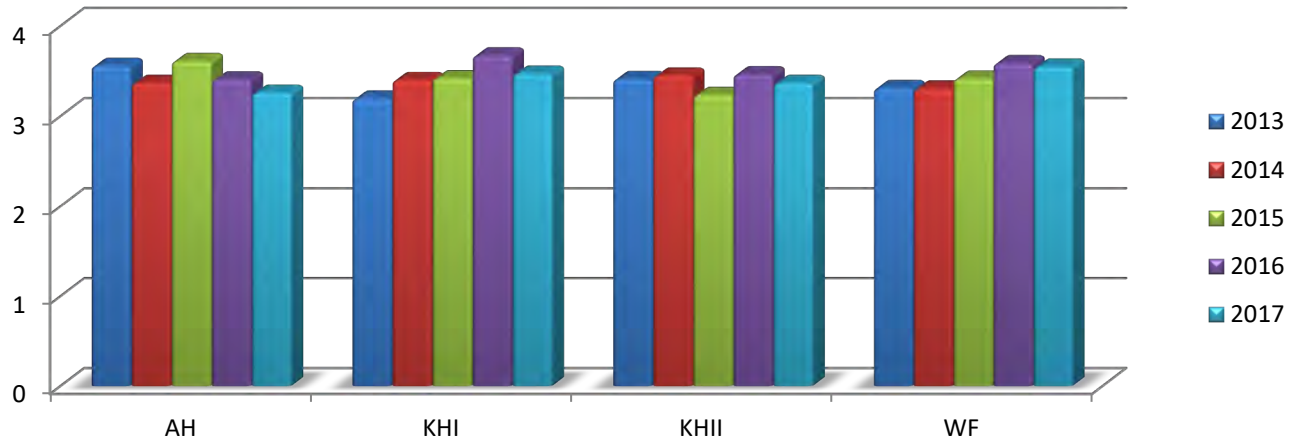


### Satisfaction Results - 2017

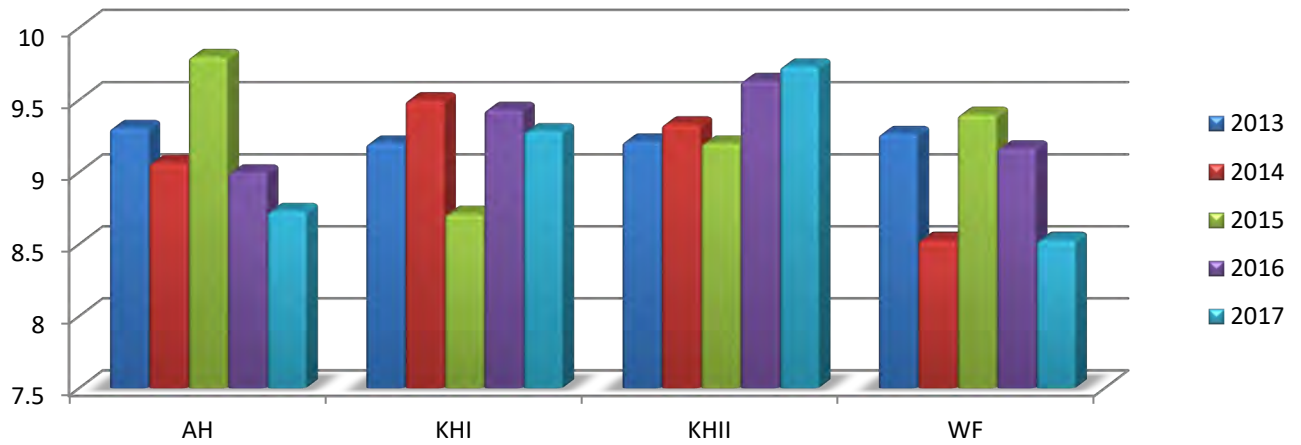




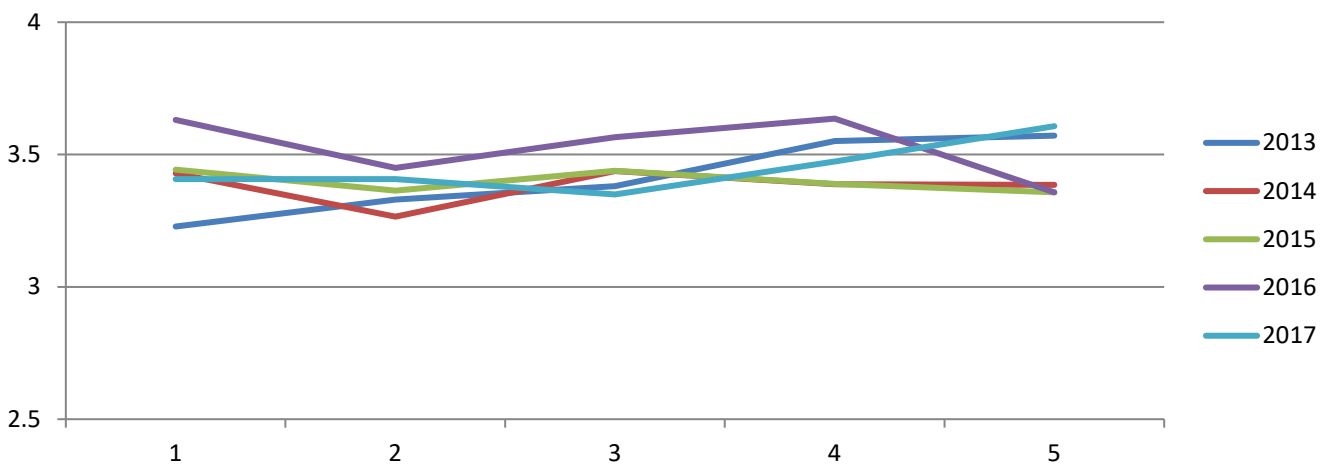
### Average Score - 5 Year Comparative



### Satisfaction - 5 Year Comparative



### Avg Score by Year at Camp - 5 Comparative



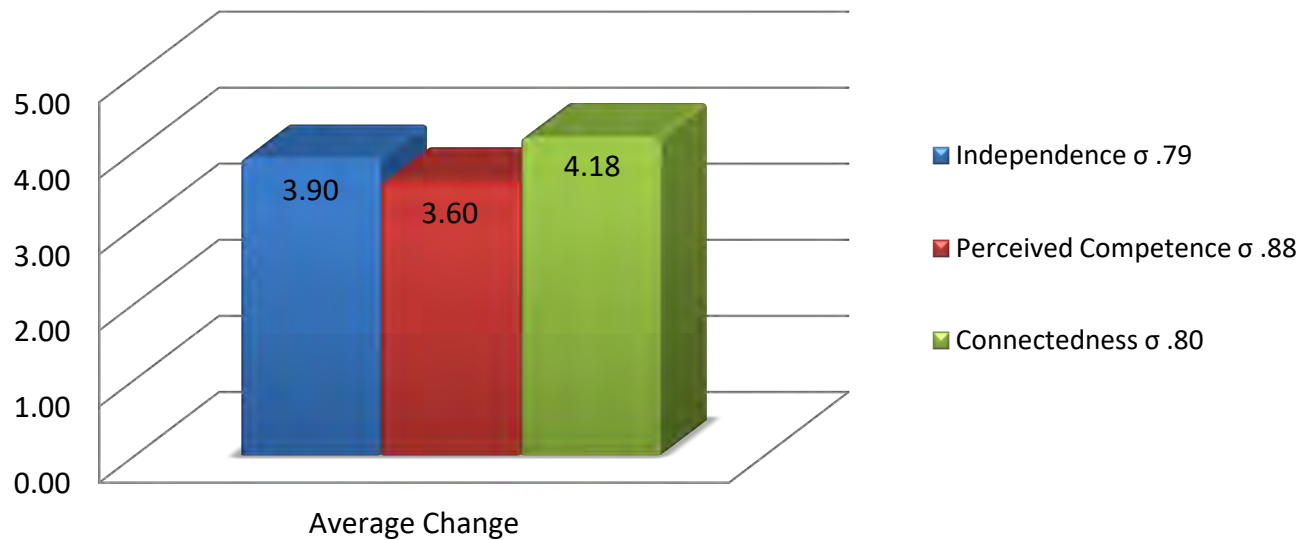
## Basic Older Camper Survey

### Basic Older Camper Demographic

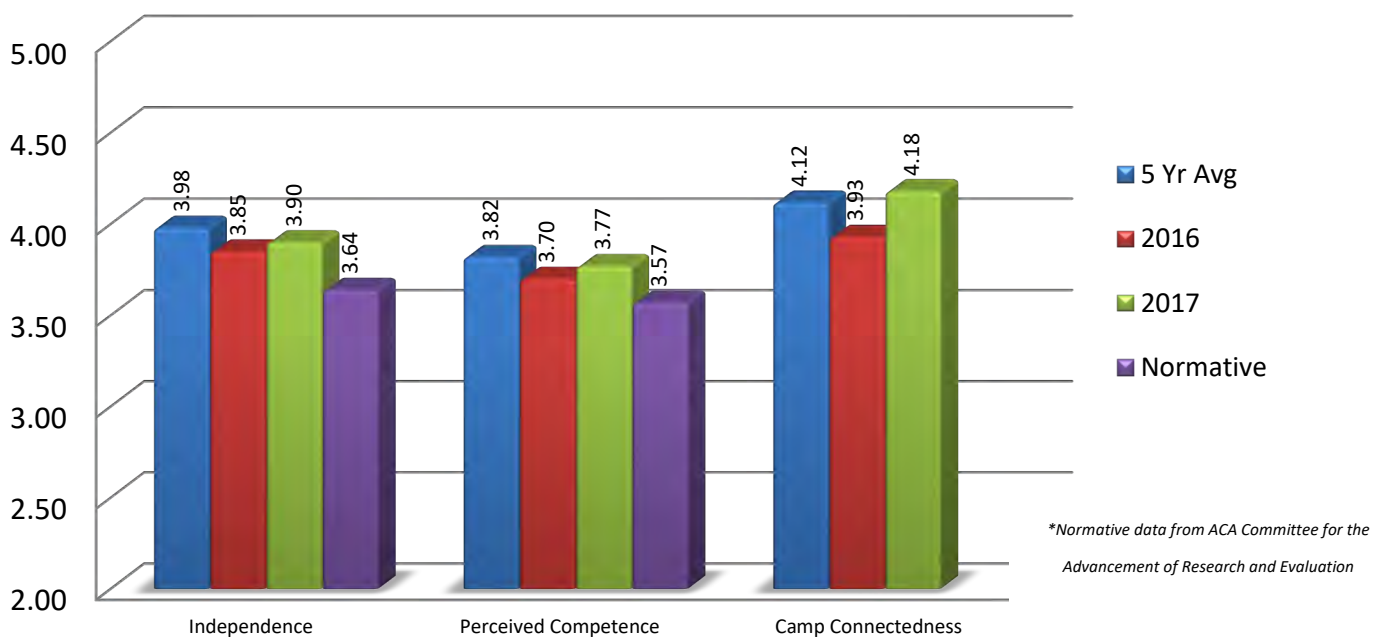
- 75 Campers were interviewed representing approximately 26% of that demographic (285 Campers)
- Cycle 1 Survey: Independence; Perceived Competence; Camp Connectedness
- Grade 6-8; Cabins, 14, 15, 10, 9; Dorms G, B, H

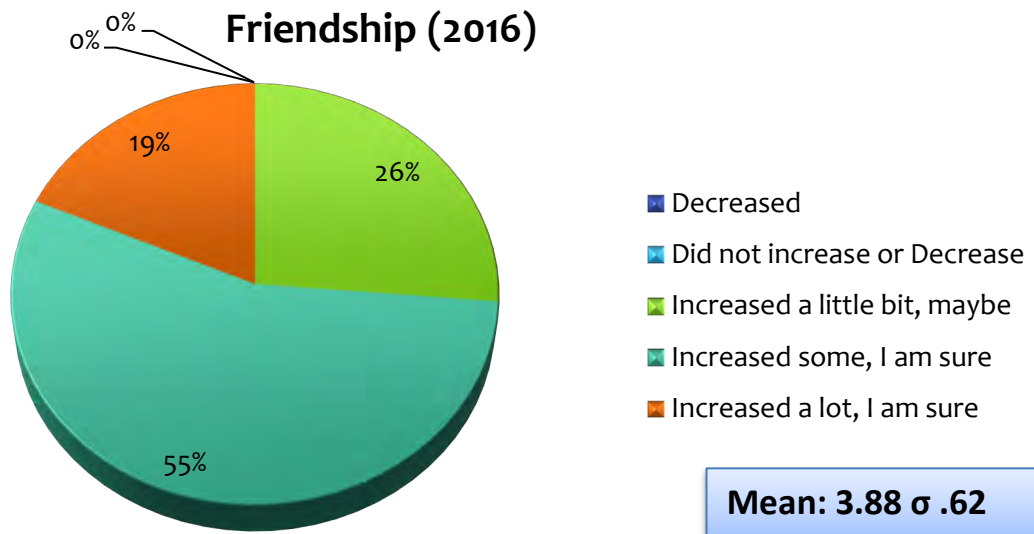
### Basic Older Camper Survey Analysis

#### Average Scores by Outcome



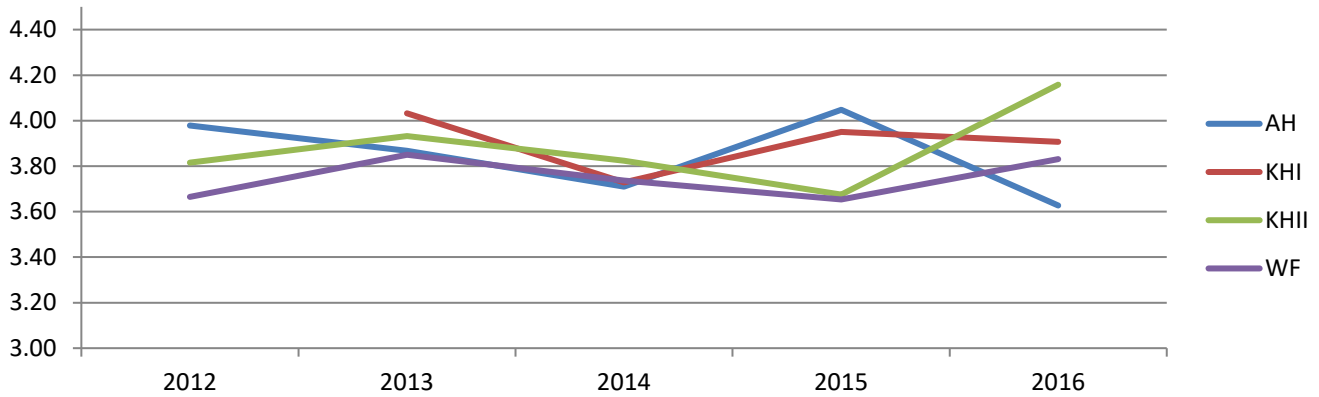
#### Average Scores by Outcome



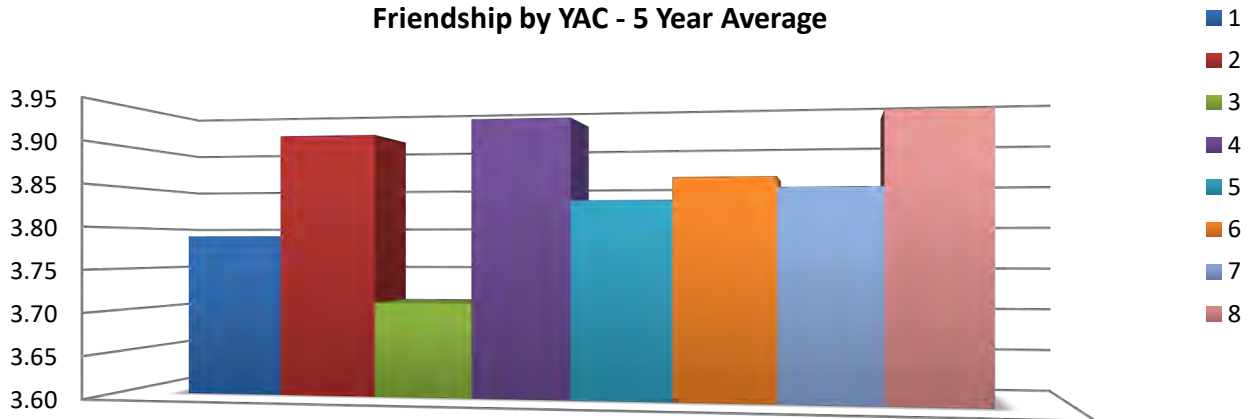


- 100% felt that camp helped increase their friendship skills (+6.6% from 2015)
- ACA Normative Values: 40-50th Percentile (3.82 Mean /  $\sigma$  .89 National Norm)

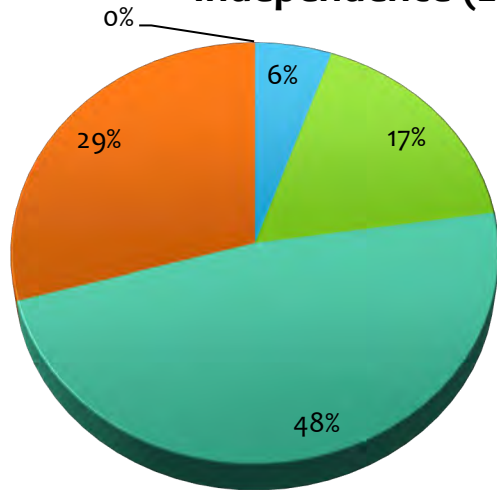
### Average of Friendship by Session



### Friendship by YAC - 5 Year Average



### Independence (2017)

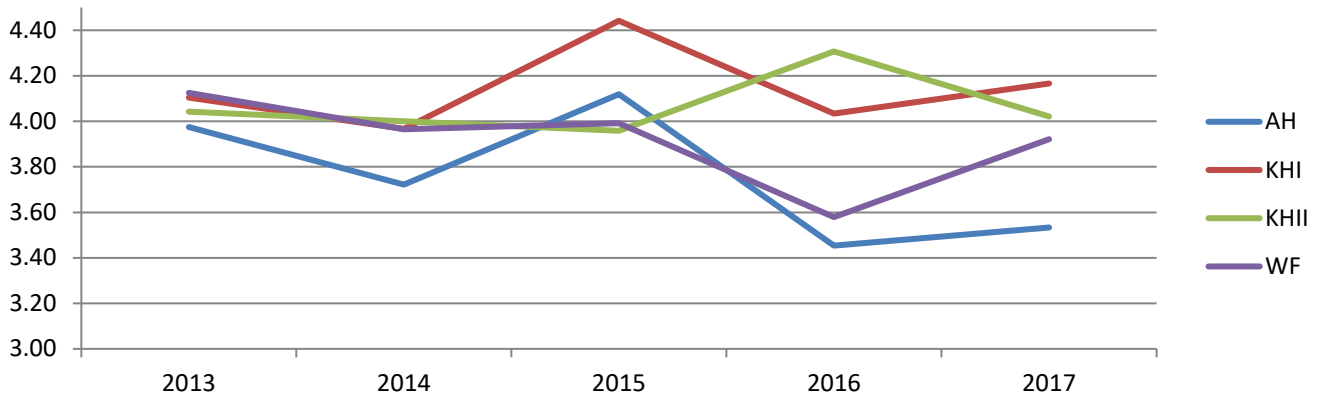


- Decreased
- Did not increase or Decrease
- Increased a little bit, maybe
- Increased some, I am sure
- Increased a lot, I am sure

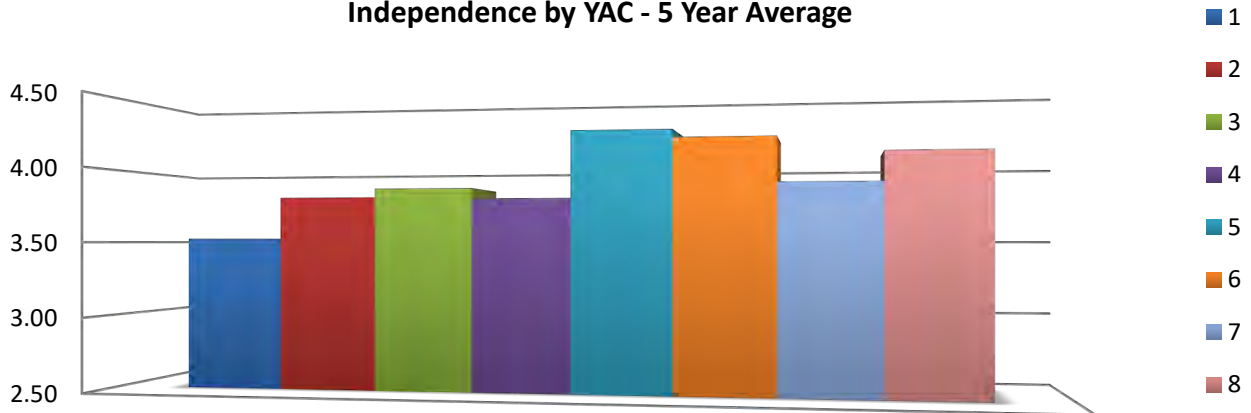
**Mean: 3.90 σ .79**

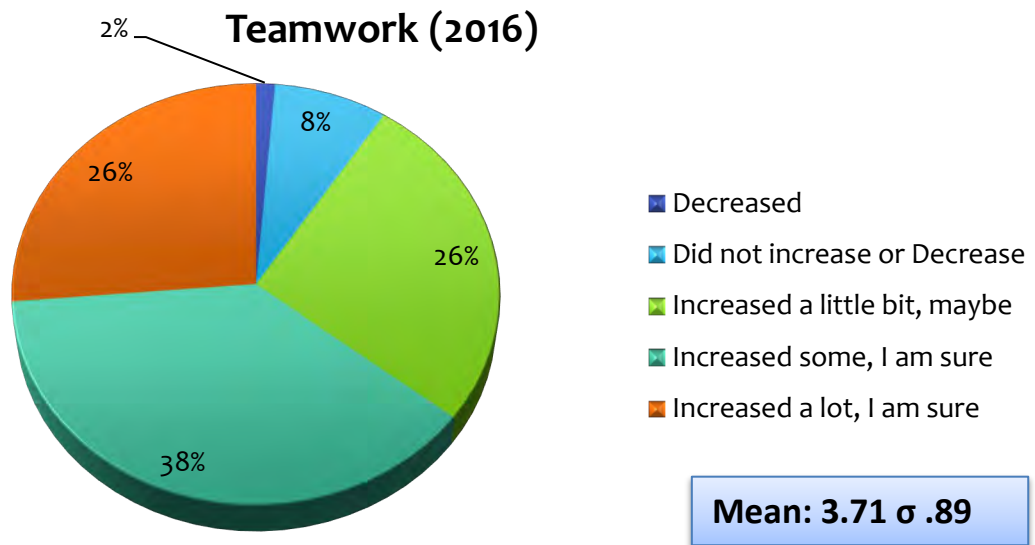
- 94.7% felt that camp helped increase their independence (4.3% increase from 2016)
- ACA Normative Values: 50-60th Percentile (3.64 Mean / σ .96 National Norm)

### Average of Independence by Session



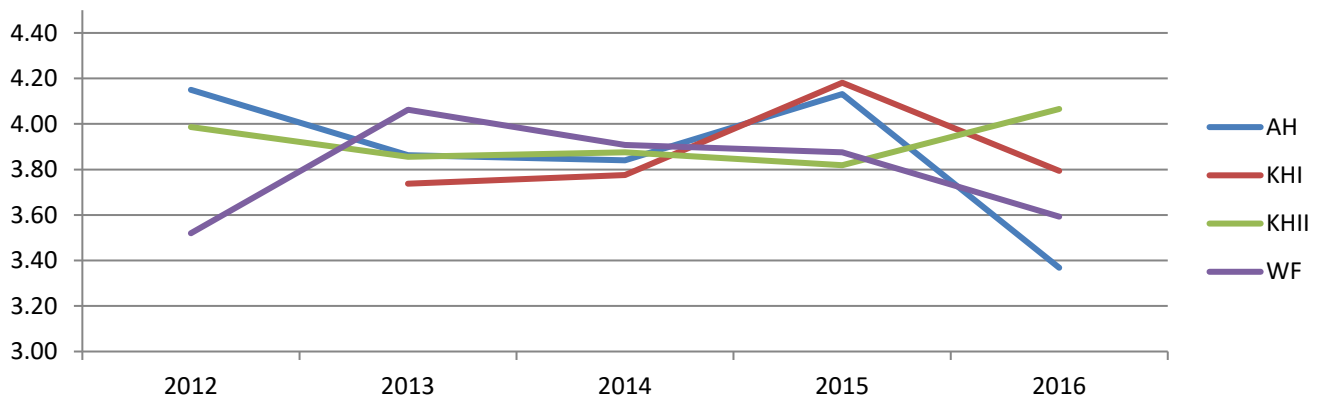
### Independence by YAC - 5 Year Average



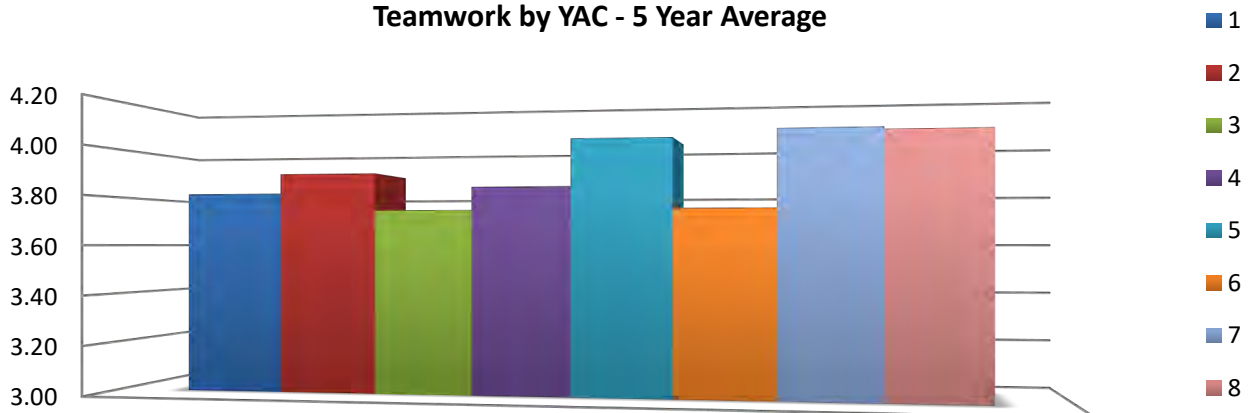


- 90.8% felt that camp made them better team players (-4.5% from 2015)
- ACA Normative Values: 50-60th Percentile (3.52 Mean /  $\sigma$  .95 National Norm)

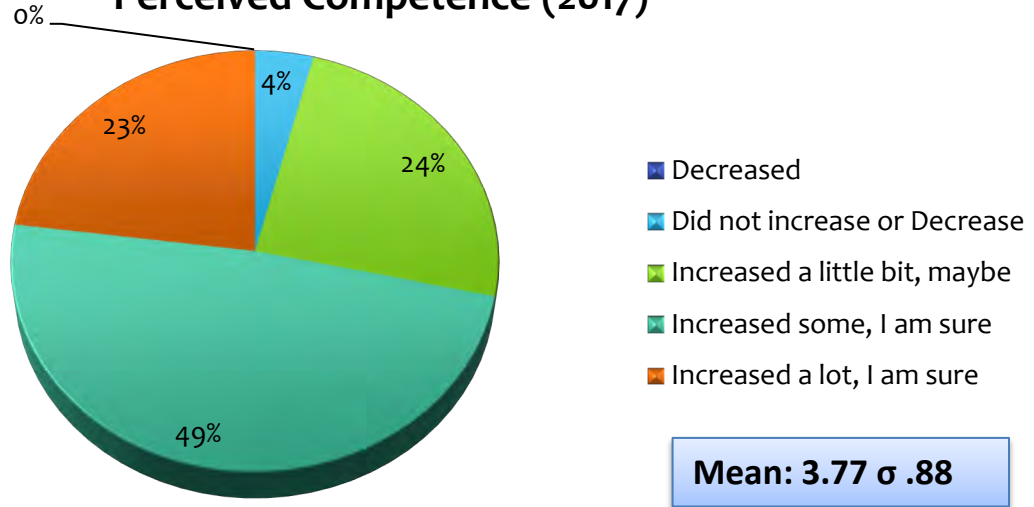
**Average of Teamwork by Session**



**Teamwork by YAC - 5 Year Average**

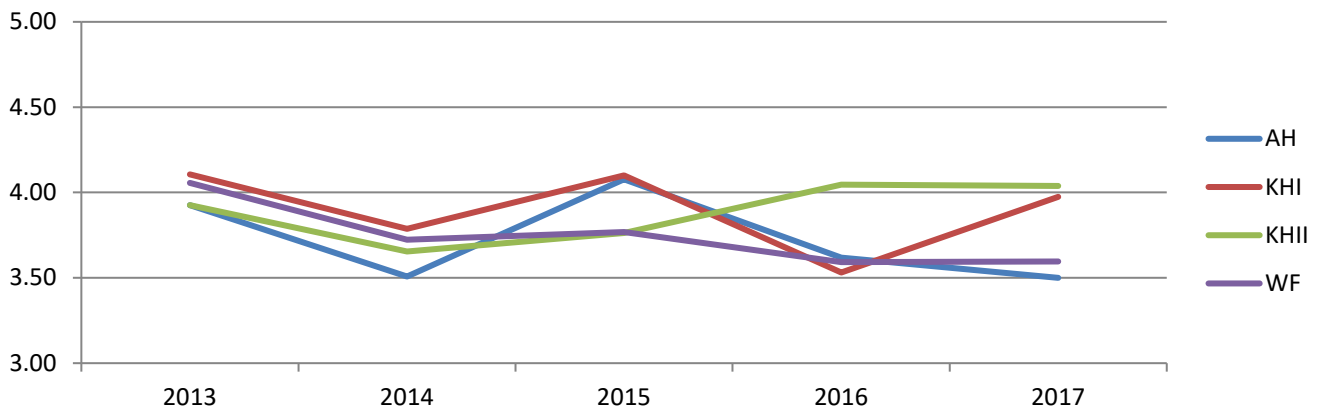


### Perceived Competence (2017)

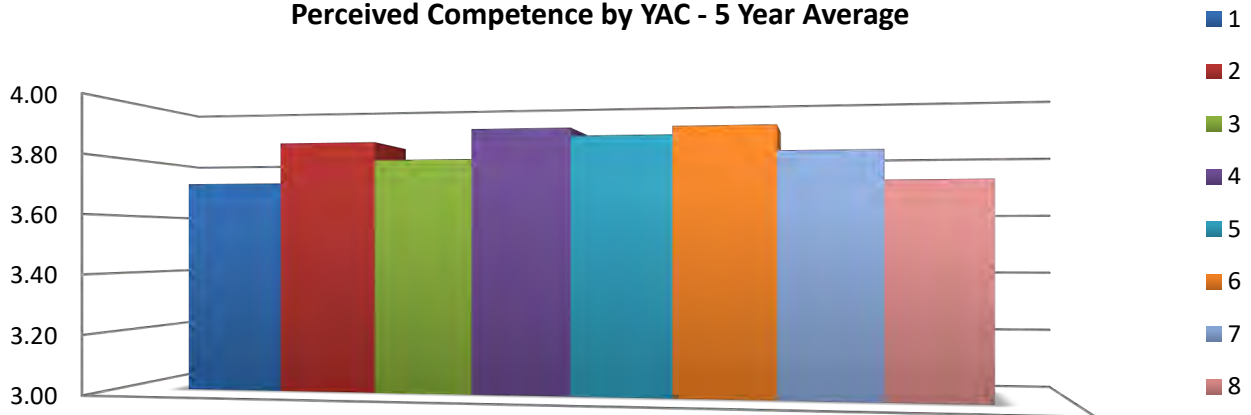


- 95.9% felt more confident about themselves after camp (4.2% increase from 2016)
- ACA Normative Values: 50-60th Percentile - Decreased from 2015 (3.57 Mean /  $\sigma$  .86 National Norm)

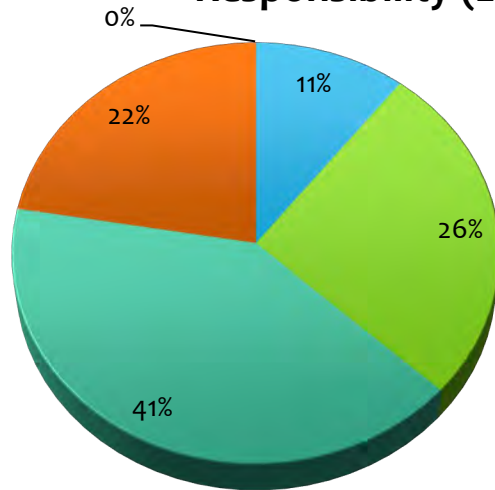
### Average of Perceived Competence by Session



### Perceived Competence by YAC - 5 Year Average



## Responsibility (2016)

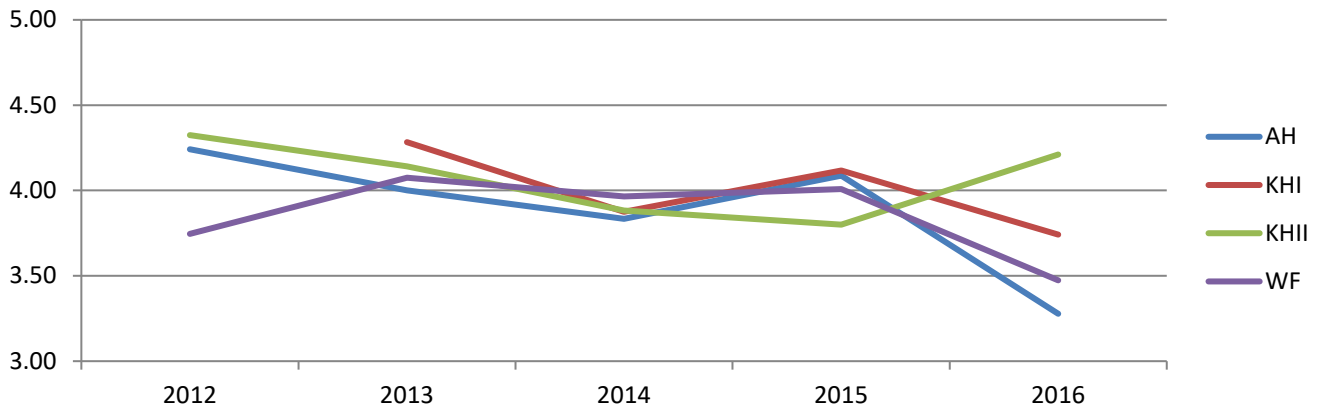


- Decreased
- Did not increase or Decrease
- Increased a little bit, maybe
- Increased some, I am sure
- Increased a lot, I am sure

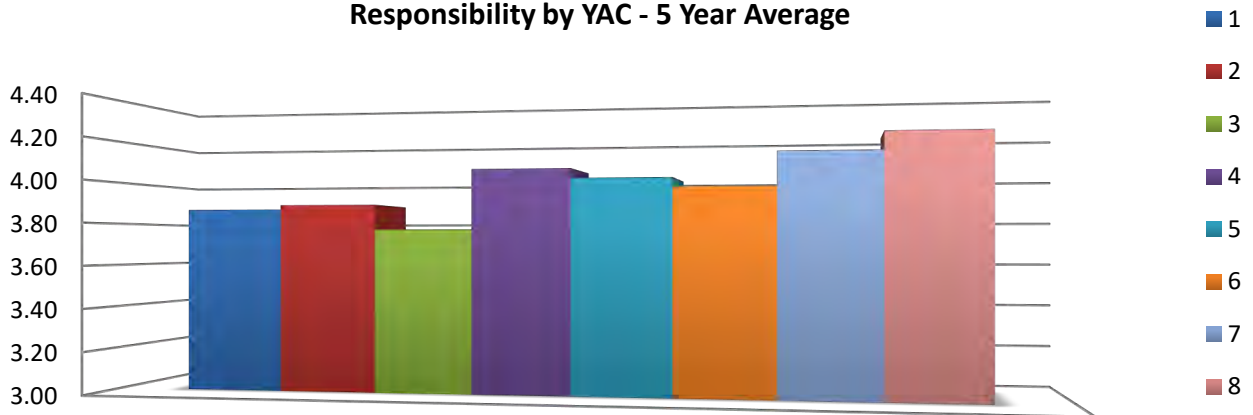
**Mean: 3.68  $\sigma$  .90**

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

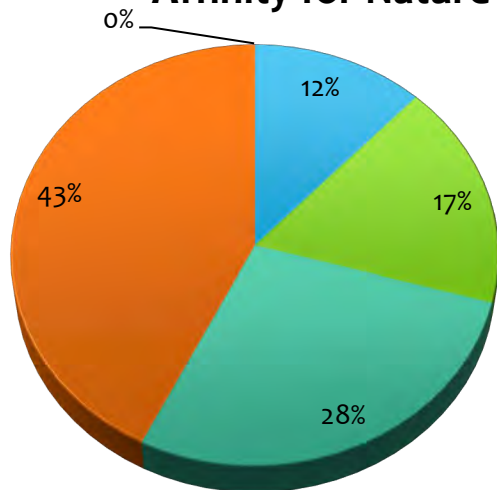
## Average of Responsibility by Session



## Responsibility by YAC - 5 Year Average



### Affinity for Nature (2016)

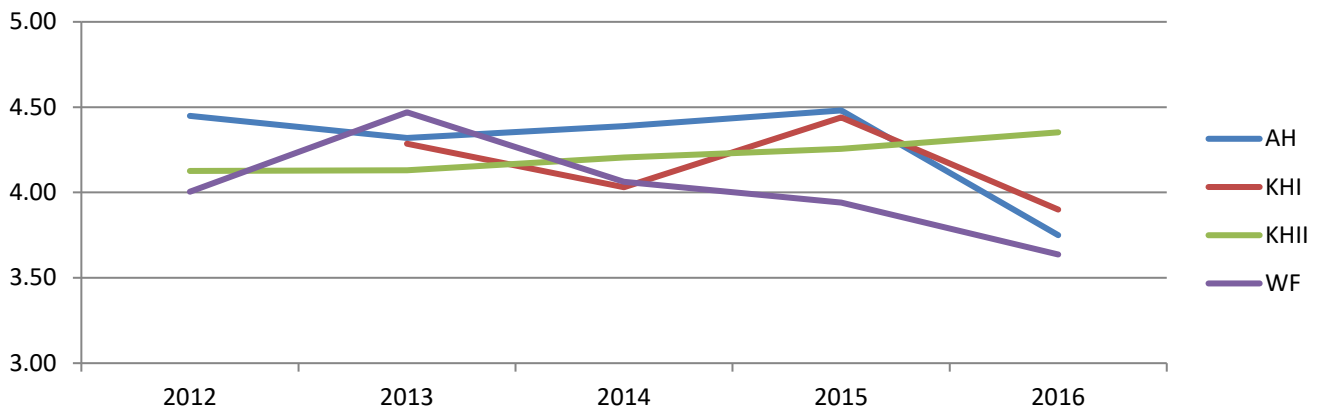


- Decreased
- Did not increase or Decrease
- Increased a little bit, maybe
- Increased some, I am sure
- Increased a lot, I am sure

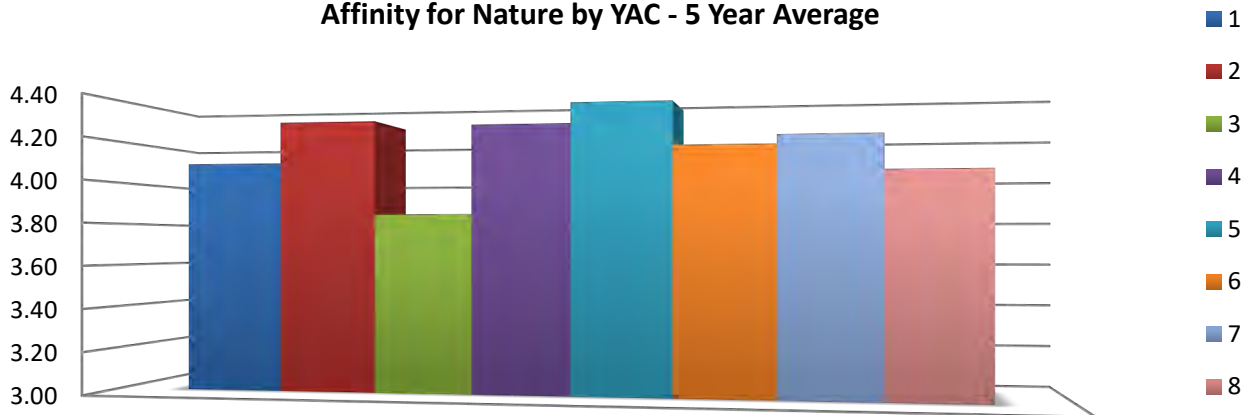
**Mean: 3.91 σ .1.06**

- 8895.1% had a greater appreciation for nature as a result 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

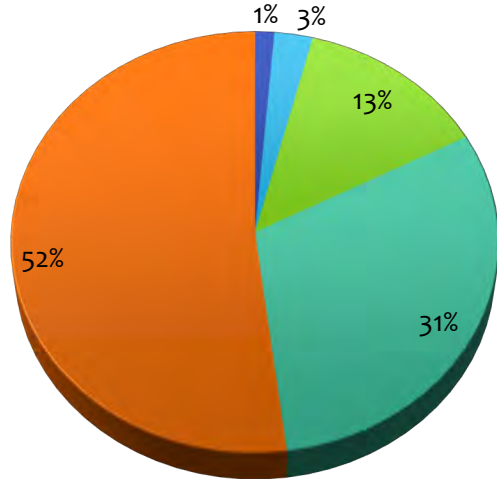


### Affinity for Nature by YAC - 5 Year Average





## Camp Connectedness (2017)

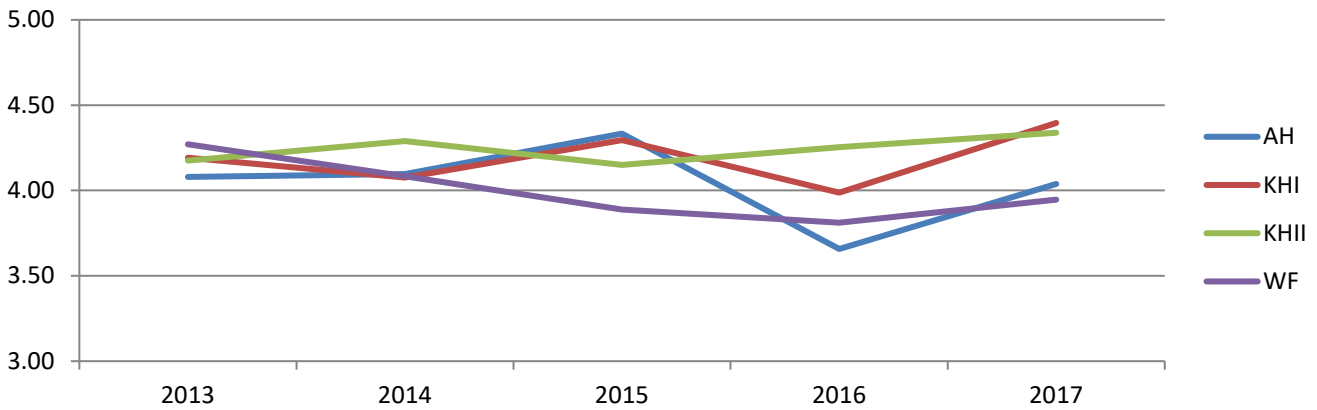


- Decreased
- Did not increase or Decrease
- Increased a little bit, maybe
- Increased some, I am sure
- Increased a lot, I am sure

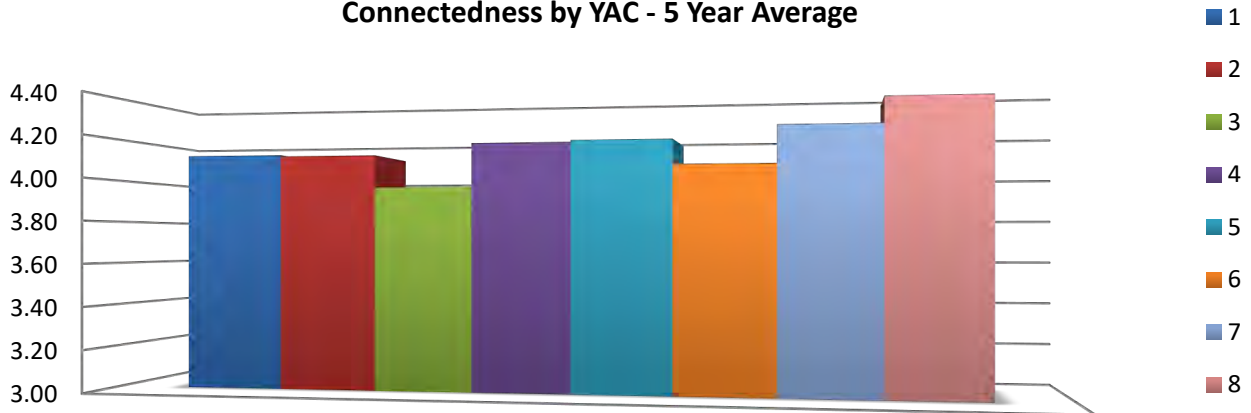
- 96% felt welcomed and supported at camp (No Change from 2016)
- No National Norms

**Mean: 4.18 σ .80**

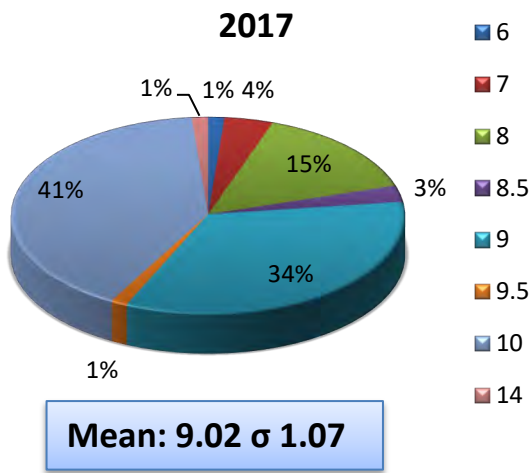
### Average of Connectedness by Session



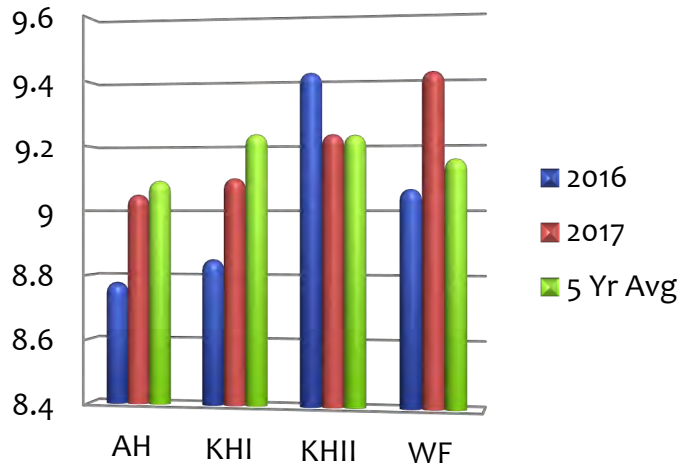
### Connectedness by YAC - 5 Year Average



Satisfaction Survey Results and Other Analysis

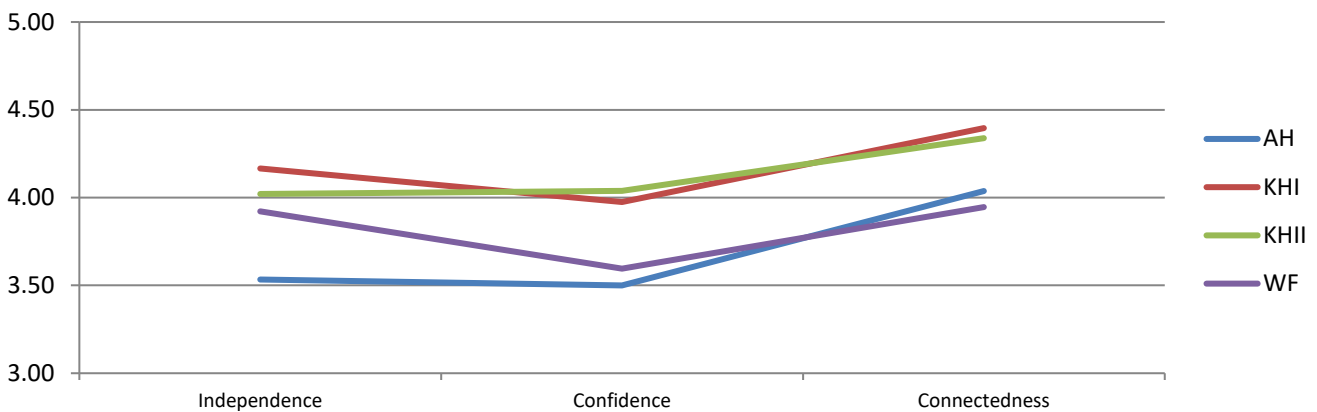


Session/Year Comparative

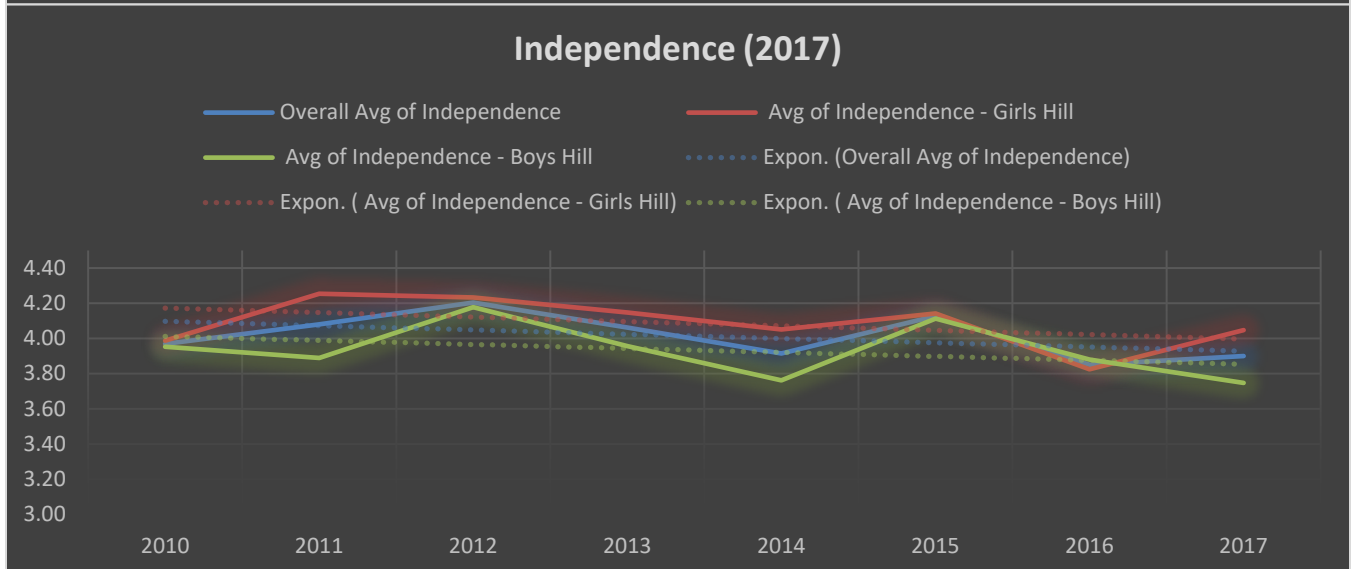
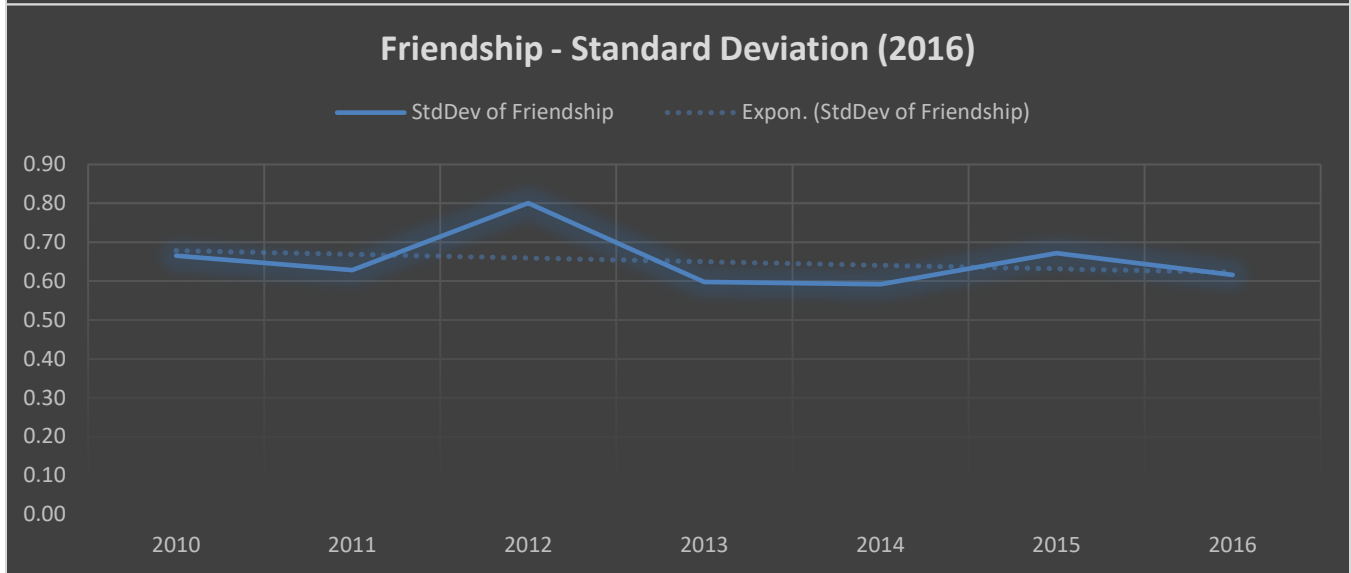
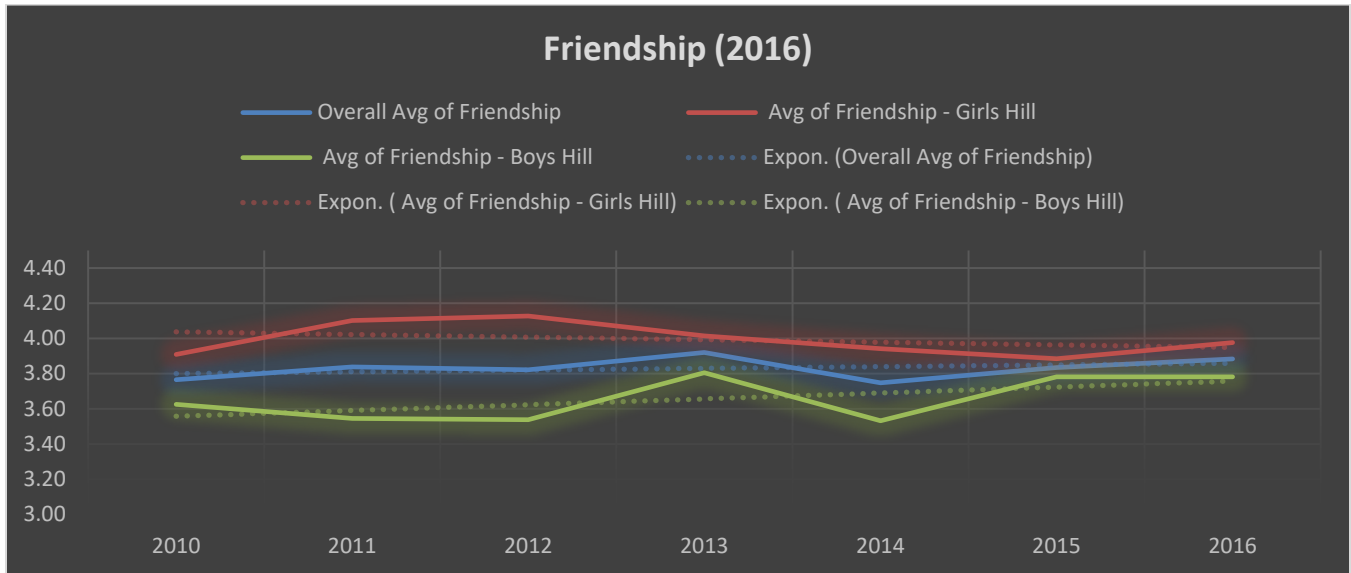


- Very slight increase from 2016 (1.89%)
- 2017 Satisfaction rating .21% lower than 5 Year Average)
- World Friendship was the highest rated – Knighthood II had the highest effect on campers
- American Heritage had the lowest effect on campers and was the lowest rated session (2 years)
- Girls rated slightly higher than boys (1.7% overall average)
- Favorite Activities: Ropes, Barn, Pool
- What do they want to change: Bathrooms, Random Programming
- What did they NOT LIKE about camp?
  - More random programming – nothing trended

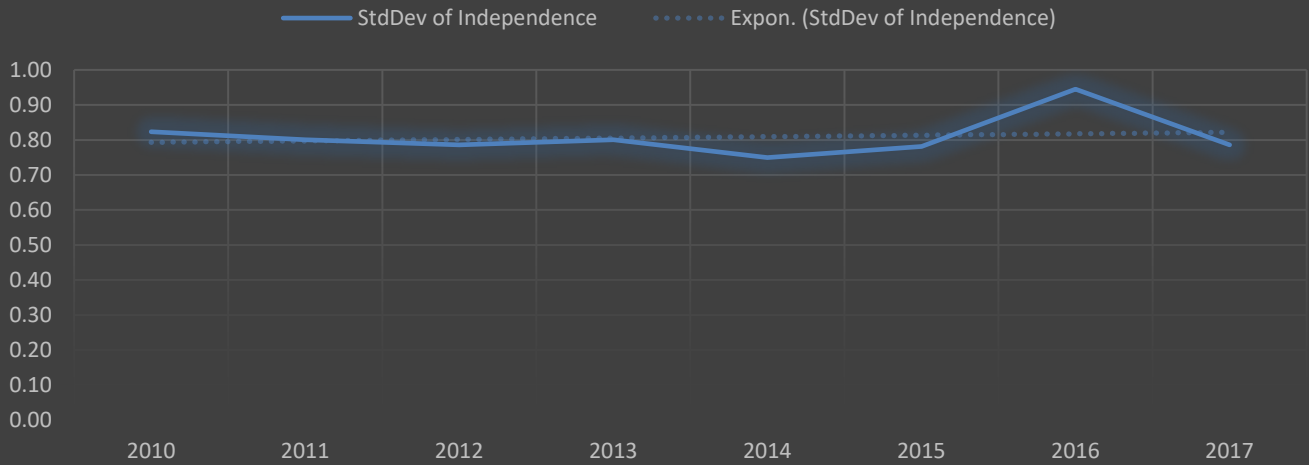
Average of Outcomes by Session



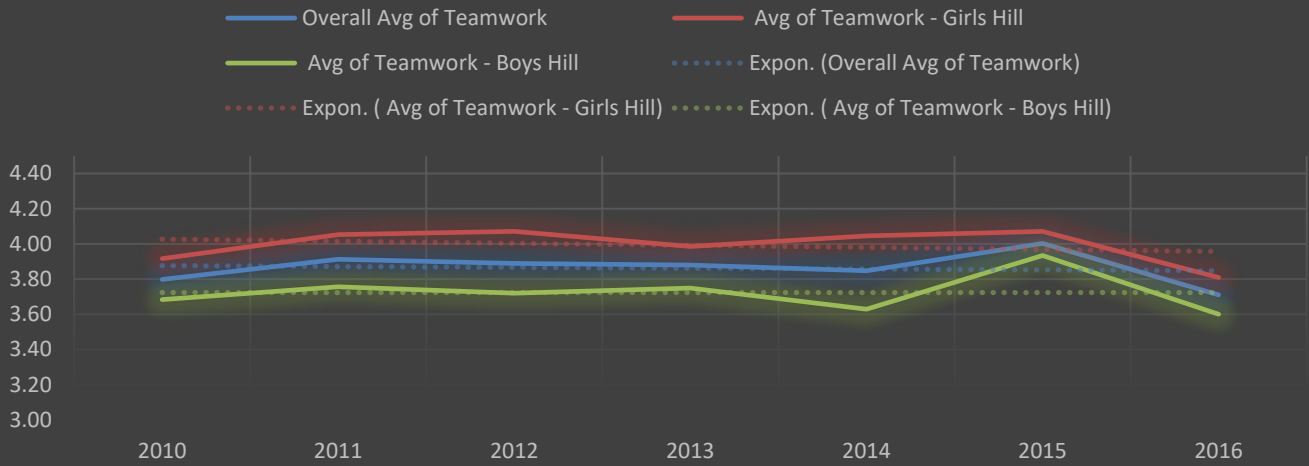
Outcome Yearly Trends – Basic Older Camper



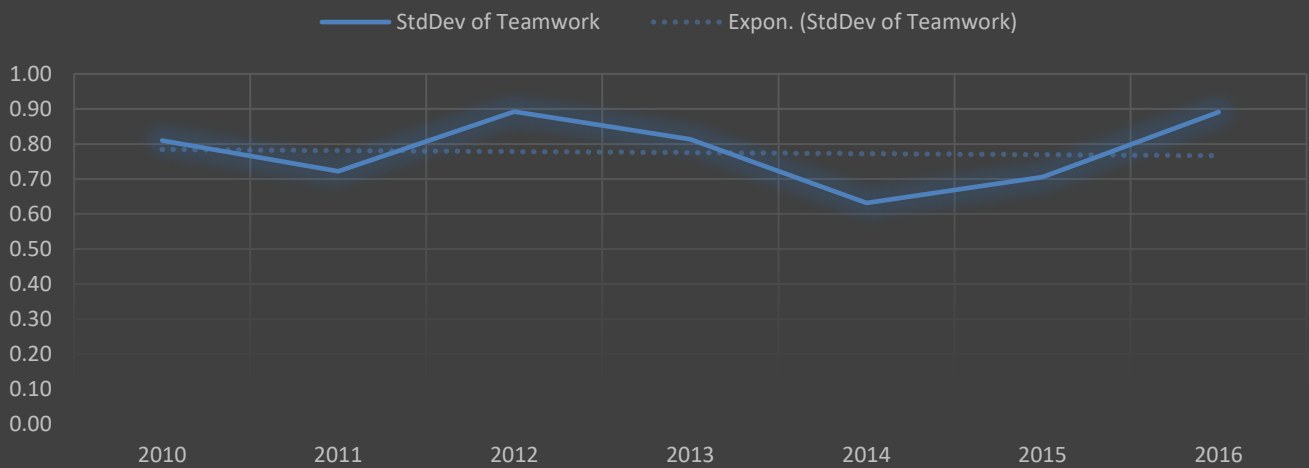
### Independence - Standard Deviation (2017)



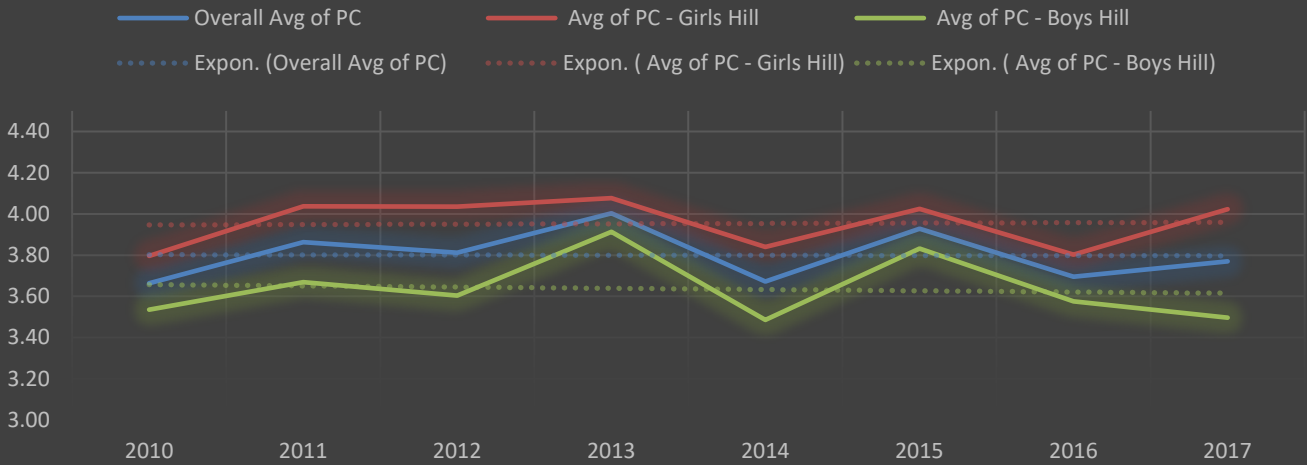
### Teamwork (2016)



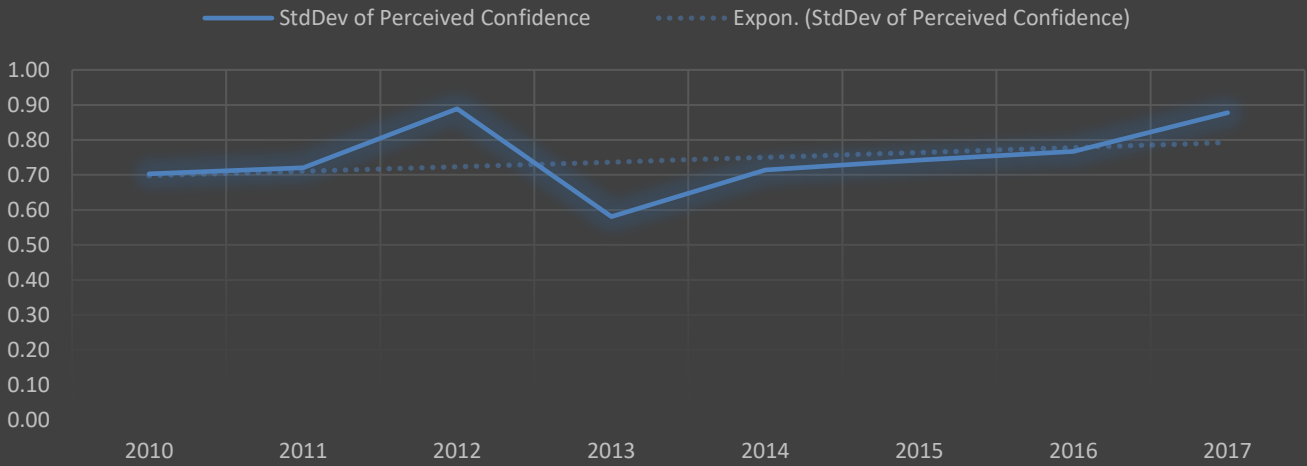
### Teamwork - Standard Deviation (2016)



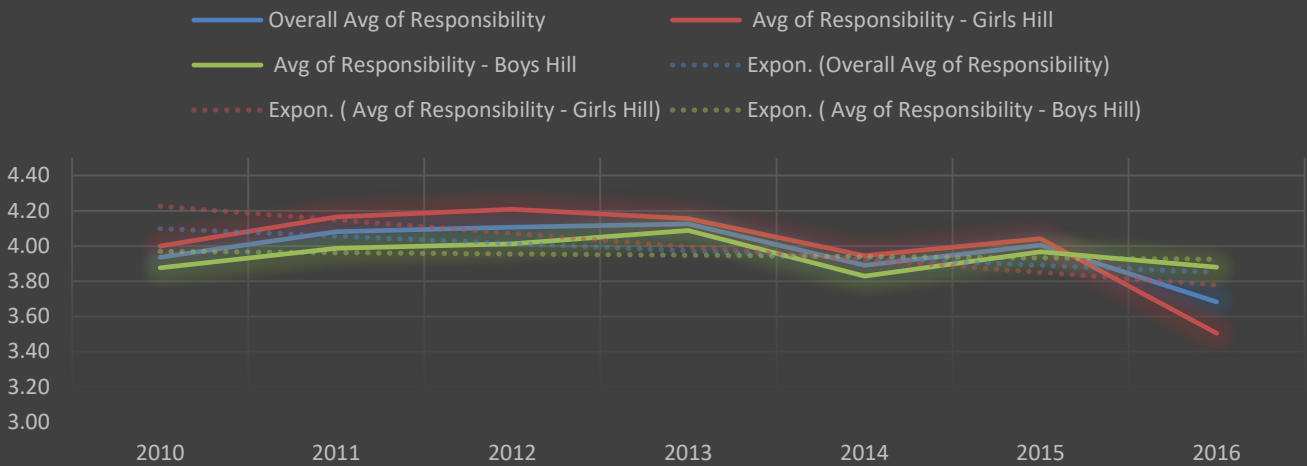
### Perceived Competence (2017)



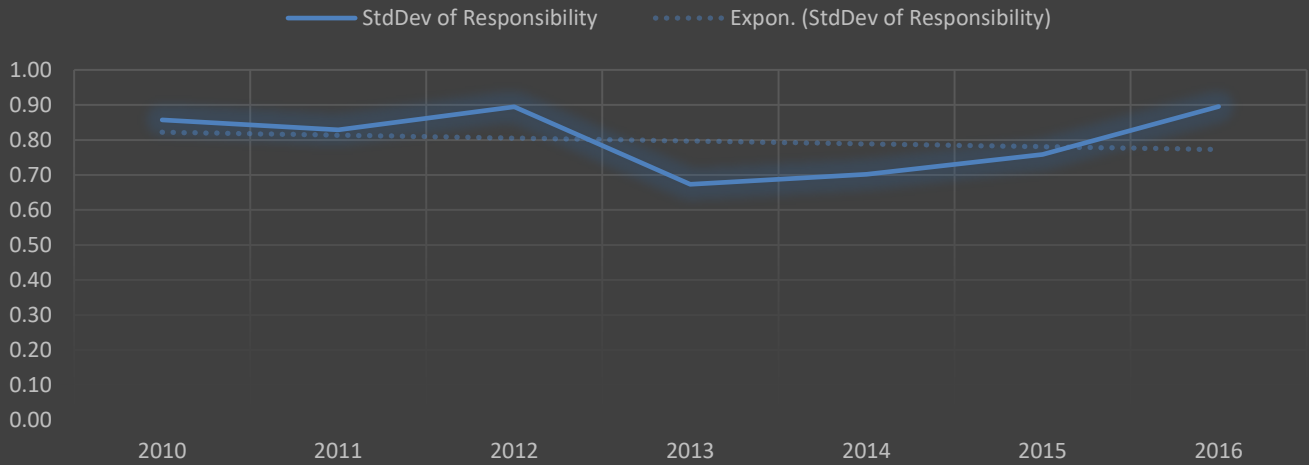
### Perceived Competence - Standard Deviation (2017)



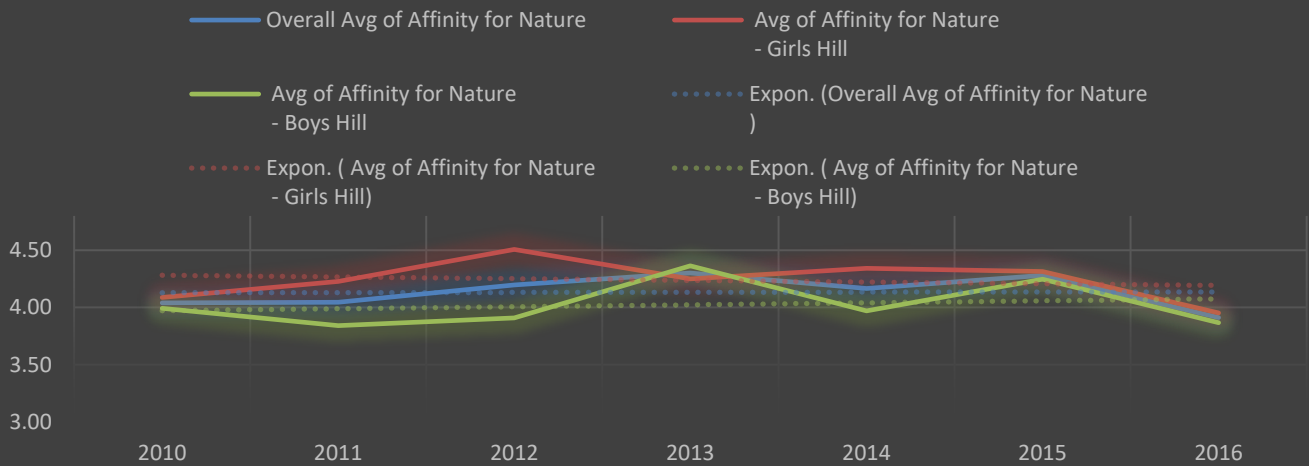
### Responsibility (2016)



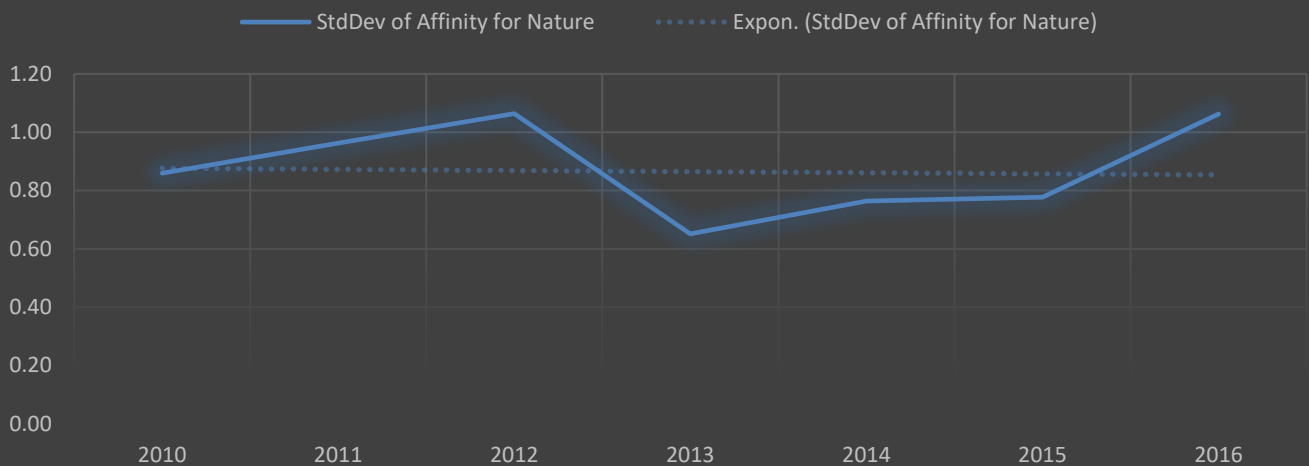
### Responsibility - Standard Deviation (2016)



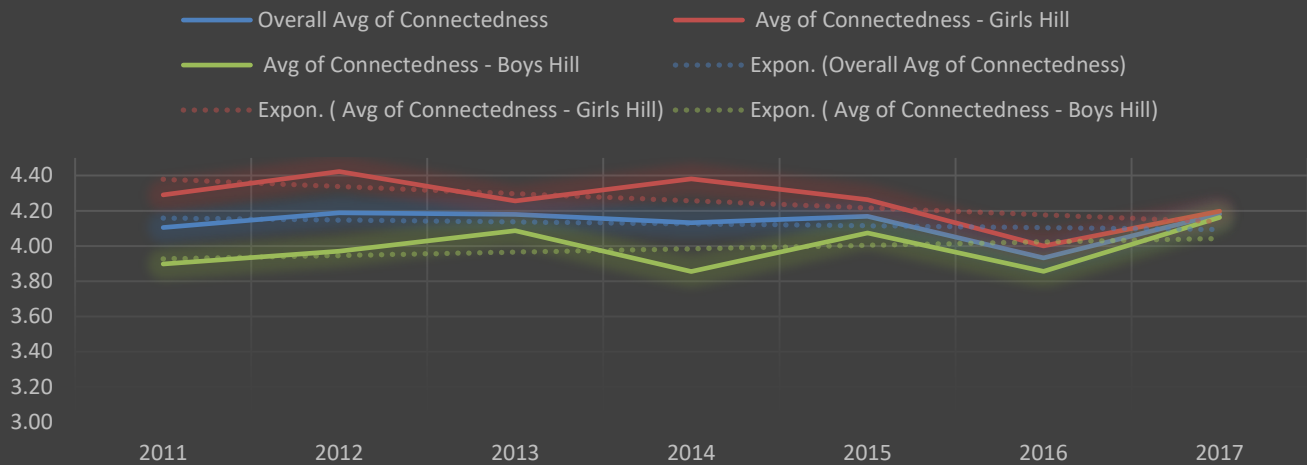
### Affinity for Nature (2016)



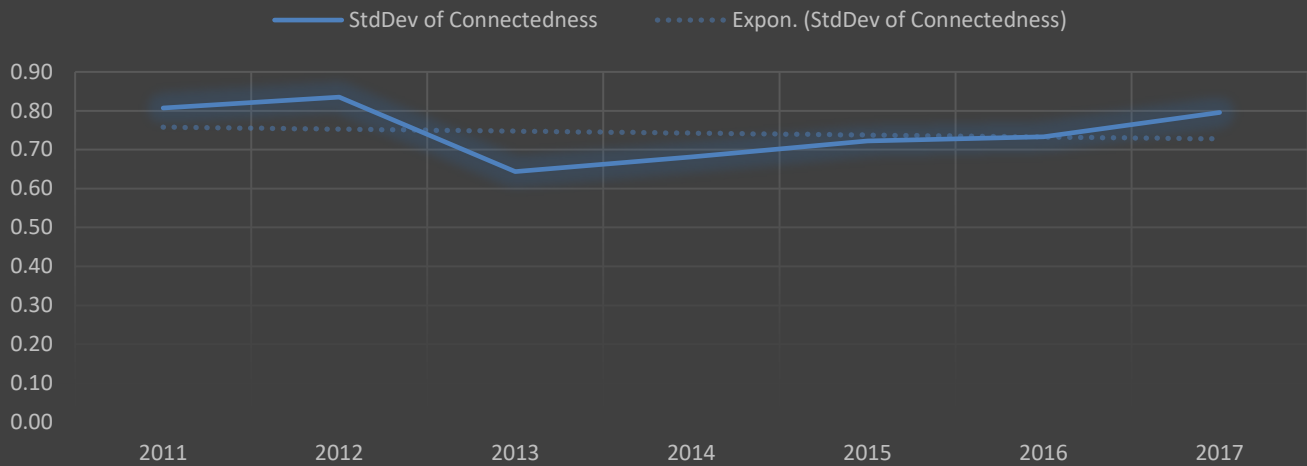
### Affinity for Nature - Standard Deviation (2016)



### Camp Connectedness (2017)



### Camp Connectedness - Standard Deviation (2017)

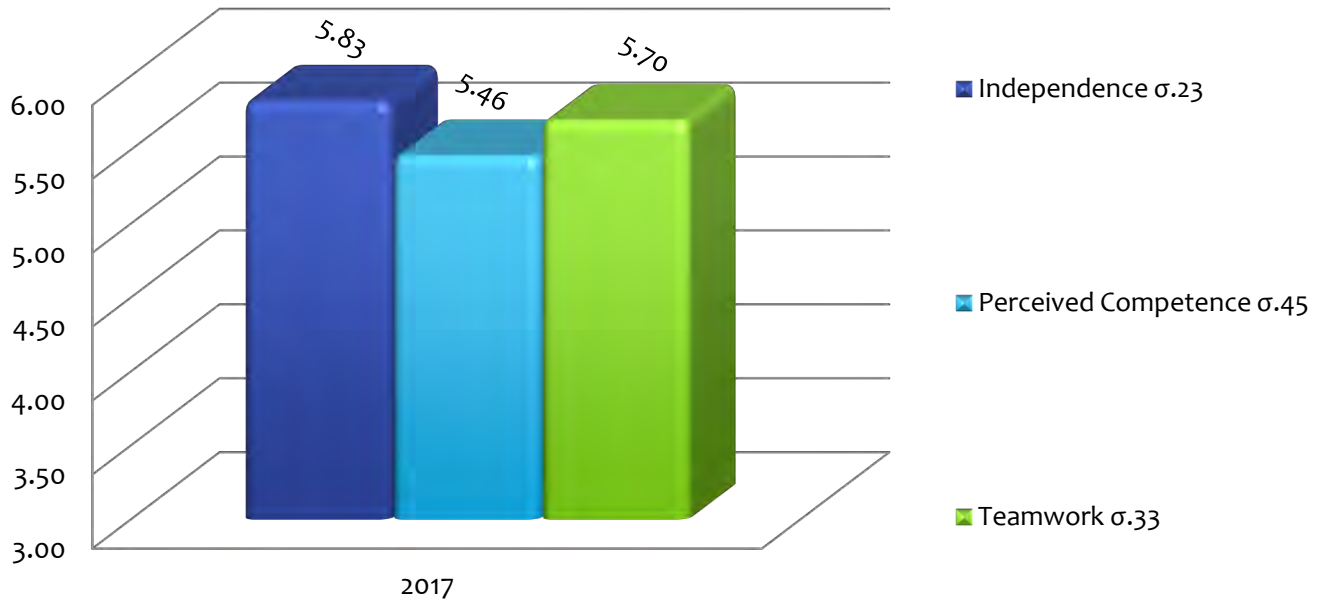


### Detailed Older Camper Demographic

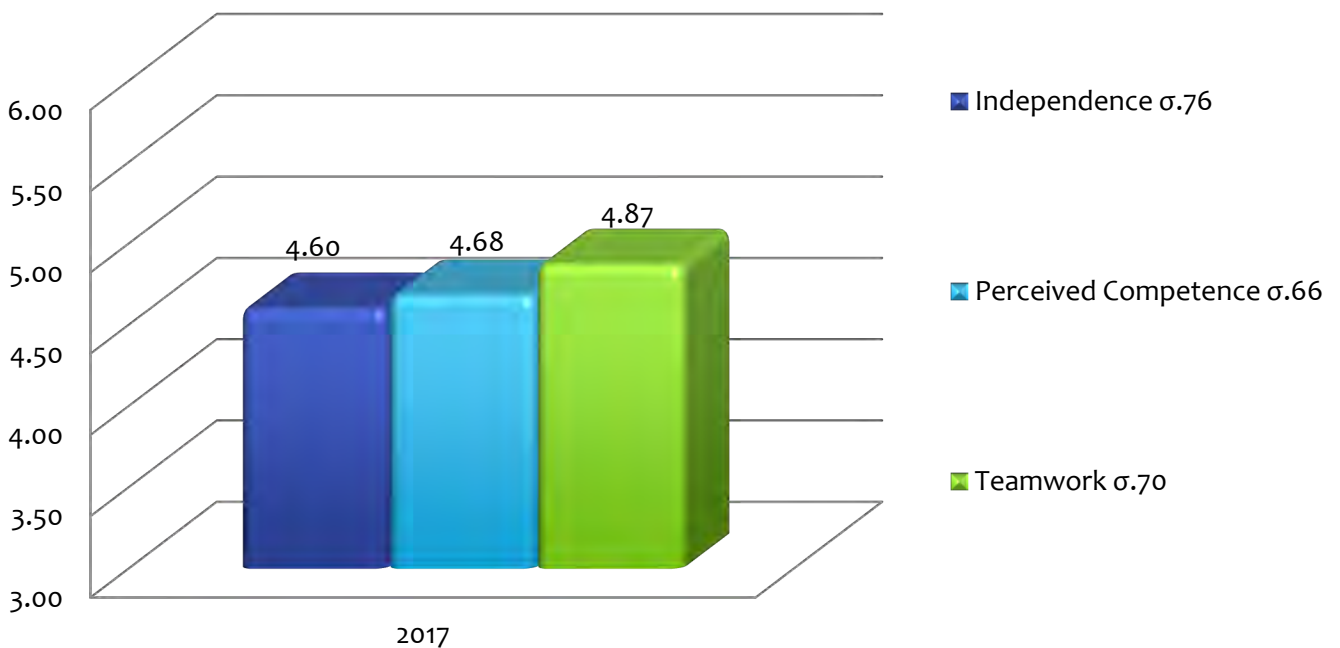
- 79 Campers were interviewed representing approximately 22% of that demographic (356 Campers)
- Cycle 1 Survey: Independence; Perceived Competence, Teamwork
- Grade 8-11; Cabins 2, 4, 5, 7, 6; Dorms A, E, F

### Detailed Older Camper Overview

#### Average "Status" by Outcome

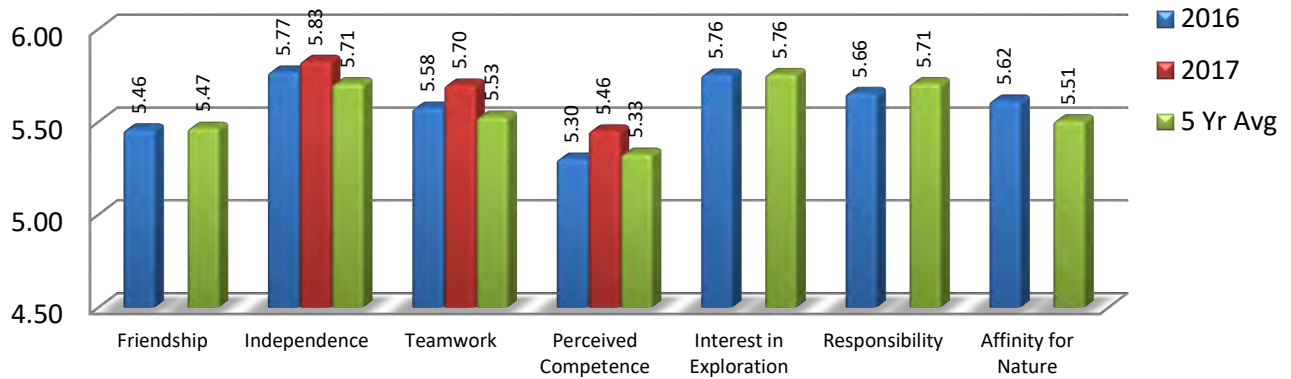


#### Average "Change" by Outcome

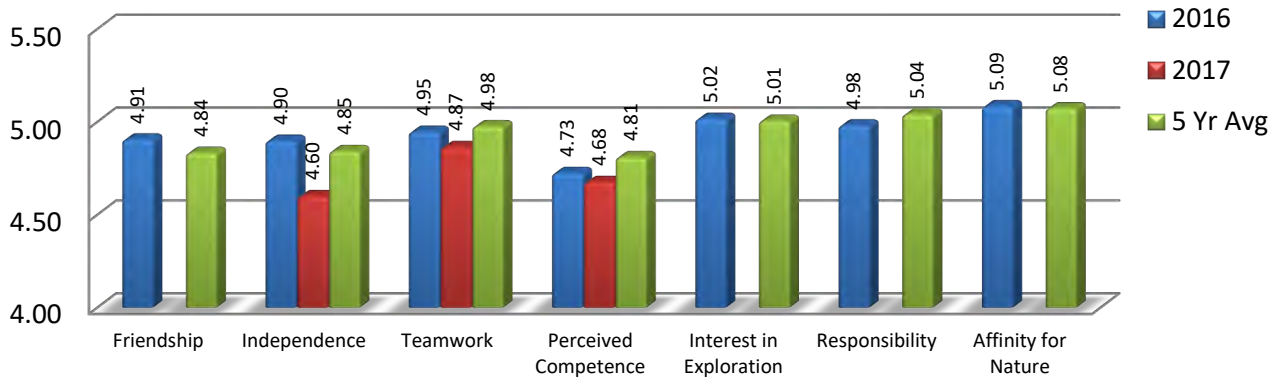




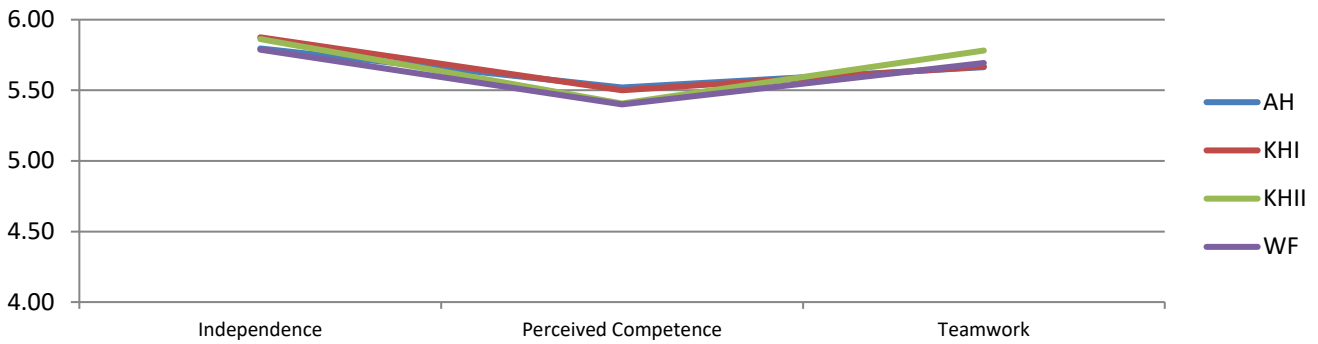
**Average "Status" by Outcome**



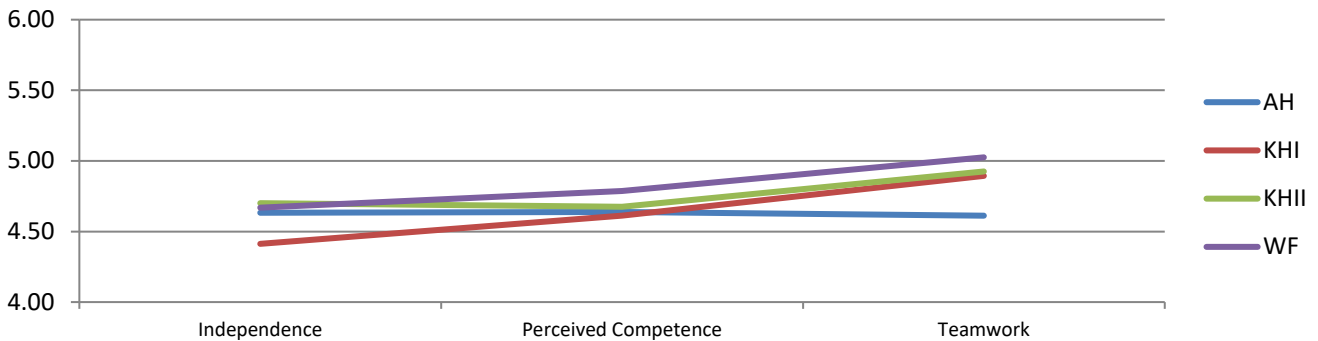
**Average "Change" by Outcome**



**Average of "Status" by Session - 2017**

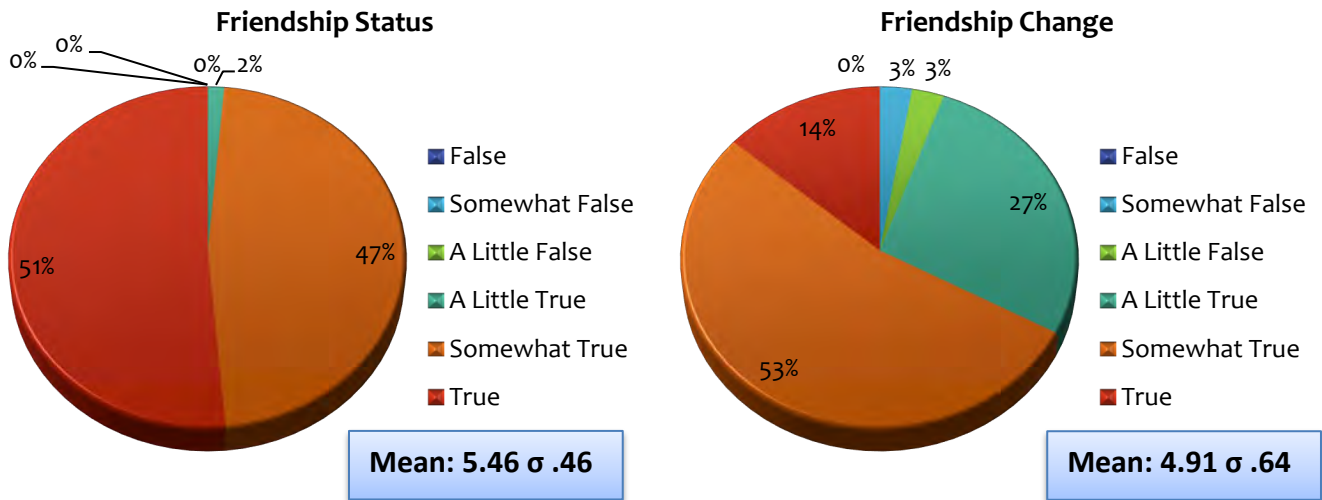


**Average of "Change" by Session - 2017**



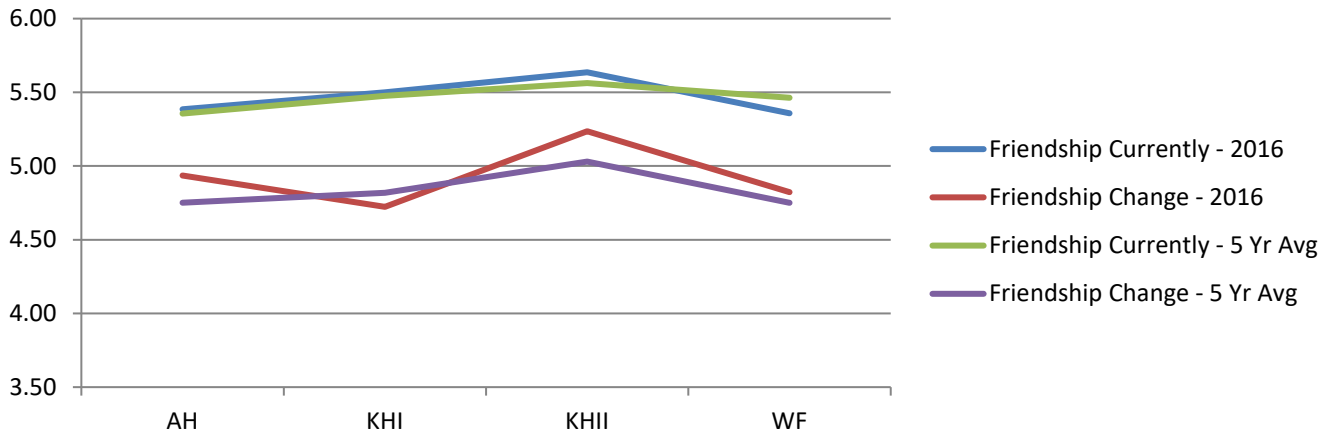
## Detailed Camper Survey Analysis by Outcome

### Friendship (2016)

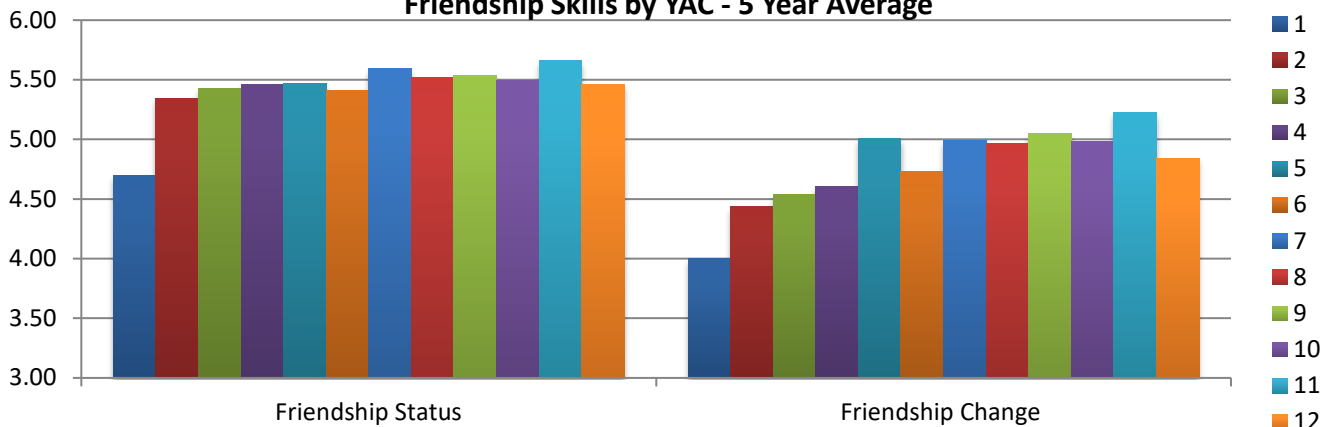


- 100% felt “I have good friendship skills” was a least a little true (+1.4% from 2015)
- 67.1% felt that camp significantly improved their friendship skills (No change from 2015)

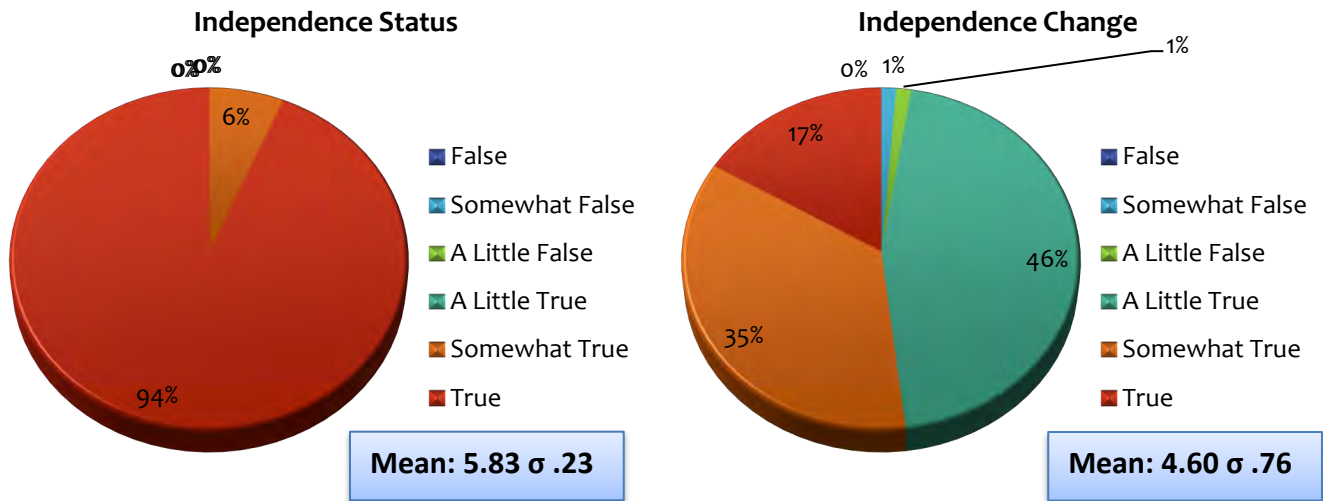
### Friendship Change & Status by Session



### Friendship Skills by YAC - 5 Year Average

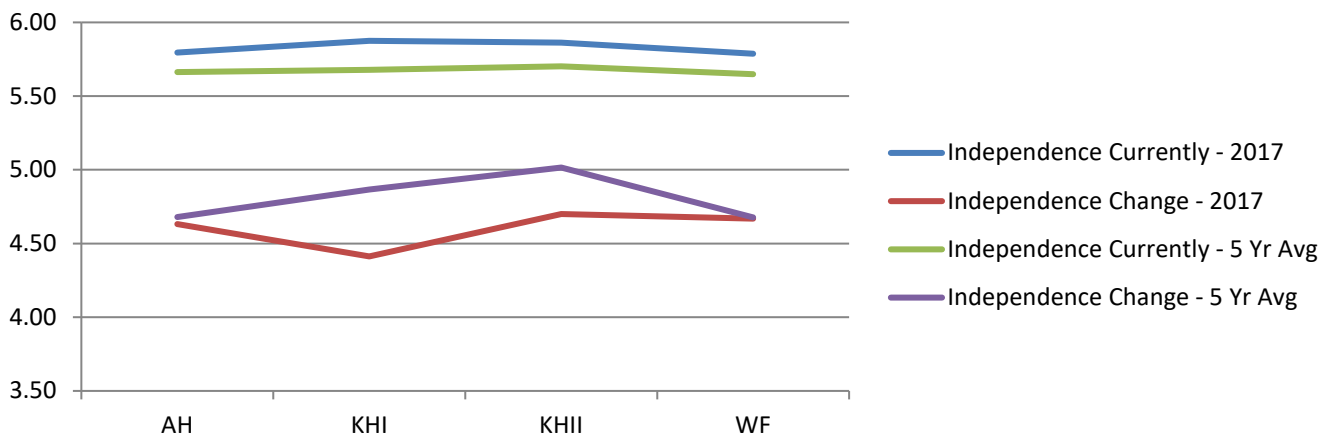


## Independence (2017)

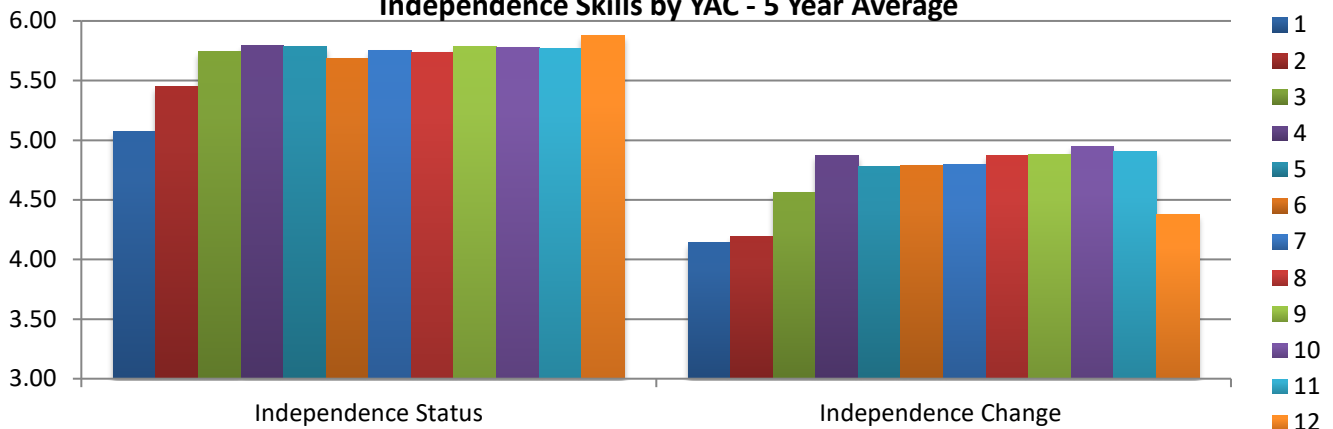


- 100% felt “I have good independence skills” was a least a little true (No change from 2016)
- 52% felt that camp significantly improved their friendship skills (30% decrease from 2016)

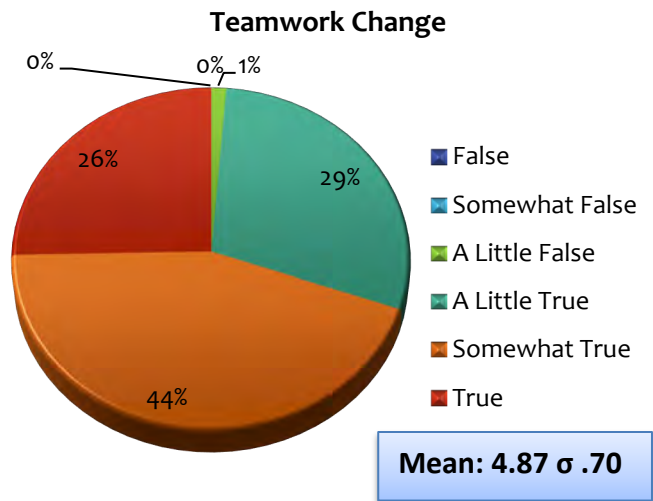
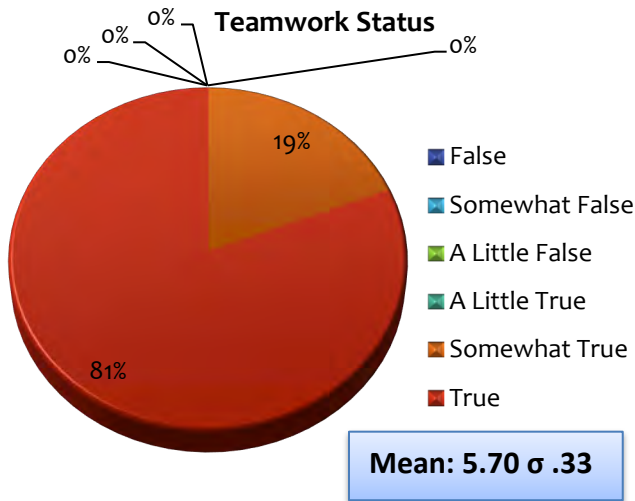
### Independence Change & Status by Session



### Independence Skills by YAC - 5 Year Average

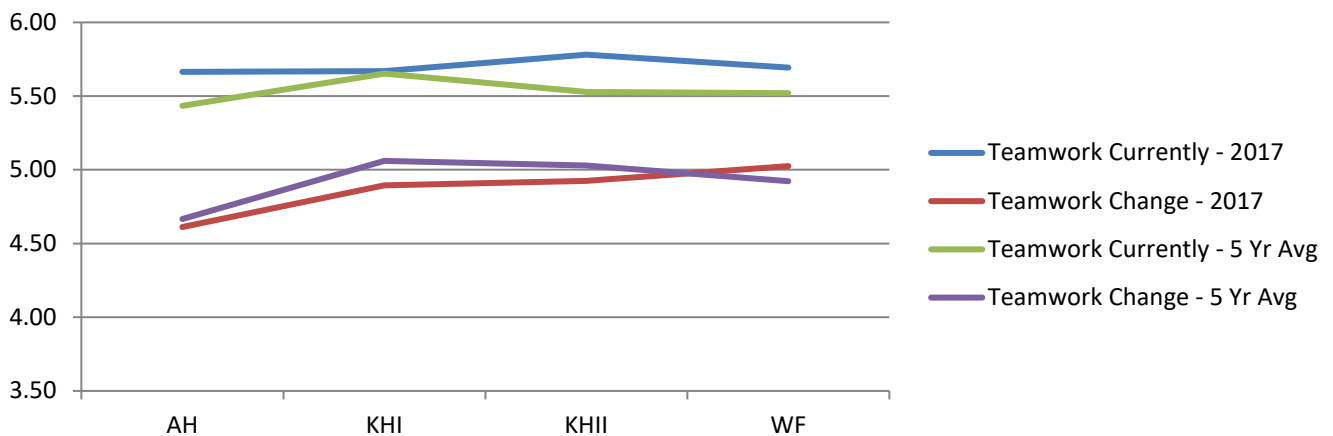


### Teamwork (2017)

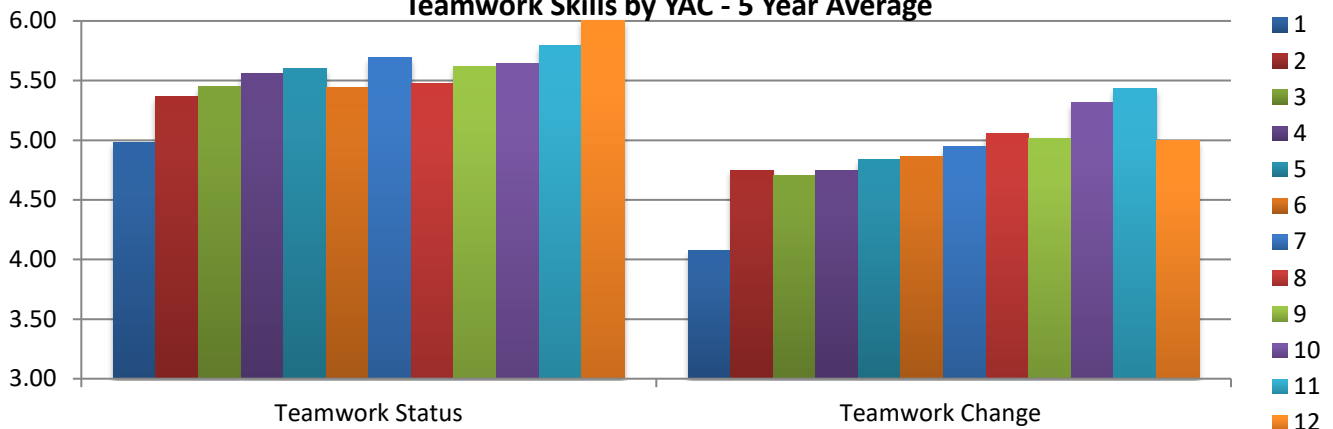


- 100% felt “I have good teamwork skills” was a least a little true
- 69.6% felt that camp significantly improved their teamwork skills (6.7% decrease from 2016)

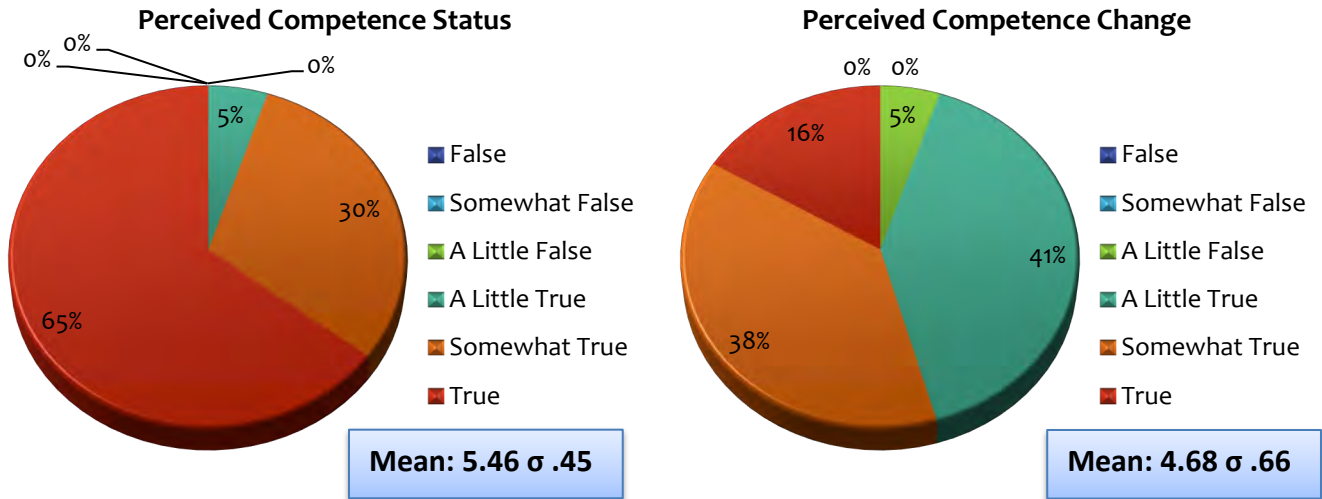
### Teamwork Change & Status by Session



### Teamwork Skills by YAC - 5 Year Average

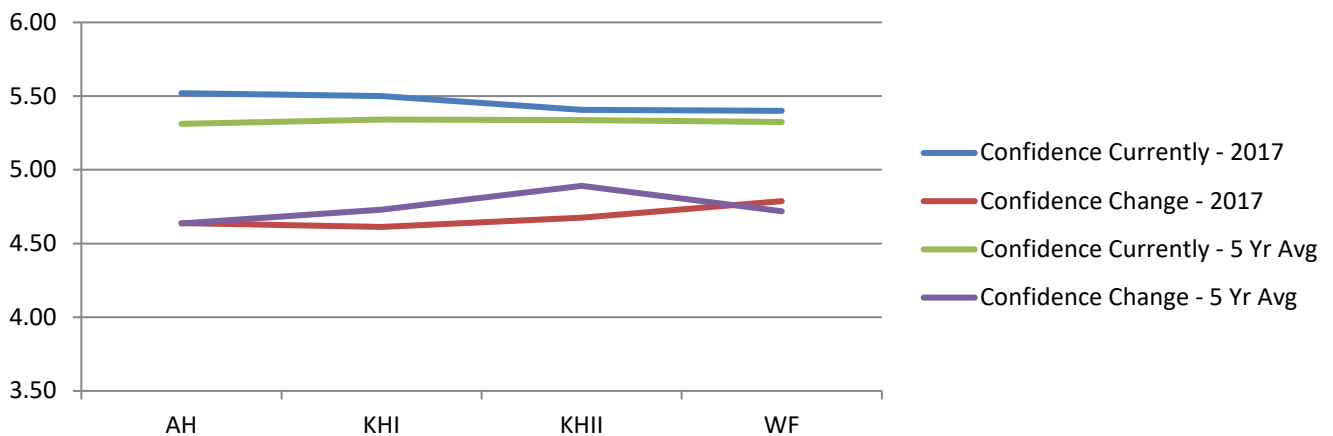


## Perceived Competence (2017)

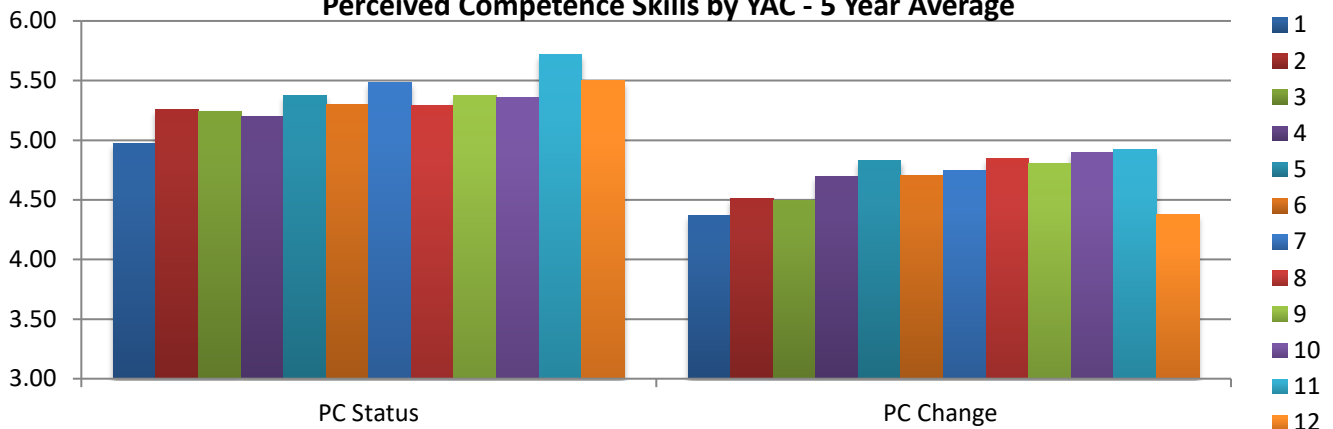


- 100% felt “I am confident in myself” was a least a little true (+0% from 2016)
- 54.4.4% said that camp made a big difference in how they feel about themselves (-21.1% from 2016)

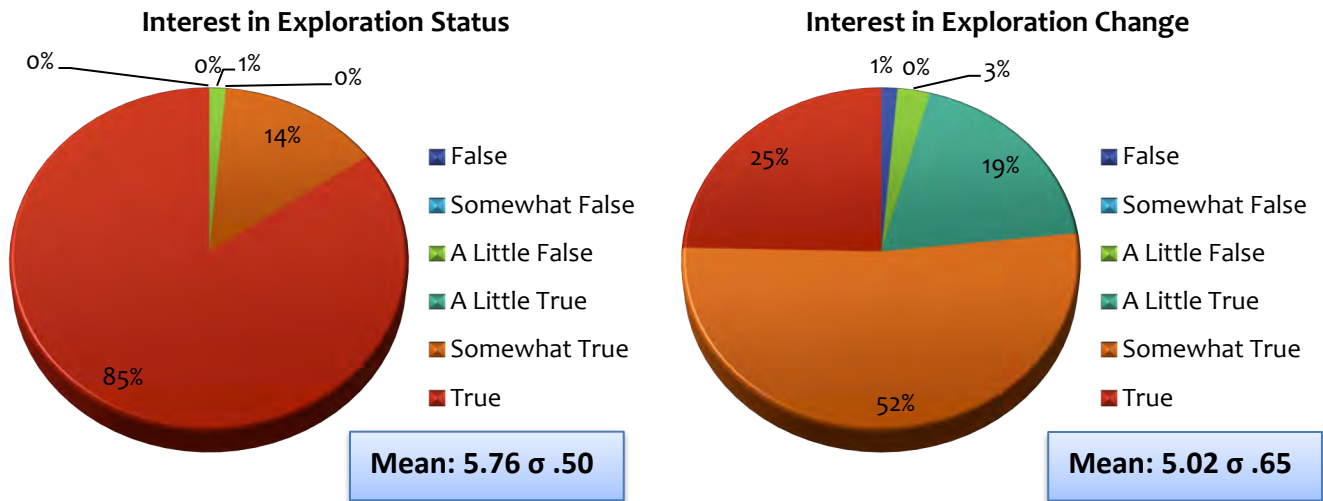
### Perceived Competence Change & Status by Session



### Perceived Competence Skills by YAC - 5 Year Average

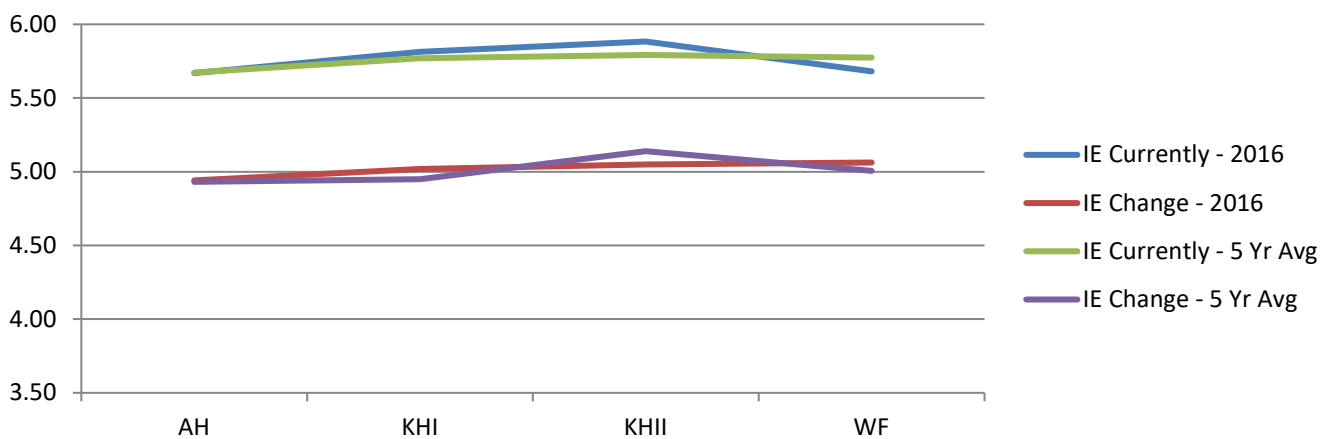


## Interest in Exploration (2016)

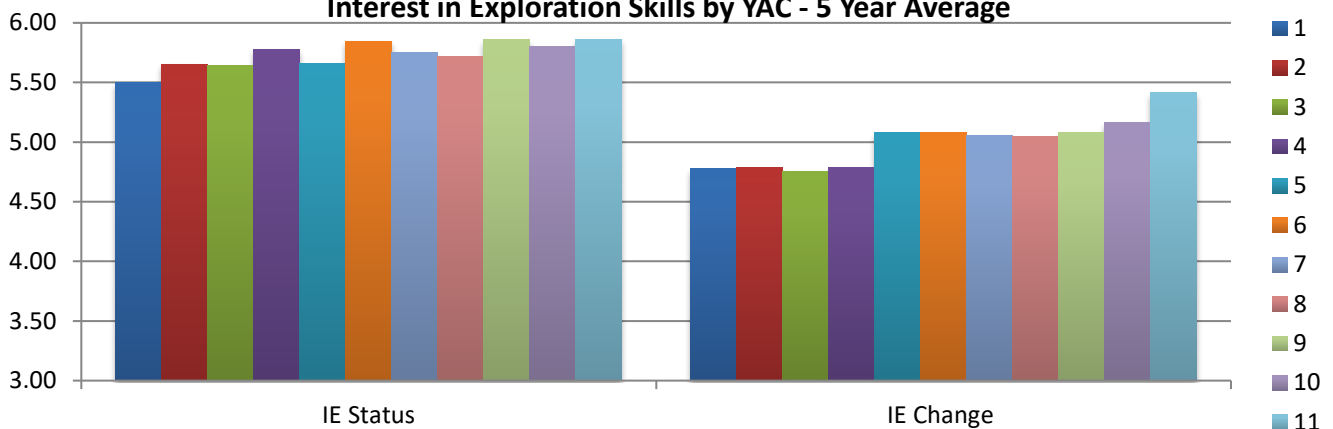


- IE defined: Learning Skills, Citizenship Skills, Nature and Outdoor Adventure
- 98.6% felt "I have an Interest in exploration" was a least a little true (-1.4% from 2015)
- 76.7% said that they far more interested and prepared to learn and try new things as a result of GG (3.7% increase from 2015)

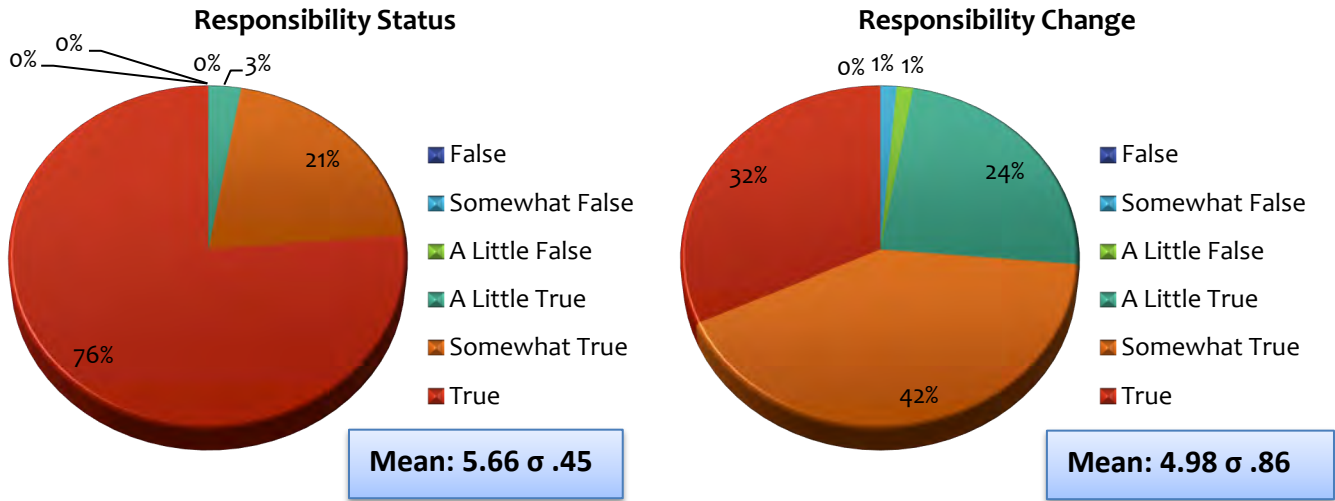
### Interest in Exploration Change & Status by Session



### Interest in Exploration Skills by YAC - 5 Year Average

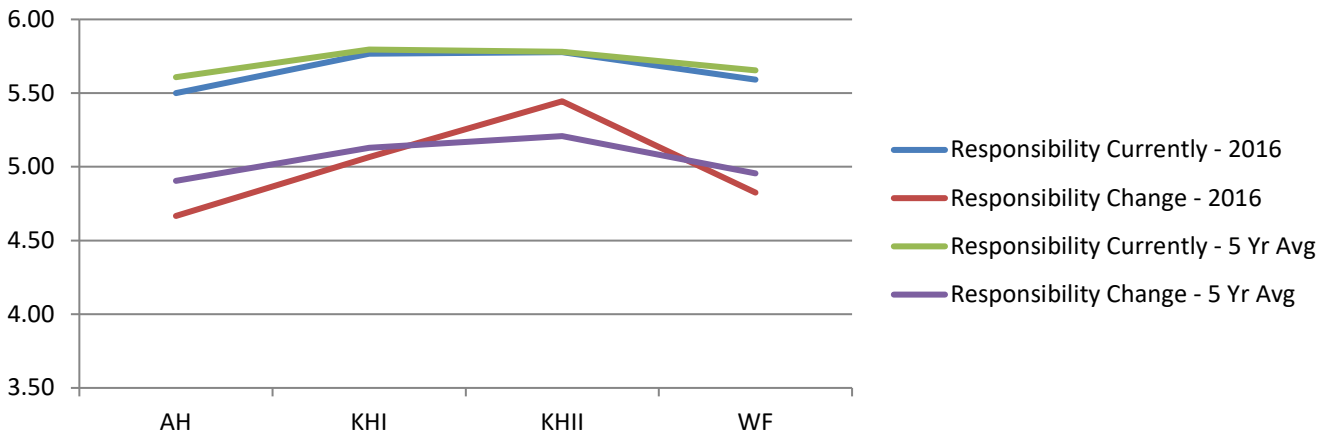


## Responsibility (2016)

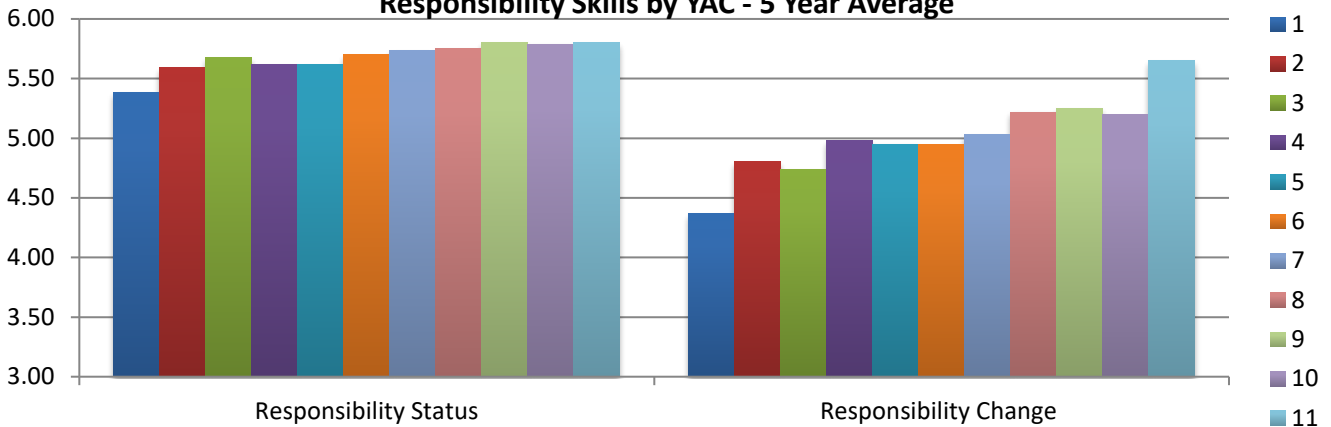


- 100% felt "I am responsible" was a least a little true (+1.4% from 2015)
- 73.6% said that camp has made them considerably more responsible (-1.9% from 2015)

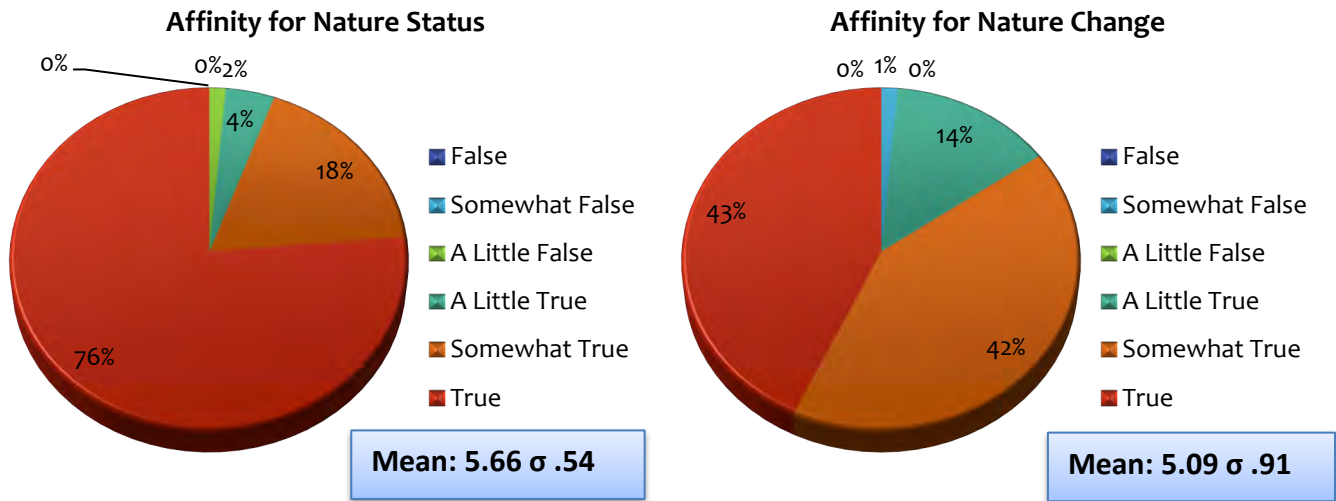
### Responsibility Change & Status by Session



### Responsibility Skills by YAC - 5 Year Average

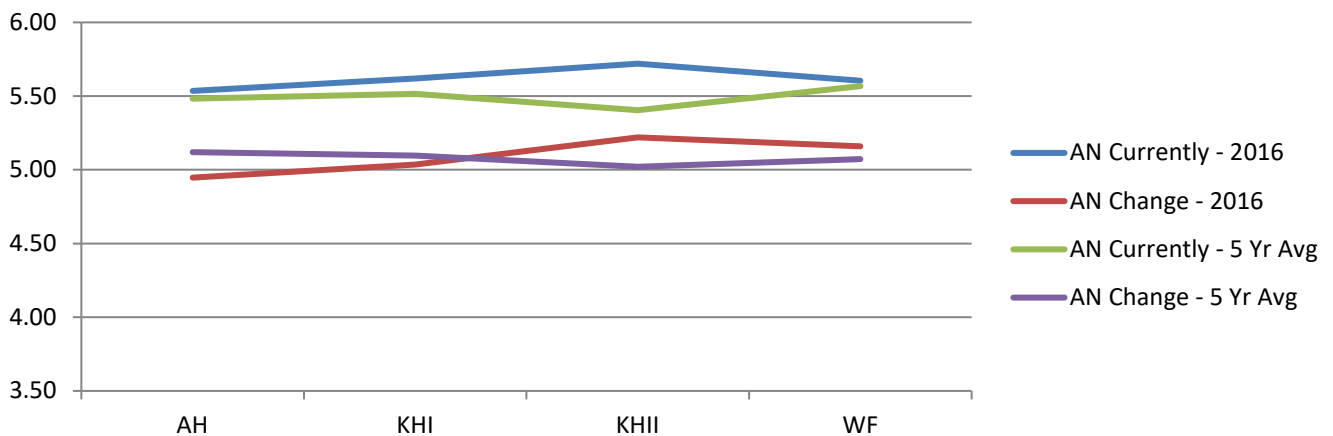


## Affinity for Nature (2016)

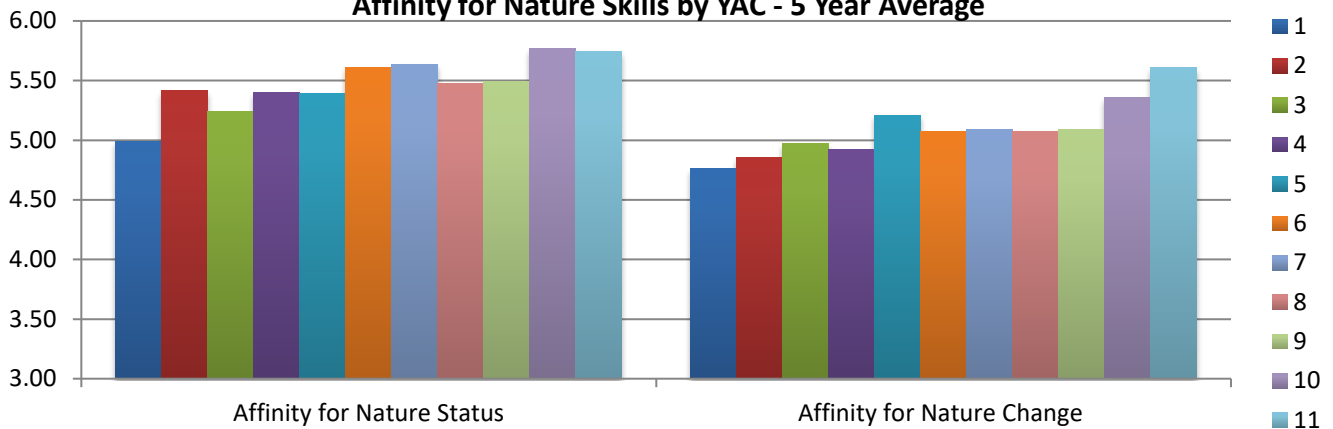


- 98.6% felt “I have an affinity for nature” was a least a little true (-1.4% from 2015)
- 84.7% have a significantly better affinity for nature as a result of Geneva Glen (2% increase from 2015)

### Affinity for Nature Change & Status by Session

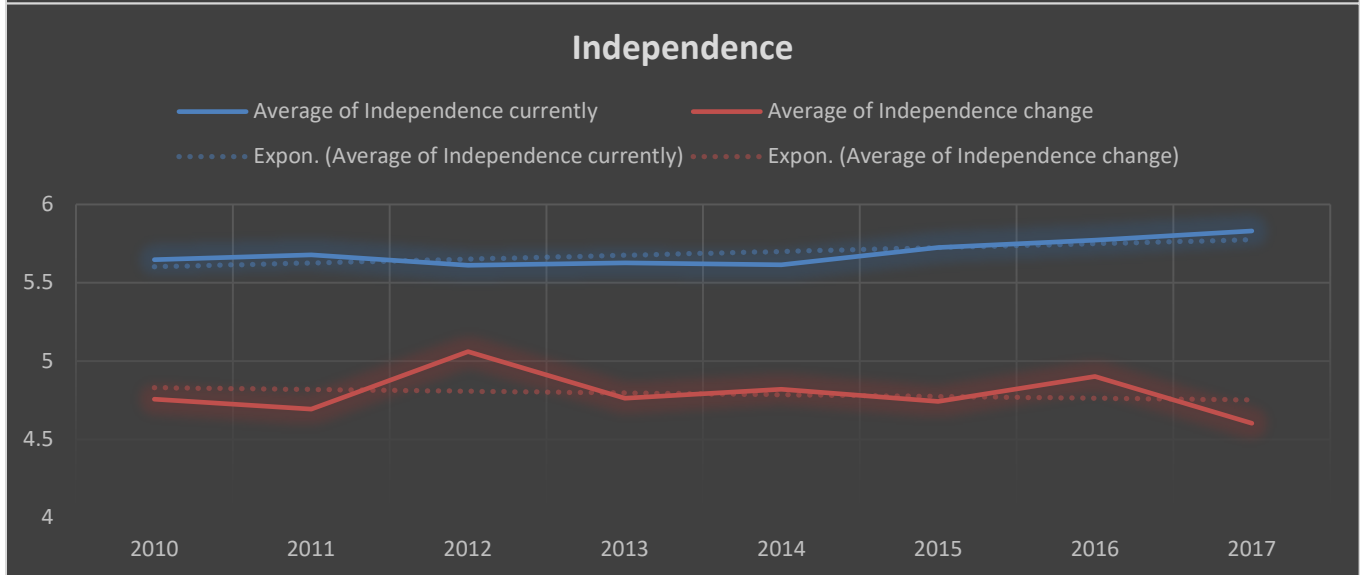
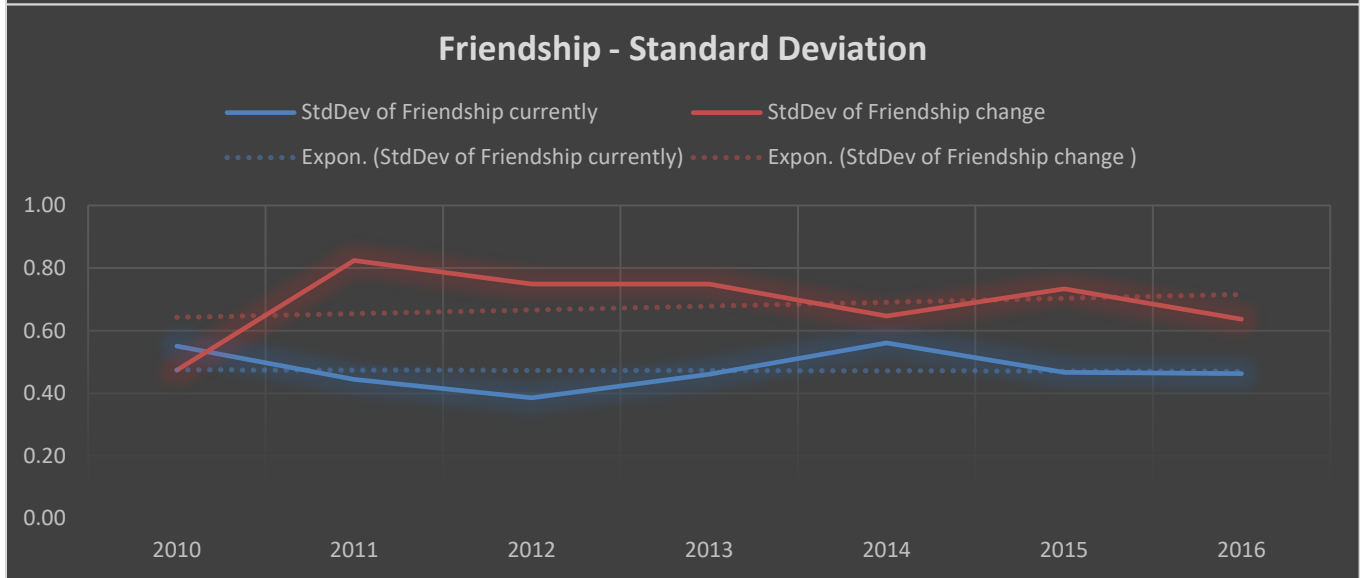
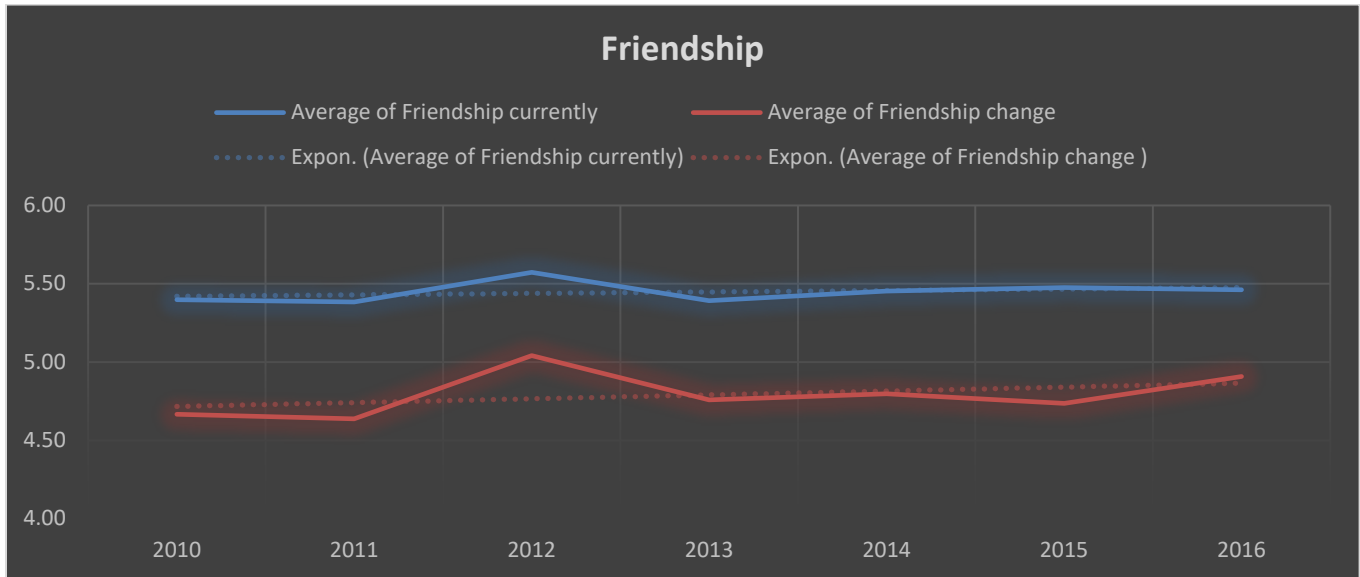


### Affinity for Nature Skills by YAC - 5 Year Average

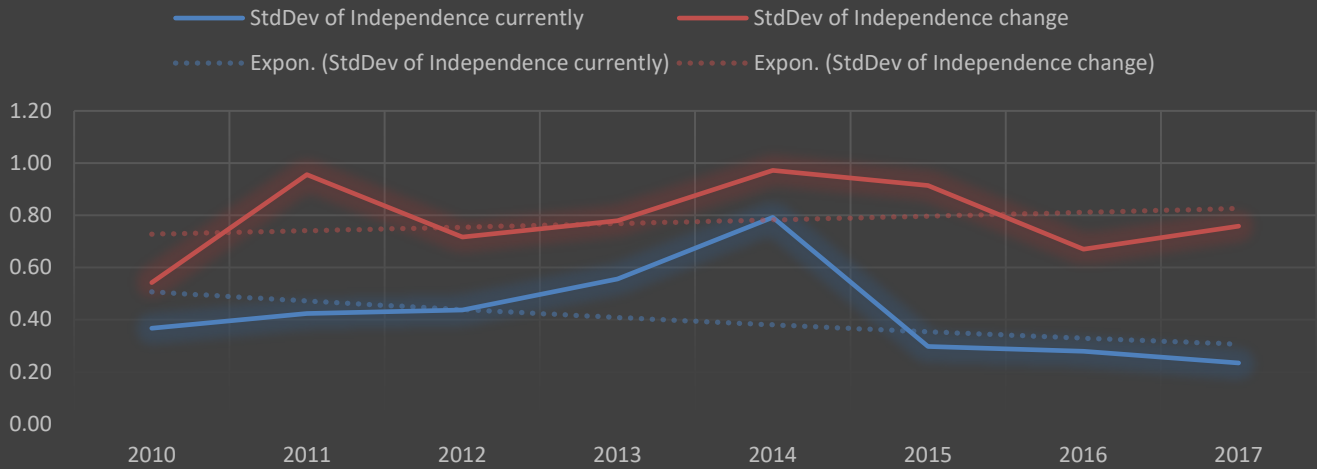




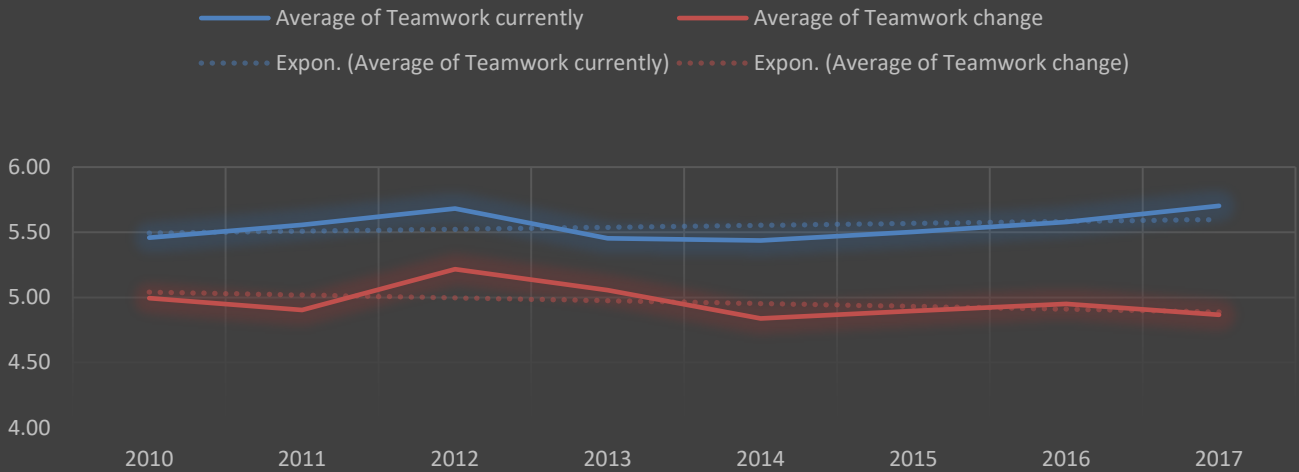
Outcome Yearly Trends



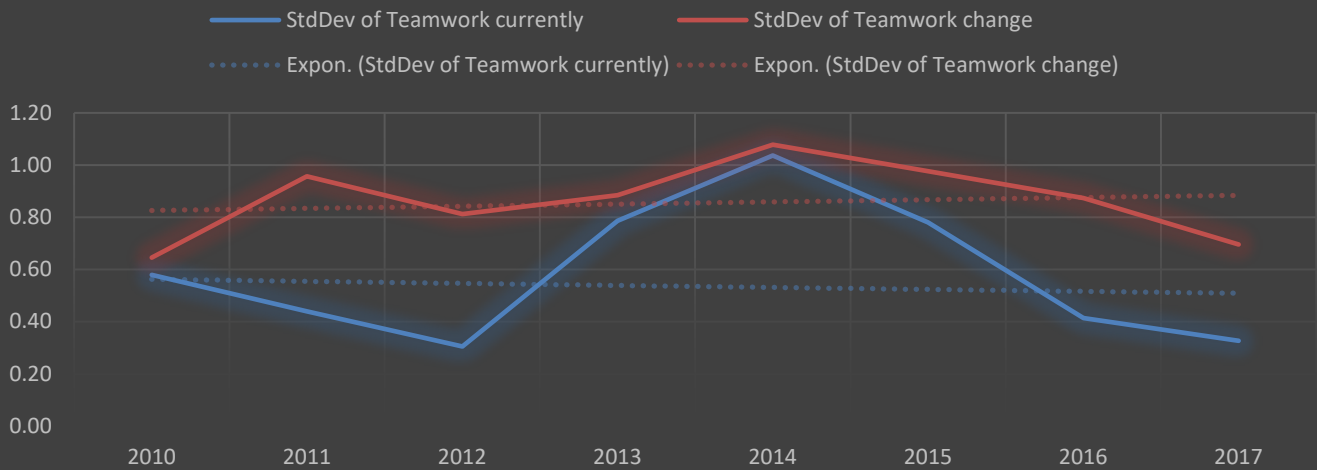
### Independence - Standard Deviation



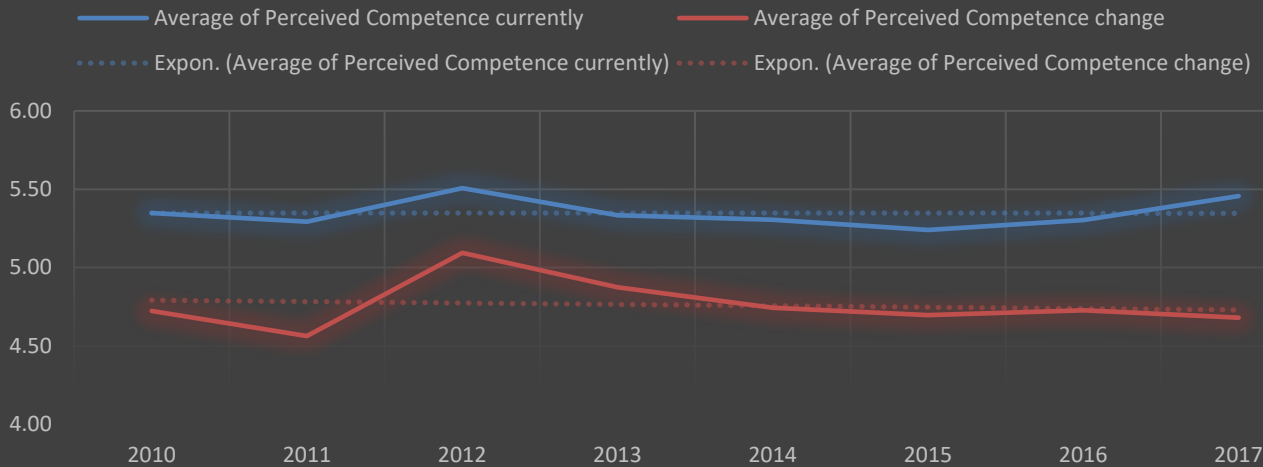
### Teamwork



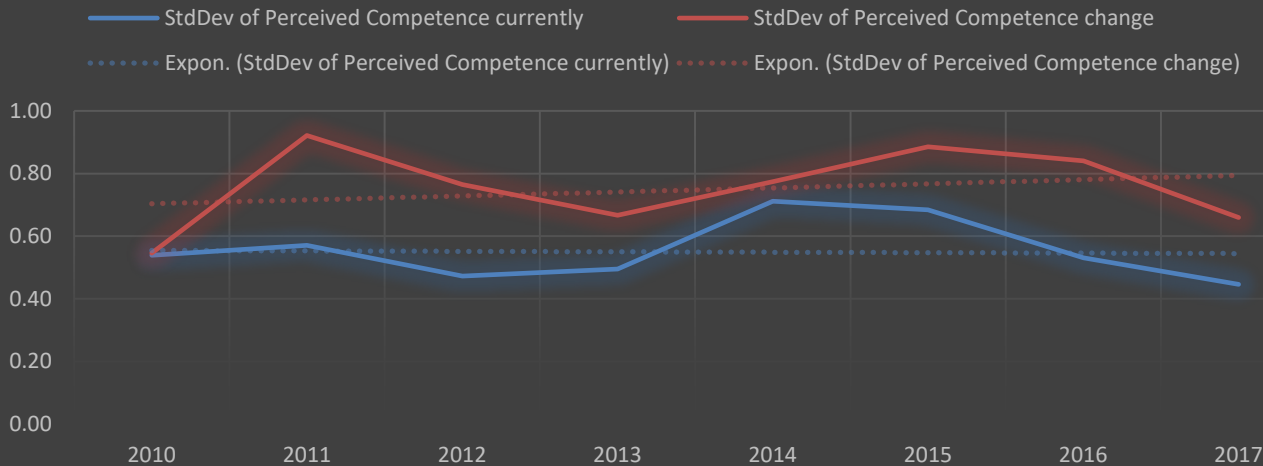
### Teamwork - Standard Deviation



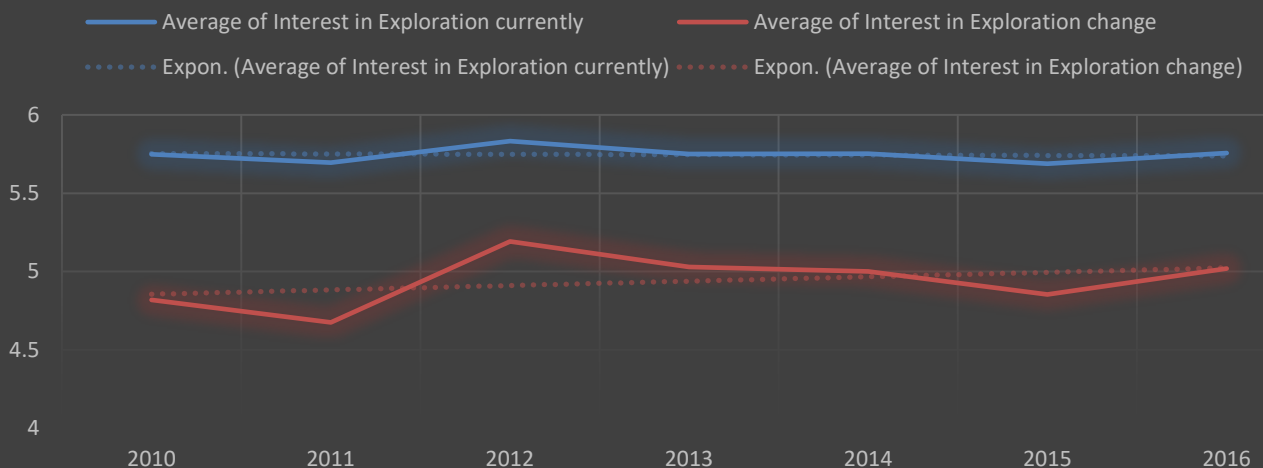
### Perceived Competence



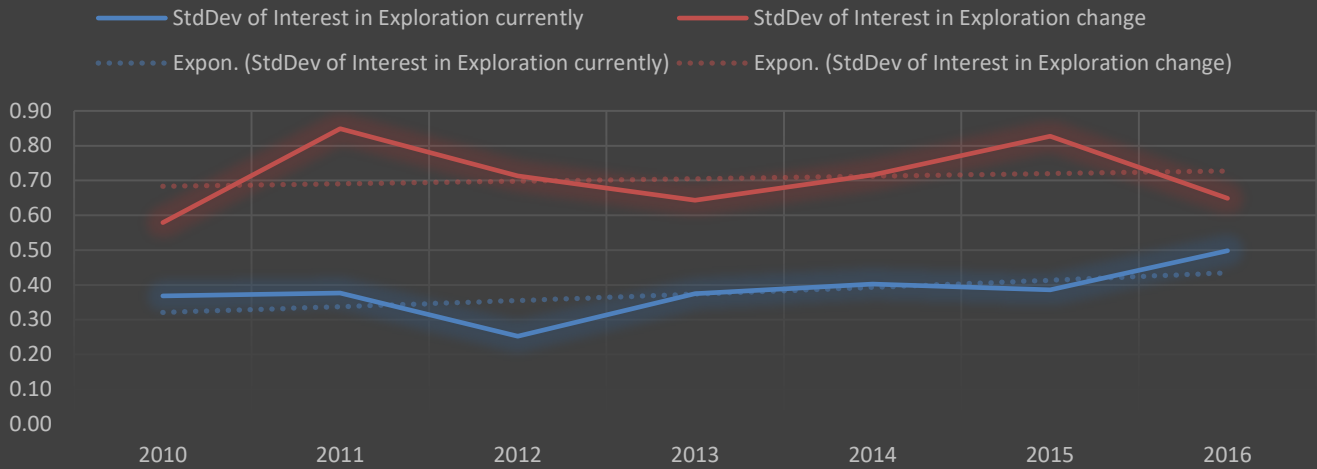
### Perceived Competence - Standard Deviation



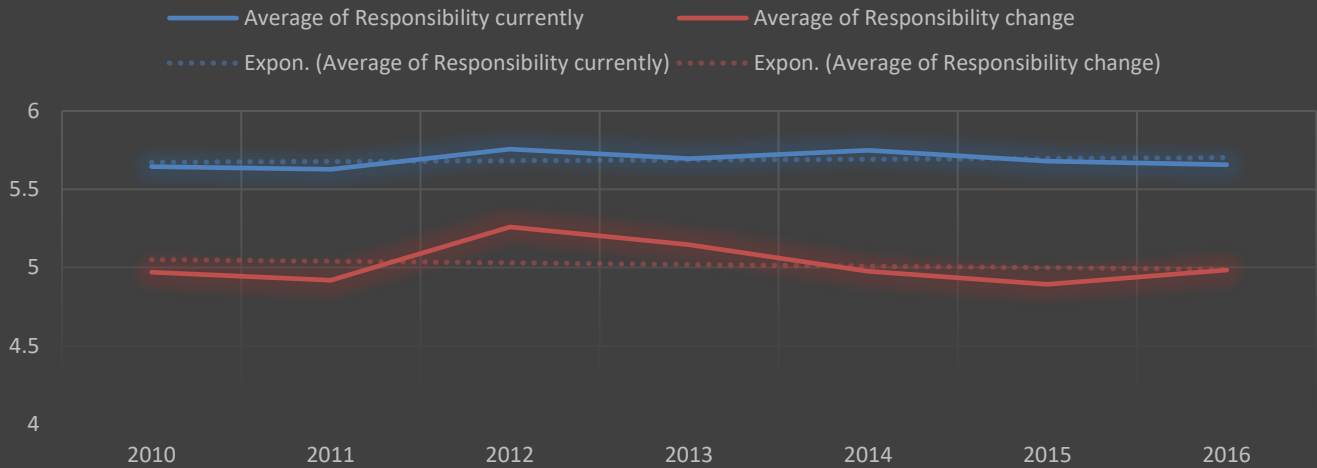
### Interest in Exploration



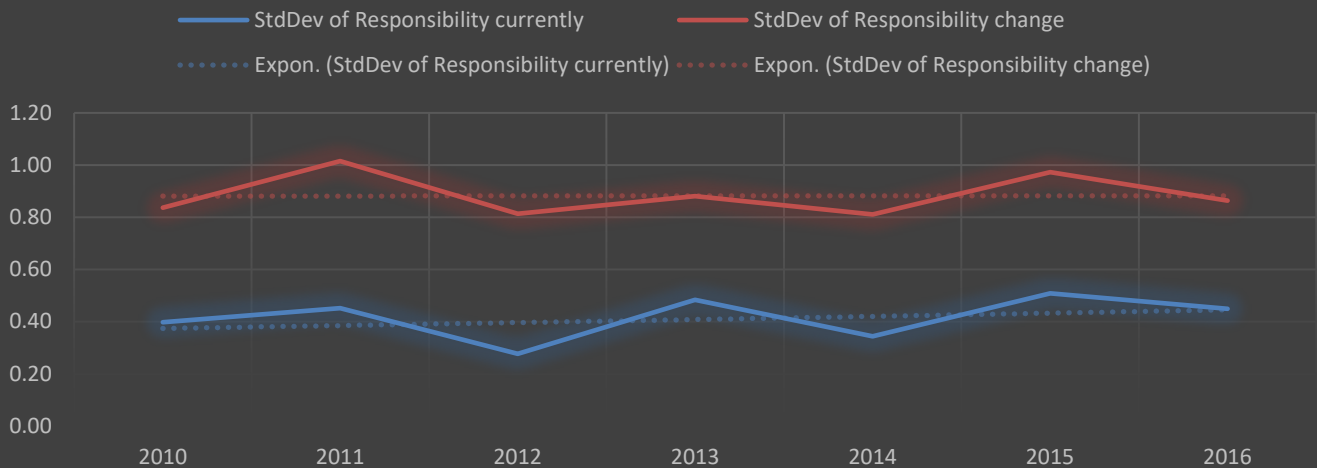
### Interest in Exploration - Standard Deviation



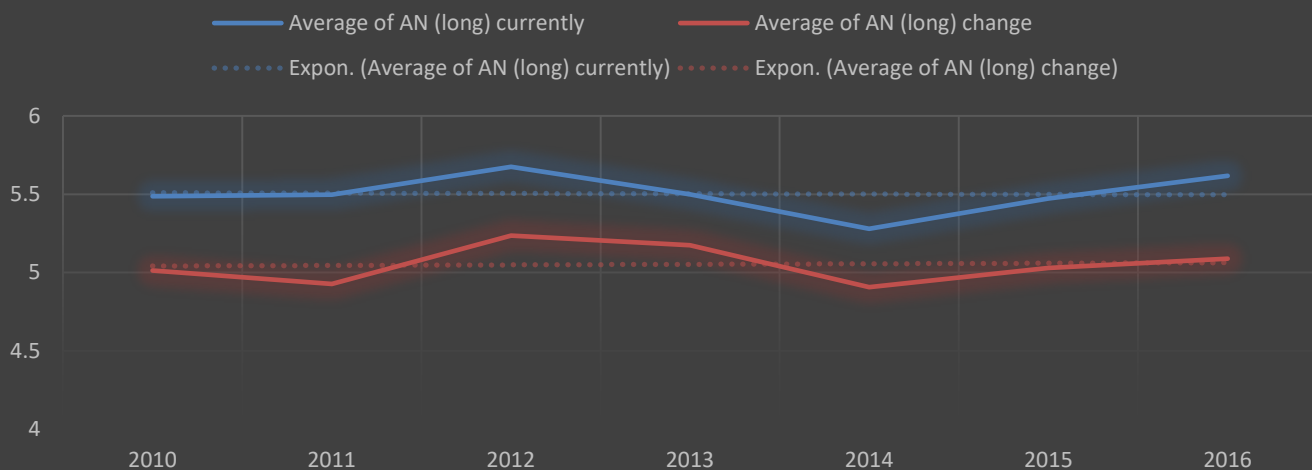
### Responsibility



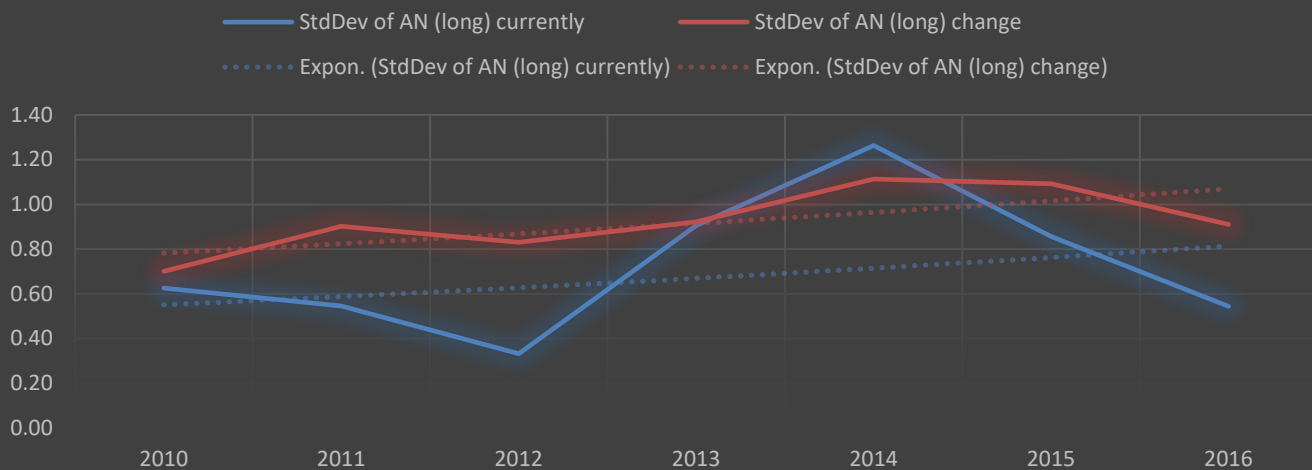
### Responsibility - Standard Deviation



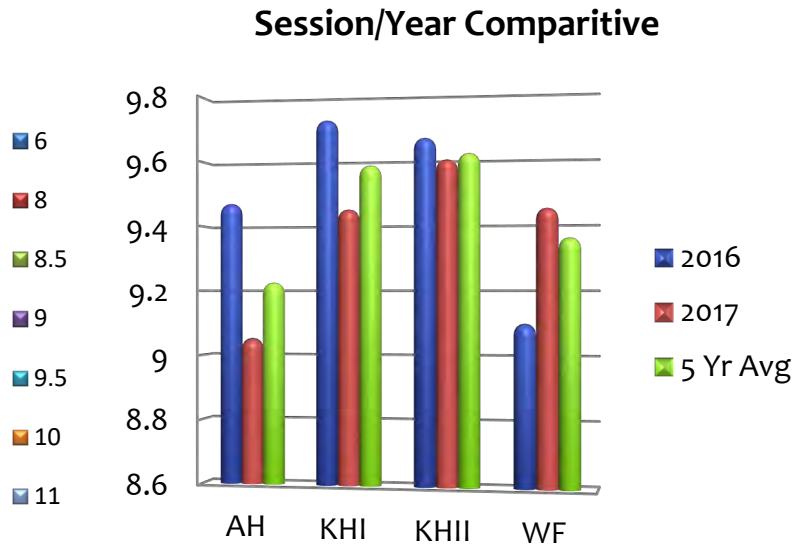
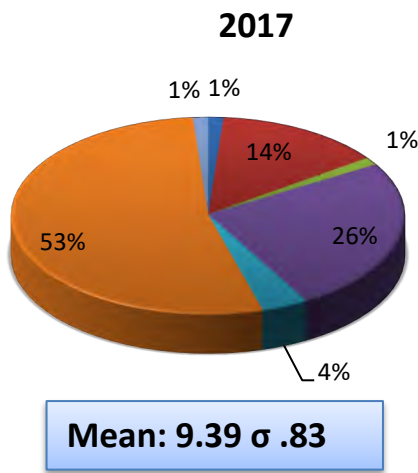
### Affinity for Nature



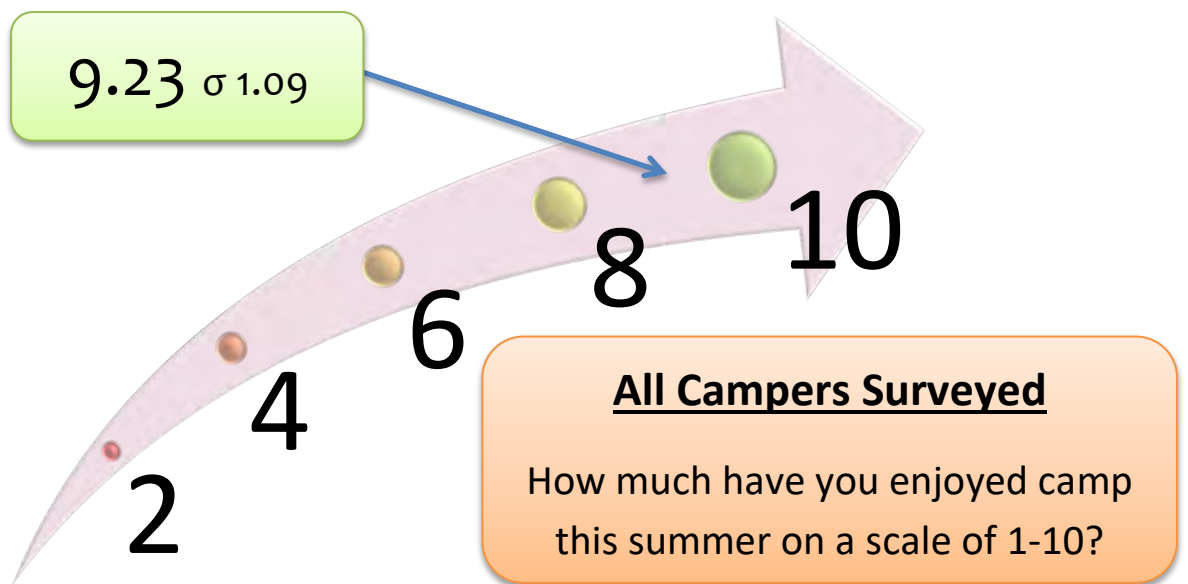
### Affinity for Nature - Standard Deviation



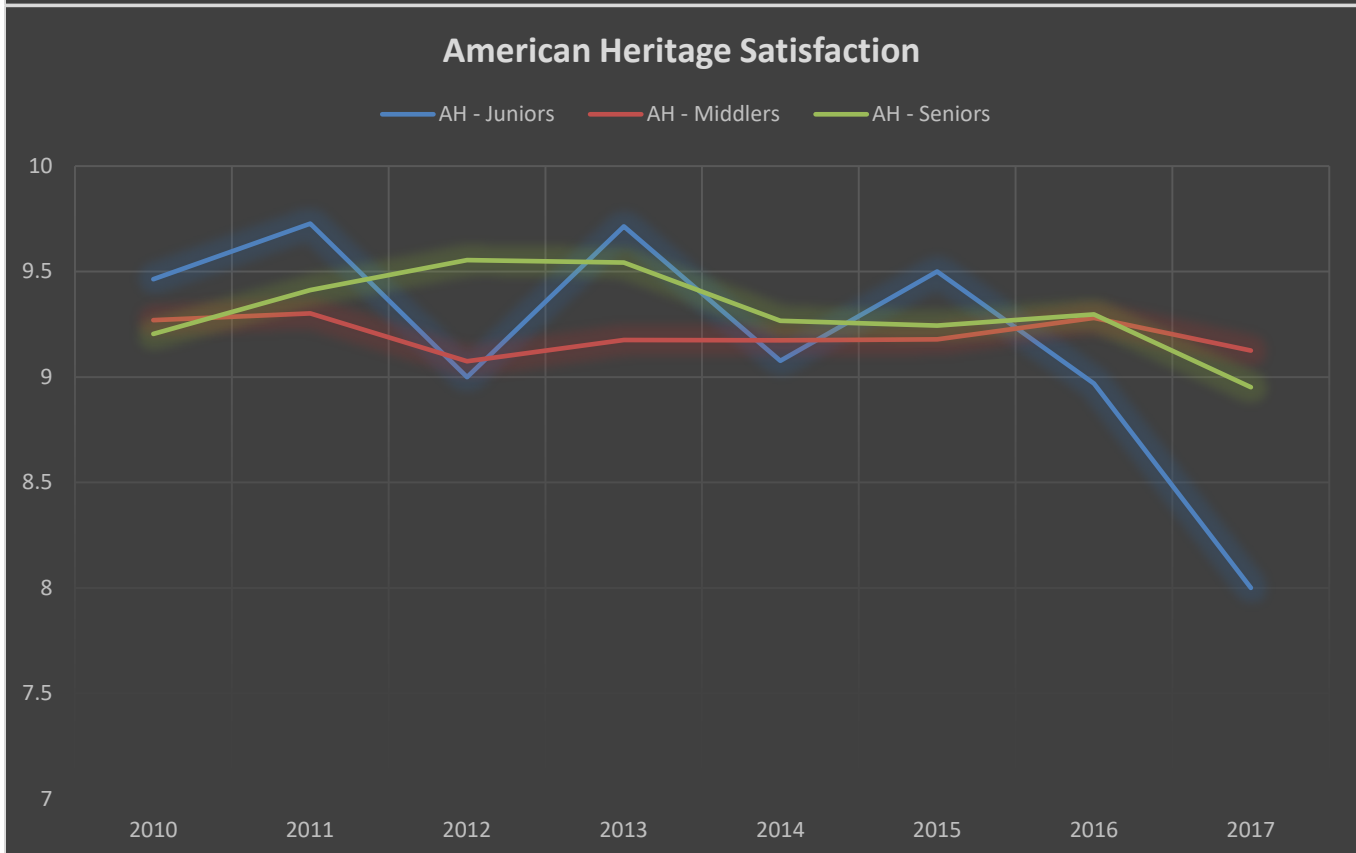
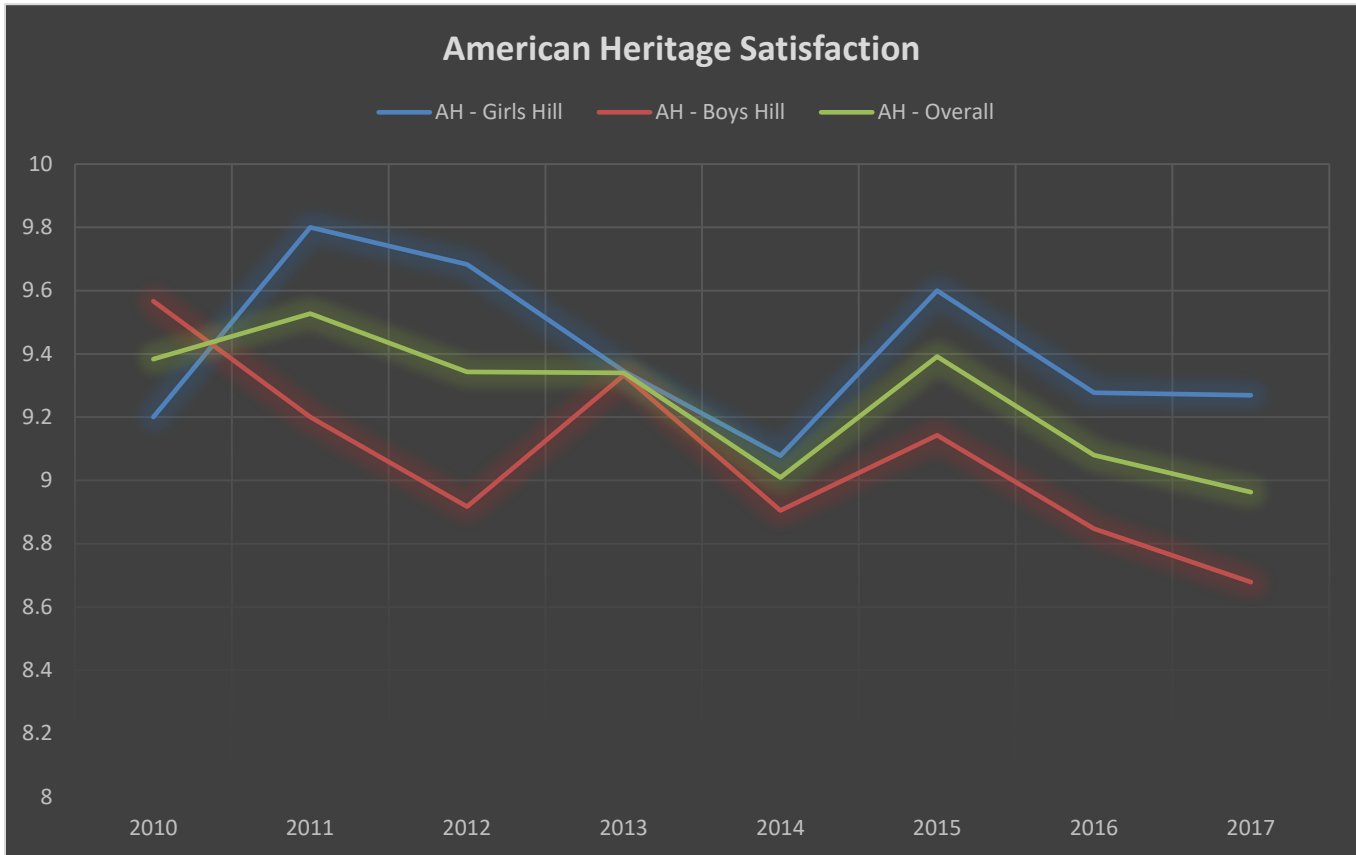
Satisfaction Survey Results and Other Analysis



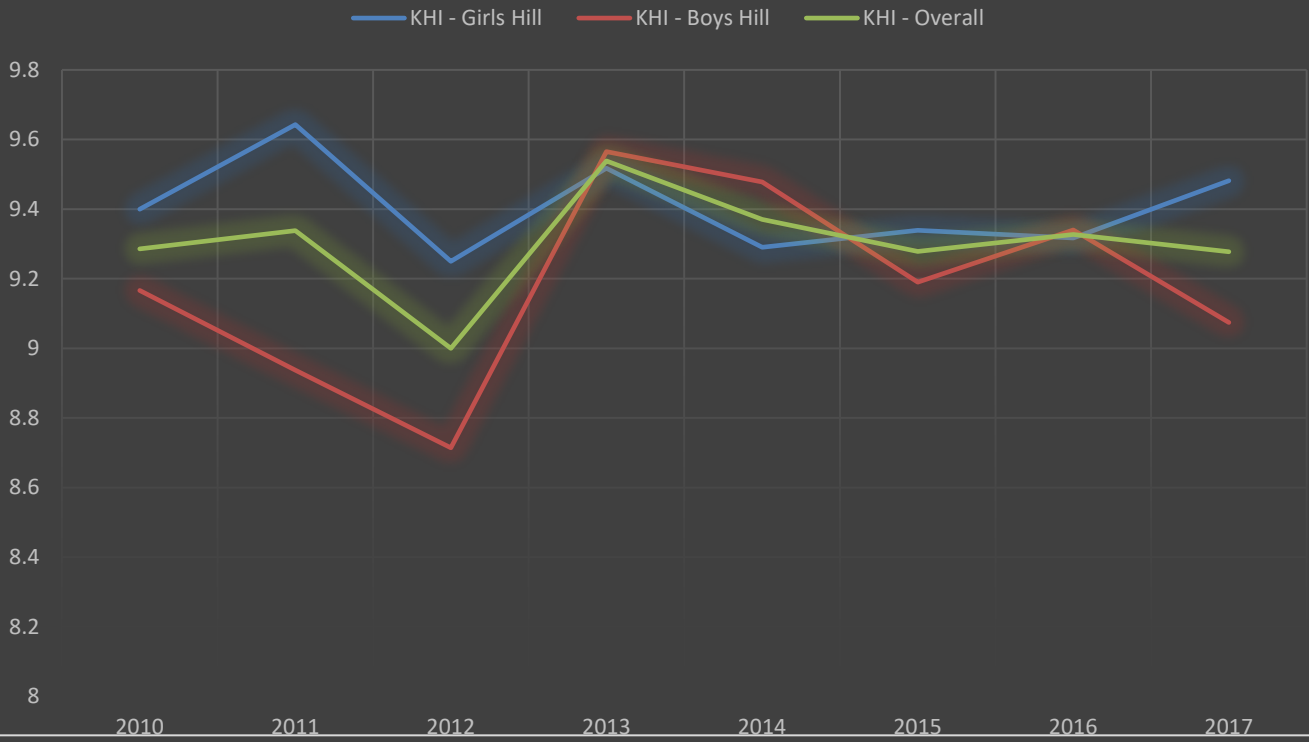
- Satisfaction rating of camp decreased .94% from 2016 (1% LOWER than 5 Year Average)
- Knighthood I was the highest rated – World Friendship had the highest effect on campers (change)
- American Heritage had the lowest effect on campers and was the lowest rated session
- Girls rated slightly higher than boys in both change and status
- Favorite Activities: Pool, Archery, Barn, GSsmash
- 53% have suggestions for changes to the program (-30%)
  - More activities / modify programs (25% of comments)
- What did they NOT LIKE about camp?
  - #1: Misc Program Comments (26%)
  - #2: Bathrooms (6%)
  - #3: Food (6%)



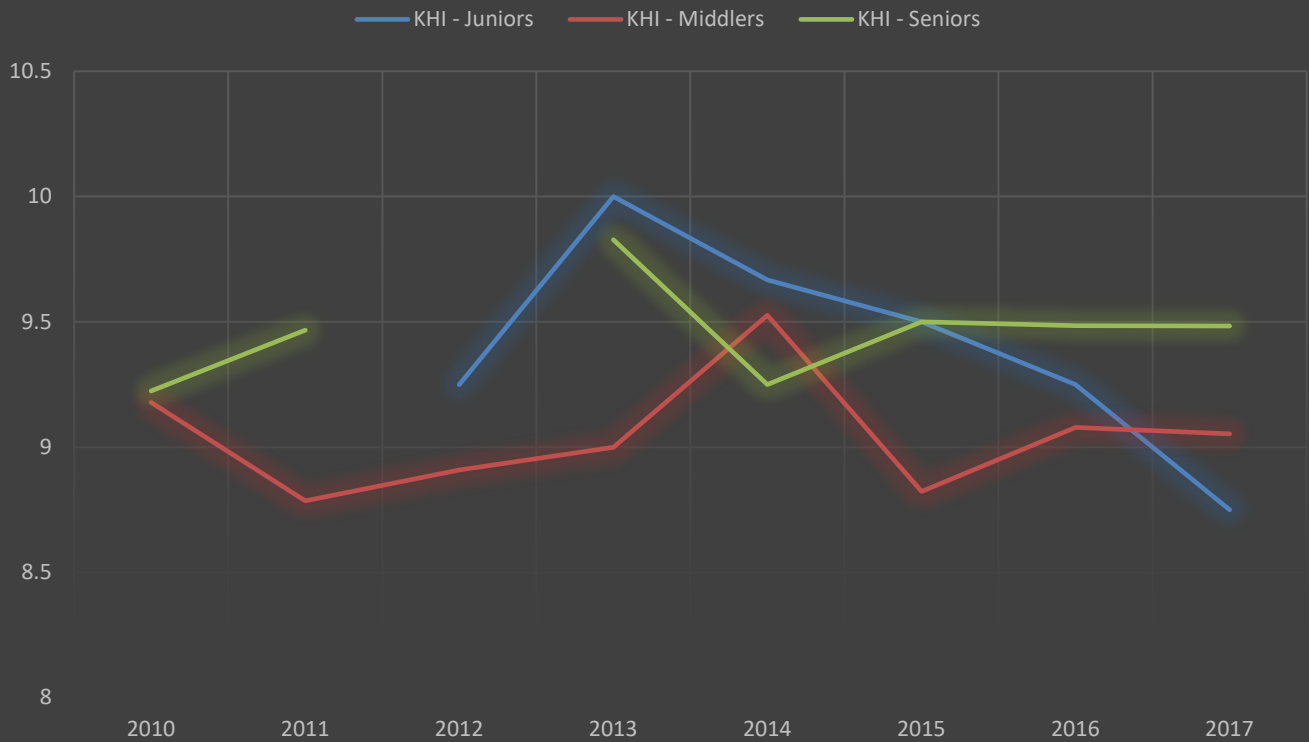
Satisfaction 5 Year Analysis



### Knighthood I Satisfaction

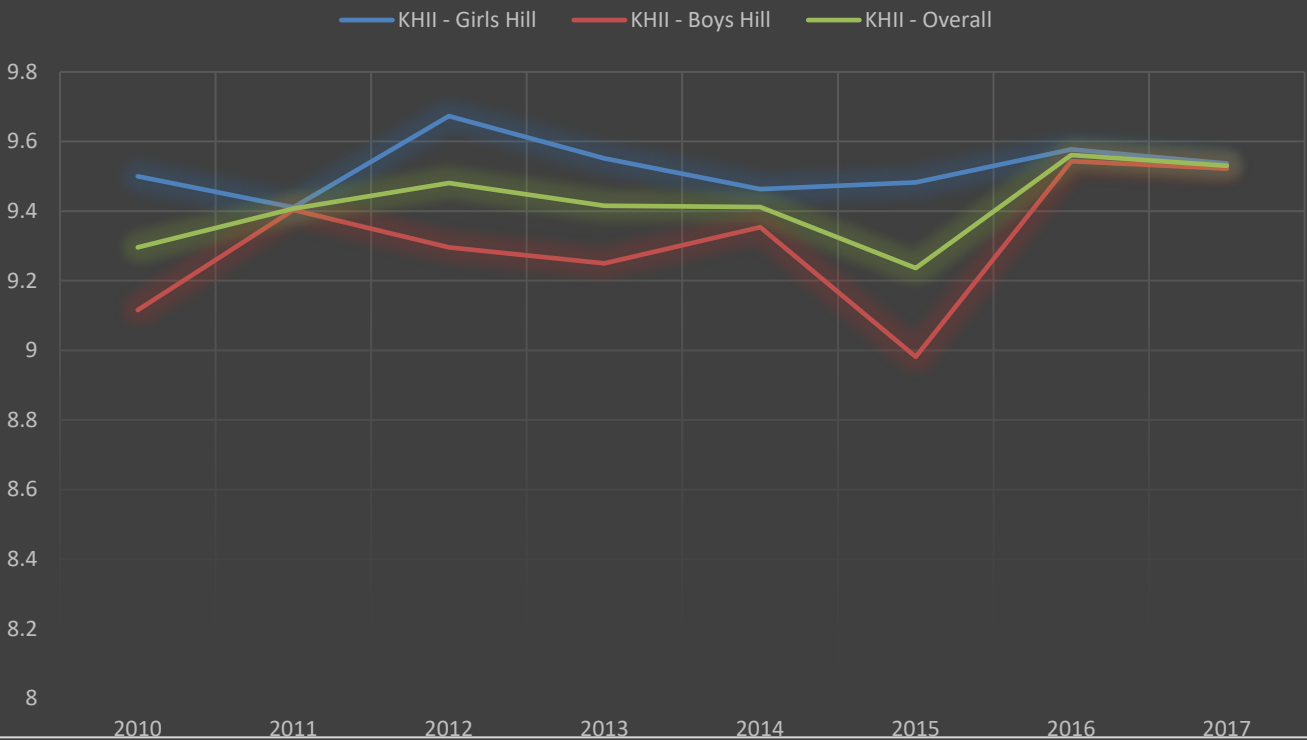


### Knighthood I Satisfaction

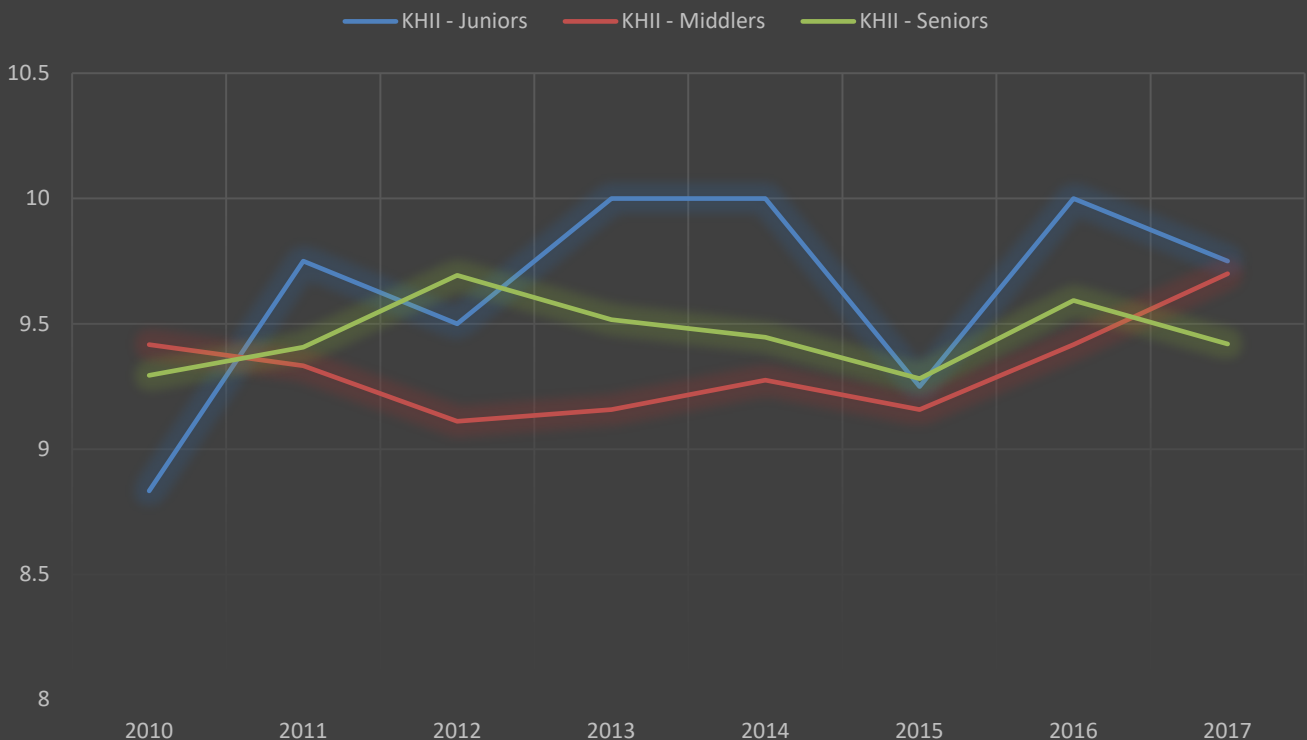




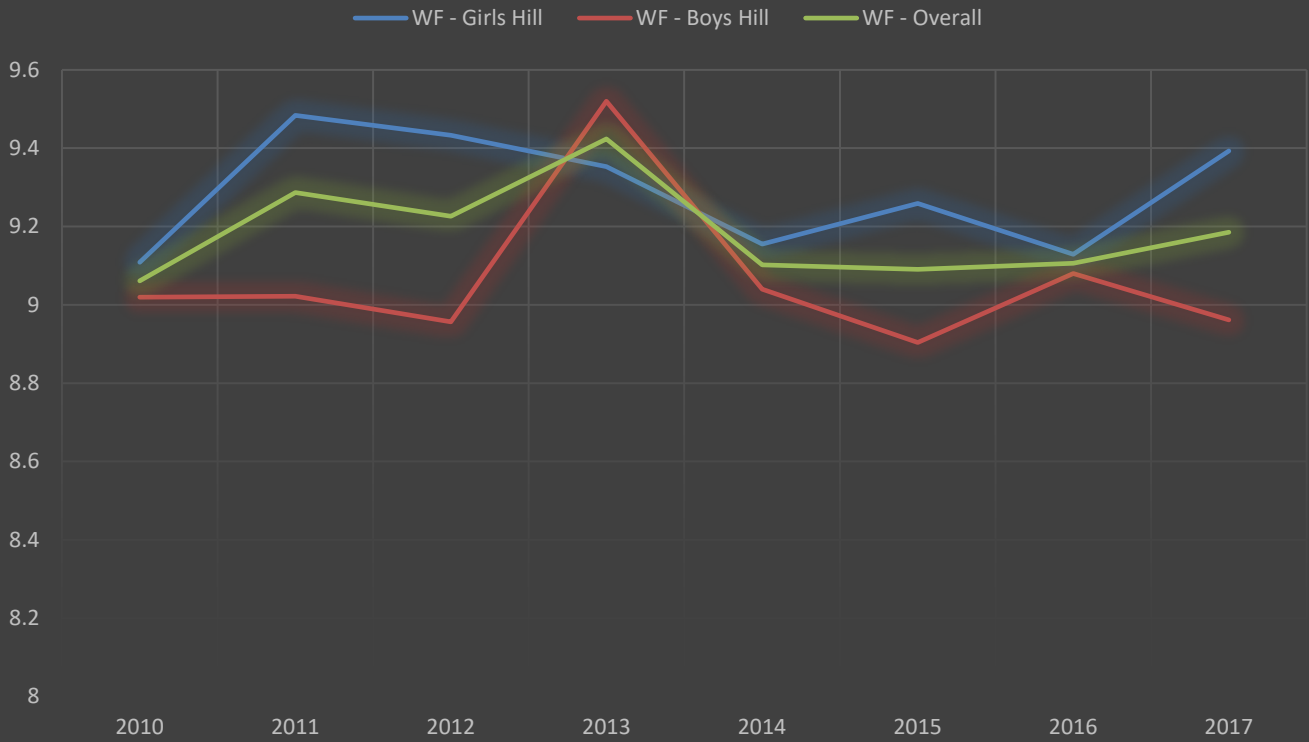
### Knighthood II Satisfaction



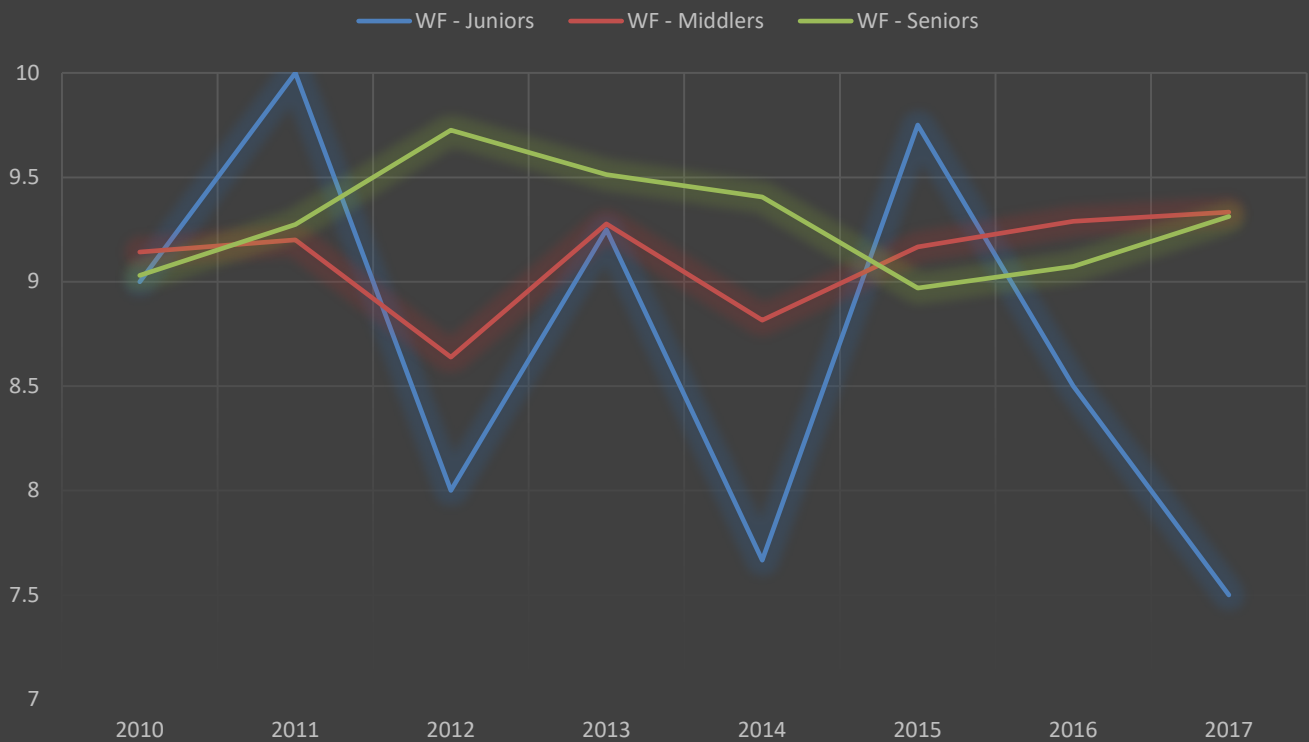
### Knighthood II Satisfaction



### World Friendship Satisfaction



### World Friendship Satisfaction

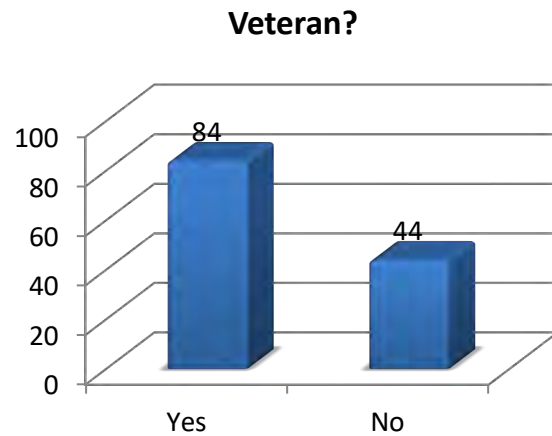
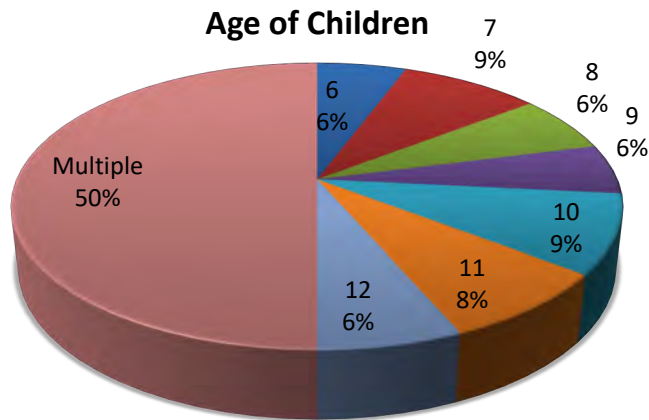


# Parent Satisfaction Survey & Feedback

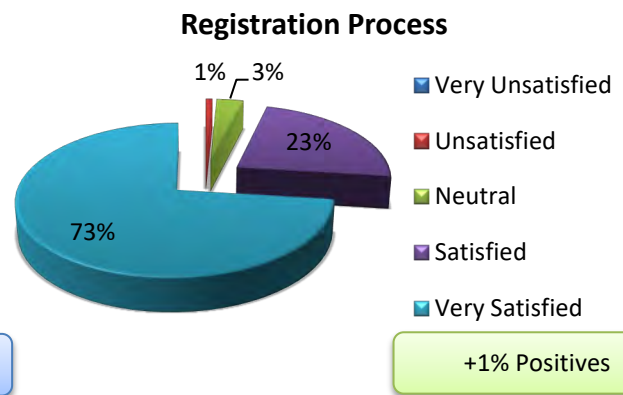
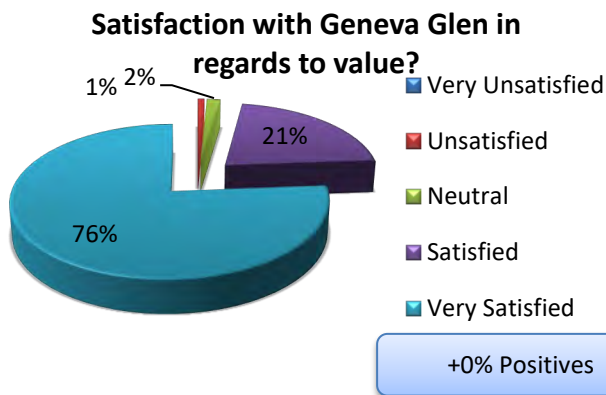
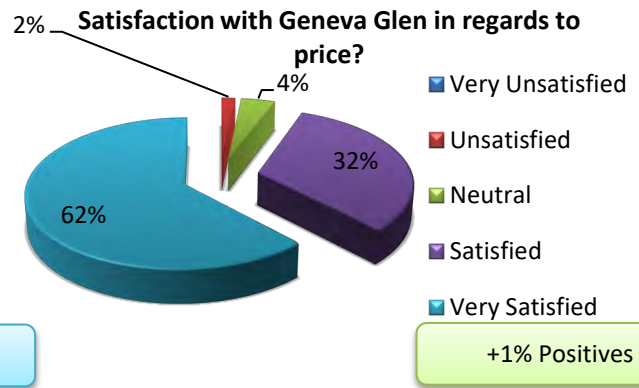
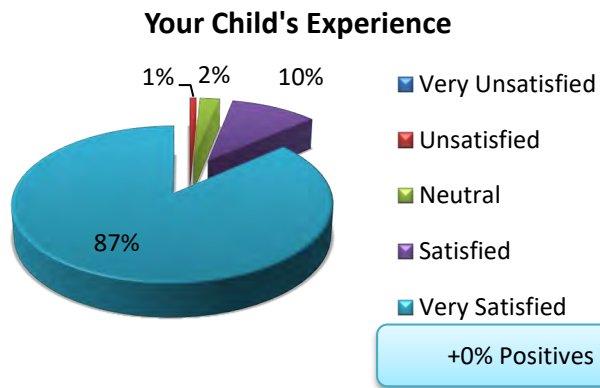
## Overview

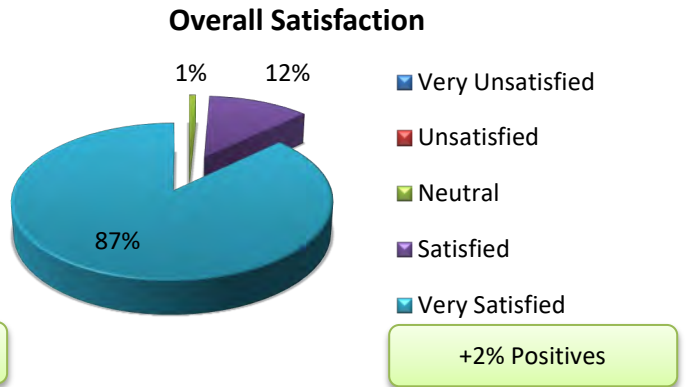
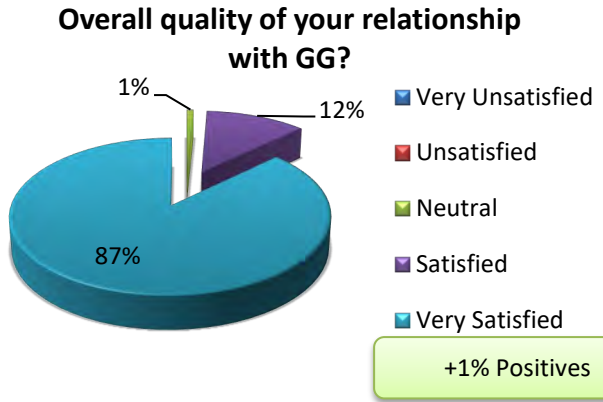
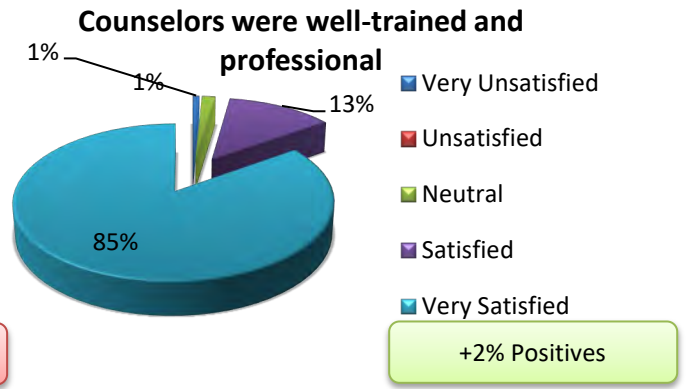
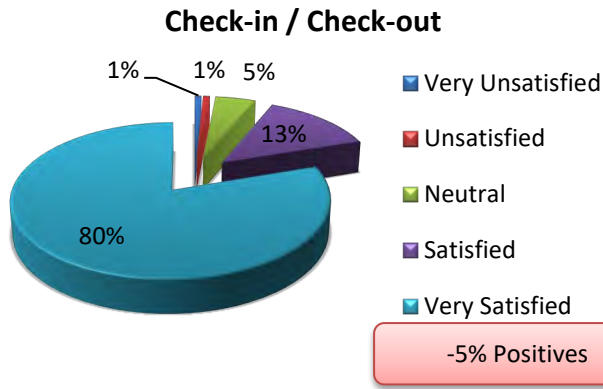
- Online form sent via Constant Contact after the end of each session
- Included both statistical and open comment questions
- 128 Parents responded (+43%)

## Demographic

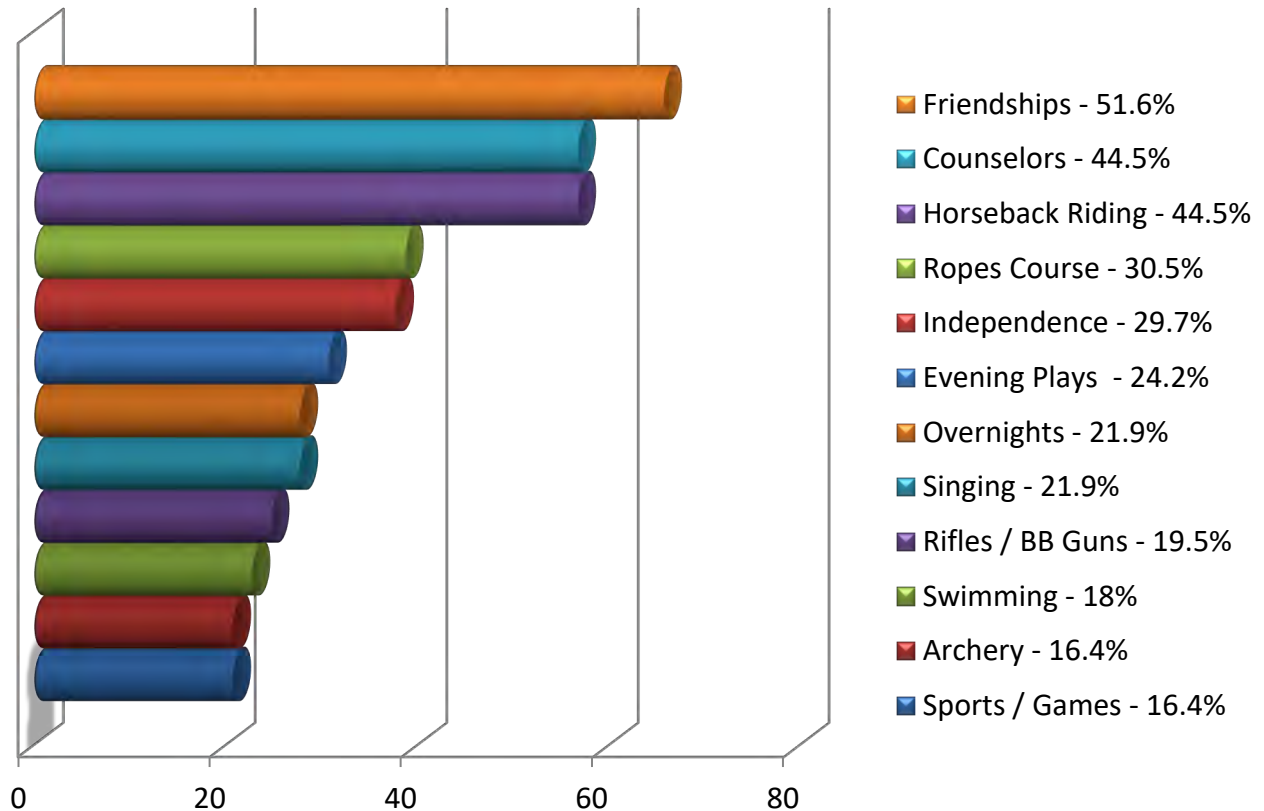


## Statistical Results

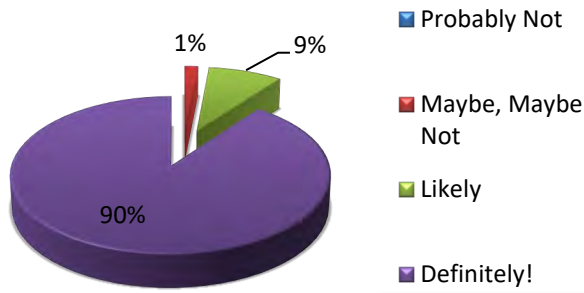




### Counts of Favorites Things from camp this summer

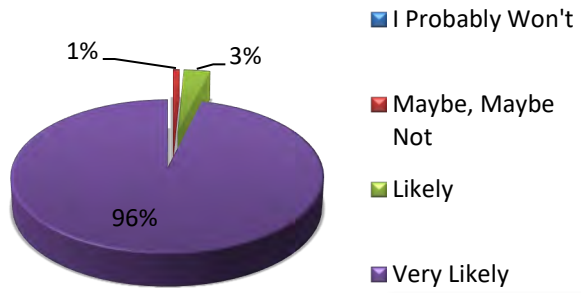


**Will you sign your child / children up for Geneva Glen next year?**



+1% Positives

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



+0% Positives

**Parent Feedback**

**Trends and other notes**

- Counselors, Friendships and Horseback Riding remain top 3 (6 Years)
- Solid increase in Ropes, Independence, Singing, and Overnights
- Rifles / BB Guns plateaued after 2 year increase
- Decrease in Swimming (5%)

**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?*

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Love GG in every way!
Truly all of it!
all the details seemed so dialed early in the process. all the forms, online and the items mailed-from medical info to payment process-everything was very efficient and easy and it was great to know all of those many moving parts were taken care of long in advance of camp! as first timers we also loved the welcome pancake breakfast. since our daughter is still so young, I hope we can come again next year as a refresher.
The camp counselors, even asked a few times, said it was good, my camper did good, things were good. I would have loved more detail. We got to ride horses 3 times and your camper was nervous until the third time. Your camper shared her XYZ. Your camper found out she loved XYZ which she had never tried before camp..
Geneva Glen is just an awesome camp experience!!! Our family loves it. I particularly enjoy the creativity that goes into Myths and Magic and the special events for the kids. The check-in process was easy and we met each counselor, which was great. The online registration process is so painless, which I really appreciate as well.
Our son has a fabulous time and I like the low counselor to camper ratio
My daughter is counting the days until next year's camp and demands she goes for 2 weeks. You can't beat that. Thank you for providing her with important life lessons and unforgettable memories.
The whole experience was excellent, for us parents and our child!
Responsiveness of staff both prior to the session and during check-in, etc. Kindness and professionalism of all the counselors and staff.
Everything was fantastic including the pancake breakfast. Such a great intro, he was excited from that moment on!
The awesome experience you provide for these young children. We also appreciate the effort you put into training to ensure the counselors are well qualified.
Counselors were great and my girls both had a great time. I love the "magic" of this camp.
My daughter came back even more excited this year than last year. The staff was very supportive and inspiring. The activities that she was able to participate in were fun and exciting. Great value for our money.
The level of professionalism from the staff is incredible. I was impressed with their poise, manners, attention to the children and their overall enthusiasm.
Lucy had an amazing time- she spoke highly of the counselors, activities, and everything about the week.
The kids always have a blast. They can't stop talking about they're time with you. They loved their counselors, made great friends and can't wait to come back next year! Thanks for everything!
The process has been going on for decades, so it is fairly seamless for the parents when checking in and out.
the counselors are absolutely wonderful!! well organized and a pretty camp!
My daughter had an amazing two weeks. The variety of adventures really appealed to her curious mind and body. Thanks for ziplines, horseback riding, camp shows and her counselors. She has already written a letter to her two favorite counselors.
Geneva Glen has become a home away from home for Amanda during these last 10 years. She has looked forward each year to reuniting with friends from camp each summer. Thank you so much for being a constant during our moves!
Alijah's experience is hands down the highlight of his year, more than his birthday, more than Christmas; he loves GG more than anything.
The counselors were forward thinking and did a great job with breaking through the shy intimidation that my daughter held . I can tell everybody loved being there And the energy around everyone screamed "there's nowhere else I want to be except here right now!"
Geneva Glen is truly a magical, safe place for my son to grow, mature, and become a leader. And of course, he's having a ton of fun and forming strong friendships! He also looks up to the older counselors.



Having been his first camp experience, he felt welcome and had a great time!
Daughter had a great time and loved her counselor Madison from Silver Birch. Thought the parking was really cute and she loved the skits and fireside activities.
Wonderful group of folks doing amazing things for our kiddos.
the ease of drop off and pick up
overall happiness of everyone at the camp that rubbed off on my son
I loved this camp and my children will definitely be returning!
The activities were amazing! The commraderie that developed in the cabin was wonderful and the counselors were exceptional!
My daughters sense of self and confidence grows each time they attend GG. I'm so happy that they are incorporating the GG values into who they are as individuals.
My girls love every part of Knighthood. They come back from camp better versions of themselves. I believe it's the positive influence the staff and cabin mates have on them.
childs experience
The counselors
My children had a great learning experience this session.
The safety of the children and the professionalism of the counselors
Paul and Charlie LOVE GG. What an incredibly special place - so happy they have the opportunity!
I interacted very little with the counselors but the little was good. It was great to get a letter from one of them during the session about our child's experience.
I thought everything about the camp experience was great. They loved it.
Always value the counselors - professional, compassionate, well-trained, smart people.
Great counselors and overall great experience
This was Kaelin's first two week overnight experience after attending Myths and Magic last year. She returned with the awe and wonder that inspired me when I was a camper -- singing songs, talking about her cabin mates, noticing her natural environment more.
Camp is a huge financial investment for our family, but the VALUE is everything. Camp is one of the most important financial investments we make because of the value, (physically, mentally, emotionally, experientially)!
The counselors teach or reinforce personal independence and self sufficiency
My son loved his counselors! Loved archery!!
Both kids had a spectacular time at camp. They love the activities, the counselors, the place. I do appreciate the forms and info being in one place online that you can access for both kids easily.
The quality of counselors and the ease now of online registration forms, medical forms, etc. is top notch!
The counselors and our experience with GG is amazing!
Our kids live GG. It's their favorite place in the world, which in turn makes us happy too
My kids have straight up fun!
I love the counselors - both of my kids were enamored by theirs!
GG treats every camper as it's own...an unique individual. That's every parent's dream.
The counselors and leadership are excellent! Love the camp grounds and the activities. Luca LOVES Geneva Glen and that makes us LOVE it too.
Counselors and camp leadership
Nathan LOVES Geneva Glen, especially his peers and the counselors. He really had no complaints or negatives.
Overall, I am satisfied with all aspects of the list provided above.
My daughter's experience is priceless. She is beaming when I pick her up and the car ride is full of stories and

smiles. The friendships she makes and the experiences she has are things I treasure. She is always looking forward to the next Summer camp experience.
My overall satisfaction with Geneva Glen is excellent. My daughter absolutely loves coming every summer and I am happy that she is making memories that she will have with her forever.
Counselors were exemplary. Nick K. was especially professional and helpful. See below.
The kids both had fun, tried some new things, and had counselors who were interested and invested in them.
We loved our son's overall experience. He was able to disconnect from our wired world and immerse himself in daily adventures. We're loving his stories and hearing about the relationships he developed, new activities he tried, etc.
Ours girls come home with a renewed sense of self and confidence following their time there. It is amazng.
The deep and lasting friendships my son has made
The children can't wait for next summer-- thank you!
Our kids experience!
We love the atmosphere at the camp and how children are encouraged to pursue activities that they are interested in. Our daughter was able to go the Barn almost every day, and she was in Heaven.
Great experience.
Online forms is a great help. Loved the friendly and helpful counselors at drop off and pick up.
Every aspect was perfect and my grandchildren had a wonderful experience. Thank you so much!
This place is heaven on earth. Thank you taking such great care of my kiddo. He even got the stomach bug and stuck it out. Many thanks to lovely nurses that took such great care. We have recommended the camp to everyone we know. It is just an amazing experience.
Awesome counselors!
My daughter truly just loved everything. She made lots of friends in her cabin, and was friends with "everyone" in her cabin. There were no cliques. She loved archery, the olympics, the food, the counselors. She cried when we came to get her saying goodbye. She is counting the weeks until next year (49 1/2 now?). Thanks GG. Here's to many more years.
GG is a solid camp experience.
Ava had a great experience with her counselors and came home more confident and independent.
The entire experience with Geneva Glen has been wonderful and we love what you do. (Except for one thing - which I'll get to below). My son went again this year (this 6th) and has now aged out, but he's thinking of coming back as staff next summer. My daughter unfortunately was not able to attend this year, and I'll get to that below. The friendships my son was able to foster over his years at camp have been incredible. Watching the staff and campers say goodbye at the end of the session each year tells me all I need to know - that they are all family. Kudos!
He had a wonderful time but was really homesick.
Over my family's 50 years of experience, GG continues to provide a magical healthy environment for learning things that simply are not available to learn anywhere else in the world: moral values, interpersonal relationships, clean mountain air, leadership skills, acceptance of both success and failure and many more.
The check in/out was really easy and friendly. The counselors are AMAZING, you do a really good job with selection.
The overall fun our child has year after year and the values that are taught are important to our family
My son had a great experience and made lasting friendship. Geneva Glen gives him a safe place to be a teenage boy.
Positive attitudes of counselors, activities.
Counselors seemed well-trained and professional - my daughter was very very happy!
My son had fun at Geneva Glen and would like to return next year.



As expected, our daughter had such an amazing time at her first two week session! GG is such holds a special place in my heart, and I am so grateful our daughter gets to experience it as well. A HUGE thank you to everyone involved in accommodating special diets!!! She has Celiac Disease and was able to eat safely at camp the whole session without getting sick. It is so wonderful she can be a part of camp despite her allergy. Thank you!

I am very satisfied and thankful with Nancy and Ken because they gave my daughter the opportunity of being in GG camp and have new different experiences this summer.

Our son loves the camp. We love the staff. Check-in and check-out are efficient and well organized.

Check in / check out

The activities the counselors did with the kids was great. The kids learned a lot about themselves while working together with other friends at camp.

The counselors are very nice and do a great job getting the kids acclimated. I love that I get a post card at the end because my kids seldom write home.

### *What specifically are you dissatisfied with from the list above?*

---

There should be a sign about not having to stop at Step 2 unless you have medication to check in or speak with the nurses.

nothing-the only thing was some long lines checking in but its to be expected. maybe the medical can be started online even day of at home?? and signs in the parking area as to where to go.

See above

The one area that might be improved a bit is the socialization experience. My child has attended two sessions and each time he has mentioned feeling excluded a bit by some of the other kids in his cabin. He also didn't know the names of all of the kids. This may be more about him than the way that the counselors handled ice-breakers, but I thought I would mention it in case there is something more to be done.

Since check-in and out fall on work days, I would prefer check-in be earlier in the day so that we don't have to take so much time off work.

nothing

Nothing

I am very concerned that my child was bleeding vaginally and i was not informed for 24 hours. Also concerned that she was misdiagnosed and given information about her period when that's not what it was. I wish the nurse had called to speak with me so we could get to the bottom of it together.

My children told me How Many treats and candy and soda they had ( I am sure some of this is embellished) but I would appreciate if the sugar intake was limited. I am Not saying take it all Away, they are at camp and are kids, but I think it seemed Like a Lot of treats were consumed.

The only question I have is about the showers. Lucy told me that the girls were not allowed to wash their hair because their hair would clog the drain. She took 2 showers in 4 days but said she could not wash her hair. Is this true?

Nothing. We're super happy with GG. We'll be back next year!

*The health clinic medicine drop off takes too long. Maybe hire extra nurses on check in day?*

The price. But who doesn't complain about the price?

I am hoping next year to get Tia into knighthood!

Nothing.

Nothing. Thank you for your assistance with tuition; it allows me to make an ongoing commitment to him to attend camp.

Nothing

This is trivial, but you need a better way to get trunks back and forth from cabins, particularly high up girls cabins.
It's pricey...but it's worth it.
The medical check in procedure was poorly run. We stood in line for 45 minutes waiting for our turn. The sheer number of children with medicine overwhelmed the two people working.
The counselors, the check in process and the overall camp communication
My only complaint was that my daughter's cabin was without electricity so often. I know that it is camp, but the was no contingency plan it seemed.
Also, there was very little access to showers. Again I know it's camp but staying clean, even on a basic level, should not be discouraged.
All was good
Doesn't everyone say they want to spend less and get more?
Some camps allow for email to get printed and delivered. That would be a nice feature to add.
I am not dissatisfied about anything. Camp is more expensive than I would like, but we can deal with it. The registration process causes so much anxiety. The wait to find out what session we got into and if we got in at all is just awful. We have a few years of seniority, but I fear that if we don't return the card the same day we get it in the mail, we won't get in.
The lines at registration were a bit long, but not terrible.
nothing from the list above.
Wish there was more info on cabin assignments before checkin
It would be nice if someday the registration process was online.
The camp is pricey but certainly worth it! I just know that it allows for less socioeconomic and perhaps racial diversity than it would otherwise if the price were lower.
Minor issue, but I love the whole singing and cabin/counselor introductions. However, because of timing/location of medical checkin (our kids like to be front of line) we miss that whole song intro. Conundrum, because I know everyone wants to check in quick, and when to do the intro...
absolutely nothing!
Longer rest hour my daughter says. :)
Nothing from the list. Luca was very disappointed about not "ranking" for the second year in a row. He does have ADHD and is on medication and the counselor told me that they discovered that he had forgotten to take his medication a few times. This obviously makes me sad. The counselor said the decision to not rank was a tough one and didn't have anything to do with his ADHD but I am not sure that they were coaching him on how to change his behavior in clear realistic way. He has trouble with empathy and I know he did not demonstrate the skills. It is just hard to see him so happy about camp but so sad about the ranking.
nothing!
Nothing.
None
Nothing
It is tough that we seem to be on a waiting list for the specific camp we want every year but I don't see a better way for you to do registration based on the number of kids you have returning every year.
Our son was repeatedly concerned about a dormmate whom he described as a bully. This young man was reportedly physical ('violent' according to our son); for example, he allegedly punched another camper in the face, threw rocks at campers (including our son), and made other campers scared. The counselors reportedly held him on probation, withheld his rank and handled it as well as they could. However, our son felt that this young man should have had to sit out of activities or be separated from those who were hurt or scared by his actions.
Check out - My children were on an airport run which left at 9:30 a.m. Their flight was scheduled to leave just

before 1:00; they arrived at the airport hours ahead but still wound up missing their flight. I was not alerted that there was a problem until my son contacted me 20 minutes before the flight departure to tell me they were still waiting at security. I understand there were issues getting another child who was flying internationally on her flight which resulted in my children and another child missing their flights. It seems that this problem could have been easily avoided by having another counselor there to help (two counselors assigned for six children with one flying internationally seems ambitious). As an alternative, I would have preferred to have the option for send the kids to the gate on their own rather than missing the flight and wish that I had heard from someone at camp that there was an issue before it was too late so that we could problem solve. The kids were both sick, wound up getting home almost five hours later than expected, were unable to sit together on the flight (even though I had paid extra for early check-in for their original flight to ensure this would not be a problem), and their bags were also checked in late and one didn't make it on the original flight. We wound up driving to one airport twice that day to pick up bags and another airport to pick up the children because they were re-routed. All that to say, it was a big ordeal which really seems it could have been avoided.

Nothing

One of the counselors was less than spectacular - while the boys found it funny or interesting, the stories my son has told me suggest this counselor was discussing topics (e.g. the Russian Sleep Study) and using language that was inappropriate.

Nothing.

Nothing.

Nothing!

Would be great to modernize registration and have it all online

none

Not really anything.

I would like to hear from the counselor more than once.

none

As alluded to above, my daughter was not able to attend this year with her twin brother. In the 6 years he attended, my daughter was only able to attend 3 of them: she was only able to attend 1 of the last 4 years. I appreciate that it's not my place to say how you decide to accept campers, but I will share how your current registration / acceptance process is perceived.

I understand that there is (and should be) a priority system in place for campers with seniority to re-attend over those with less seniority. I also understand that girls re-enroll at a higher rate than boys which probably contributed to my daughter not making the cut. What I don't understand - and maybe it's because I don't know all the facts - is why certain campers presumably with higher seniority are accepted into multiple sessions in the same year before less senior campers are accepted into a single session. That's a tougher pill to swallow and has been a difficult process to defend to my daughter over the years when she didn't get in and her brother did. I know life isn't always fair, but truly this doesn't seem fair. If I mis-understand the facts I'm very open to hearing about it.

I also hope that this feedback is received in the constructive manner in which I'm intending. Truly - both my kids and I love your camp and think the experience has been second to none. Our daughter also has fond memories and speaks very highly of the camp based on the years she attended.

He came home with a sun burn.

I attending the Knighthood Induction where my son was held back from his rank for the second time in 6 years. The first time I wrote a very aggressive letter of discontent to Ken and Nancy that I continue to believe was justified based on that having been his first year in the program. This time, I was more accepting due to the rank being attempted (Sir Knight's Page). However, when I heard the counselor's verbal evaluation there was little to no substance. There was nothing specific; only broad generalities that left nothing for my son to work on. Even so, Serge was accepting but complained that he was not 'selected' to attend any of the off-site activities that he

signed up for and that his camp out was only to the Old Outpost which did not seem like much of a camp out to him at all.. I think these comments were aggravated by his being somewhat ill for most of his tenure this summer (something you could not prevent). His overall comment to me about his 2017 experience at GG was that, "if things had to be the same next summer as they were this summer, he would prefer to stay home". That comment was a bit painful for me as I am sure it will be for you.

It is extremely expensive, especially in comparison with other camps that have more activities available such as camps on lakes (with water sports),.

My son came home with a bad cold and pink eye. Not a big deal since he's 15, but a mention of it from one of the counselors would have let me know they had his health on their radar.

Bunk bed safety railing height, sunscreen use, boys lavatories should be in the cabins like the girls hill new cabins.

To be honest, we are currently feeling disappointed about my son's experience. We would have loved to hear from the counselors when we picked him up a bit about his experience. Instead, we were told to sign a form and were sent on our way. So, we've only heard about his experience from him and it sounds like he encountered mean kids, as well as counselors who did not create an environment of integrity, kindness, and trust. Based on his stories, it didn't sound like there was the focus on character that we'd hoped for/expected. He still enjoyed himself, but we are troubled because we thought he would get those things from his time at camp. Last year he won the award at another camp for being the kid in his cabin who most exemplified the camp values; this time I have no idea what kind of camper/friend he was.

It would be nice if there were more counselors available to help deliver trunks on girls hill.

The ability to pay via credit card would be most helpful. PayPal or Square would be great options.

Registration

I wish that Geneva Glen would send an email picture of some of the activities we could talk about when the kids got home.

My son said he was bullied by a boy in his cabin (he had his candy and water bottle stolen) and several of the boys thought it would be fun to bury 5 of his shoes in the volleyball pit ( they are still there). He had a great time and just mentioned these things in passing, but I suppose if there is someone who is making the others afraid there should be something done about it.

### *Do have any comments or suggestions on the camp activities?*

---

more music and art perhaps? coming home with camp songs or stories told so we can share and hold onto these? we loved the recipe for yellow meal. this sort of thing keeps the camp experience going long after the event itself.

Just wish counselors were more attentive and willing to share.

Even having little cards they fill out as a report with check boxes and a few sentences that talked about activities and specific to my kid

I love the fact that they do an overnight with the kids! It was a bit challenging for my son's allergies, however. Next time, I will send some allergy medicine with him so that he can sleep in the grass without getting severe hay fever.

I would love if you posted pictures online while the camp was going on so that we can see what the kids are up to - its hard to have no contact!!

no they are great!

Its all so good!!

Bianca thought learning how to cook might be a good additive .

I would recommend that you specify that jeans and cowboy boots are required for horseback riding. My son was really looking forward to that but wasn't able to do it because we didn't know those things were required.

Thank you and keep up the good work!
No.
Have you ever explored the idea of adding a new "area" to the schedule? It has been the same forever, but it might be fun to add a new one or change one. I don't have any ideas... ;)
Caroline said she was freezing the night they slept outside and hardly slept at all. I packed her plenty of warm clothing, but she said she "forgot" to wear it. Who knows what actually was the case, but I think at this age (7), they still need to be reminded and checked on to be sure they have the appropriate clothing on. While I encourage personal responsibility, they just aren't quite ready to be totally on their own in this area. But maybe the counselor did help and she had it on? Who knows- not worried about it, but might be a good thing to remind counselors.
I know my daughter's desire to ride horses has waned not because she does not like to ride but because she would like more variety (and possibly freedom) in the trail rides. She says it gets boring after awhile.
Our boys just loved camp this year, as they do every year!
Canoeing?
Sounds like there is a good variety
No, she loved the whole experience and felt like she got to participate in all activities several times.
None. She loves all the activities.
I was so glad to hear that my daughter had the opportunity to ride horses this year as last year she did not make it on a ride the whole session even though she tried signing up repeatedly. She also got to be a teen leader for the barn which she loved. My son would have liked to be a teen leader at ropes, too, but didn't get any info about this, so maybe it would be good to make this sign up process clearer. It sounds like Induction/Ladies Court did not go quite as late this year which both kids were very happy about as that late night is always one of the things they like the least.
His only disappointment was only being able to do several of the ropes course things once - Oh Mama and Zipline. And the day they were supposed to do the climbwall was rained out. I know that's part of being a middler, but he was definitely bummed at only getting one shot during two weeks at those things.
My girls love the open space trips. They would like to go on an out of camp overnight or 2 day with overnight trip.
no
Keep doing what you do!
he loves to cook so any kind of cooking activities would be a nice addition
More powerful BB
She didn't get to do the Double Dipper but one of these days.....
maybe to strongly encourage the campers to write home in the first week. Ava did, but it sounds like she didn't do it until the counselor made her.
I think you do things so well - no comments
Perhaps make sure there is enough cotton candy for everyone.
Let's see if we can get a better handle on this whole business of holding kids back from attaining Knighthood ranks. I believe that sometimes it is appropriate but we seem to have gone well past that. In some cases I saw 30% of the kids attempting to attain rank held back. That seems a lot to me.
When kids are allowed to choose off site activities, every camper should be allowed to attend at least one of those he selected.
Just need to figure out how to keep everyone from getting sick!
"Oh Mama!" was rarely available - only twice throughout the entire two weeks. Also, if our child had to eliminate one activity it would be movie night.
Honestly, it sounds like all he did was shoot rifles, hang out, and swim a couple of times. This too surprised us. I realize they have choice at his age, but the fact that there were no other activities he wanted to do is surprising;

he's generally a very enthusiastic kid who loves sports, horses, music, etc.

My son says he would have preferred a campfire every night, rather than just once. And he says more circus activities.

From a parent's perspective, I would love it if you posted daily pictures/photos of the kids so we can see that they are okay. My daughter has gone to another camp (because she's been wait-listed at Geneva Glen) and they post daily through CamperInTouch. It's absolutely wonderful!! And sets a worried parent's mind at ease. :)

did not like crafts

The cook out food was not very good. Maybe having different choices would be better.

My kids were so tired when they got home they slept for 5 hours! I think it was because they were up so late the night before. My daughter failed to shower last summer but did better this year. They were both cleaner. I would love it if each child were required to write one letter home a week and if you could hire someone to take pictures that were posted so we can see what happened during their stay. I have no record of the past 3 years because they do not take pictures when they are there, or take such terrible pictures no one could tell what they have in them!

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

---

yes-our daughter loved all of her counselors and those in the sister cabin. yes and they were funny and engaging. we are still hearing stories and anecdotes! we loved going home with a printed picture of the whole team too. this was so nice!

Hopefully!

It's difficult to tell. I think the session is too short to really discern this.

Yes

I think so but not sure

Yes

Amazing. From the moment we met Jordan, I felt 100% comfortable. I instantly saw her compassion and kindness. She is a true light!

Peter loved Gabe especially, his counselor in training

Yes!

Absolutely!

Yes!

They were great role models. She adored all three counselors.

The counselors are incredible role

Models. I wish I could have one in my house 365 days a year. Thank you for being such great examples to our children.

Yes. Lucy loved all of her counselors. I was impressed with Grace Campbell!

Yes!

Yes, Elaina came home talking so much about her counselors. She told us all about what songs they lead, what games they played with their counselors, and their counselors' "fairy missions".

Absolutely. The kids love them.

We always love the counselors.

For many years now... Some of the male counselors seem reckless with boys in regards to showing off their climbing skills and allowing boys to climb high or sit on cliffs etc with little regard to safety. This has always

concerned me.
They were. And I personally appreciate the postcard during my daughters time there.
Yes, they were amazing!
yes completely good roll models.
Yes. Although it is her first year at camp she wants to come every year and be a trainer and then a counselor.
I'm sure they were. Appreciated the card from Max.
Bianca loved Dakota!!
Indeed!
Yea
Yes.
yes
Absolutely
Yes!
yes
Yes!
Yes
Yes
Absolutely! Couldn't have hoped for more!
Excellent
Yes. My daughter cries because she misses them so much every single summer.
yes
Yes
Yes.
Yes, they consistently encourage and support my child in trying new things!
absolutely yes
I didn't get a lot of feedback so don't have a great answer to this, but I certainly hope so.
Yes.
Yes to all.
Love them!
YES! The best. I have never felt anything other than impressed with the quality of counselors at GG! My teen looks forward to the counselors in his dorm as much as his friends. And they are always well placed and solid.
Yes! Very much so!
Yes! Dakota was great.
Absolutely
Yes. our son really enjoyed his attachment talks.
Yes from what I hear.
Excellent role models! Can't say enough about them! Excellent credentials, interesting dialogues, and all there for the right reasons!
Yes, all of the counselors were fantastic!
Yes, especially our youngest. We saw his emotional intelligence grow tremendously this year, more than in the past. Probably because he's maturing too, but the camp relationships have helped a lot.
Yes
YES!!!
Absolutely



They were amazing. Cabin 10 and Ashgrove.
Luca loved his cabin and his counselors seemed like really good kids. He was just crushed that he didn't get rank, but he is very excited about coming back!
Yes
Yes!!
From the very brief amount of time I spent with them- yes. My daughter spoke highly of them and the stories she told me indicate that they were indeed good role models.
Yes, they were. My daughter spoke highly about all three counselors.
Great! This was the best summer we have had for counselors.
The counselors are always wonderful and they didn't disappoint again this year.
The counselors were outstanding. Our son had Nick K. again this year, and was very relieved and happy to be in Nick's dorm. Drop-off was very difficult, due to some travel in our family that would separate our son from most of his family for nearly the entire month of July. Nick immediately took Guy under his wing, talked with him extensively, and reassured him that the Geneva Glen family was worth the investment and courage required to stay for two weeks. Our son had initially said that he would want to come home early, but we never heard a peep about that once Nick swept in, listened and allowed our son to express, then addressed his concerns with care and encouragement.
Generally, yes. My son did report that both of his counselors used inappropriate language in the dorm (as did other campers) and played music with explicit lyrics. It made my son uncomfortable, and I was disappointed to hear this since the counselors set the tone for the campers.
Absolutely. He had nothing but great things to say about all three of his counselors. They were warm, encouraging, and fun. They fostered his leadership skills and ensured he discovered the magic of the Glen.
Absolutely!
Absolutely.
See comment above
Yes! They are amazing.
yes
yes very much so
Always!!!!
Wonderful!
Excellent! They were wonderful role models.
Absolutely. LOVED the postcards from the counselors -they showed that they really knew my daughters.
The counselors have always been good role models and my campers are  always sad to return home, even the 6 year old.
This is his third year and each year the counselor are amazing. They are so caring, kind and push those kiddos to be independent.
yes, they were fantastic!
Yes!!
Yes, no issues. They seemed great
Yes. I understand that there was an issue with one of my 12 year old's cabin mates sneaking out to kiss boys and it sounds like it was well handled from many angles.
Also, my 16 year old was not really interested in working crew before this year but now she is.
Yes. My child loved her counselors this session.
Yes! He loved everything about his experience!!
great, 9 year old girls are just becoming more mature and self aware and it sounds like our counselors were



great.
Absolutely! Your counselors have been excellent role models for my children. As my kids have taken on more leadership opportunities outside of camp I believe they have modeled some of the goodness they experienced from their counselors.
yes
Not entirely. I spoke personally to the counselor to which Serge was attached. I was not impressed.
yes, they are always great!
Yes
Yes.
Yes
yes
Yes
I do not have enough information to know for sure, but that hasn't been my major takeaway. My son liked his counselors, but the stories he's told haven't left me feeling like he was getting the kind of mentorship we might have hoped for.
yes
Yes!
yes, they were
Absolutely!
very good!
Yes
Yes. My children did say they talked about wine a couple times as an adult drink! Overall I think they are all very caring.

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

---

Worked great
Yes
yes see above.
Absolutely
Yes.
Yes Christa and Johnny are amazing
Yes, I think you sent our the right amount of emails and letters to help us along the way.
Absolutely
Yes loved the trail guide
Yes
Yes, the registration process is very easy.
Not sure on the showering policy...are they really not allowed to take one all week? I wasn't concerned about this the first 2 years, but since my daughter was bleeding and had an infection...it should have been required that she shower??
Yes. The camp is thorough and very good at
Communicating.

Yes
Yes.
Yes. I love that we can complete paperwork online this year. It has made things much easier.
Yes. The more online forms to fill out, the better.
Yes, great communication
No
Yes.
Yes. I like the online process.
Super helpful and very amazing
Very thorough and helpful pre/registration process.
Yes
Yes, the registration process was easy.
yes
Yes
yes
Yes. Online registration was great.
Yes!
Yes
Yes
Yes
Yes
Yes
yes
Yes
A little bit more extensive info. on the list for packing would be helpful. (Knowing that they will change into evening clothes every night would impact how many pants to pack).
Yes
I think it was appropriately informative.
It's just stressful whether we will get in.
yes
Yes
All helpful. It would be useful to know what the "norm" is on care packages, i.e. one, two or three. Also, we didn't send food but our daughter commented that other parents did, which was stored and then there was a "locker party" where they combined and ate all the food. That left me feeling like we actually should have sent food. I guess this was a big part of my camp experience and I am uncertain as to how to proceed without food and what the norm is.
Yes and no. All good.
Yes
Just wish we knew what cabin he would be in before check in
Yes
Yes good information. Would be nice if returning families could register online.
Yes- perfect!
Yes, everything went very smoothly. Turning in the meds takes some time, but it was run very well!
Yes. All good

Yes
yes. registration is so easy
Yes
Yes
Yes!
Yes. Smoothest registration ever this year.
The only tiny issue is the worry that he has before he goes about whether or not he'll be in a cabin with his friends (he's afraid he'll get moved up to a different group). It would be nice to know that is not going to happen. OR, if it IS going to ever happen, to know ahead of time so he can prepare himself.
It would great to be able to do an online registration process.
Yes. I feel like GG is organized and presents parents with all the info. that is needed.
Yes
Yes! Excellent process, communications, and organization. Hooray Johnny and team!
Yes. The online submission of forms is a great upgrade.
The Parent's Trail Guide was wonderful! It was helpful to me to get him prepared and was especially helpful to my husband who is not a GG veteran.
It was so good to prepare our son with the knowledge that homesickness is part of the experience for most people. He had a couple of small bouts of it, but I think because we'd talked about it in advance he knew he'd get through it.
yes
Yes - I love the online system, "Camp InTouch." I also REALLY appreciate Johnny Domenico's updates - where I am with all my paperwork.
yes
yes
Yes
Yes
Absolutely.
yes it was great
yes!
Yes
no problems!
This is my 12th(?) year as a parent so I am probably not one to ask that question of.
everything was great
See above. By the way, my daughter has now aged out so my feedback on how you accept campers - even if you made changes - would not affect her. I just wanted you to have the feedback in the event it might allow more campers in the future to experience all the great things you have to offer. Thanks for giving me the opportunity to provide feedback.
Great communication
All good here.
Yes - the one thing that was off this year was that my daughter wasn't allowed to write home for the first 3-4 days. I would not have minded at all if we had been told that but I was a little concerned as she loves writing and telling us how things are going.
YES!
yes
Johnny does an excellent job communicating with parents via email to let us know exactly what is needed.

The registration process was very smooth. No complaints.
Knowing beds are preassigned is a good thing to share in advance.
yes
yes, our younger daughter got into Myths and Magic right away and we were on the waitlist for our older daughter originally for World of Friendship which was stressful not knowing but I feel like you handle that as best you can... thanks.
Yes
Yes, though a more detailed packing list could be helpful.
Wish there was an online option rather than snail mail
Yes! Would love to better understand how the waitlists are determined. We got our 3rd choice of sessions and was put on the waitlist for our 2nd choice, but not on the waitlist for our 1st choice. Was a bit confused by that.
everything was very well organized and the info was adequate.
Yes
yes
Yes,
While I appreciate seeing the cabins come down singing at the beginning, it might be helpful to divide up registration between 1st timers/young campers and "old hands". Also, last year med check was greatly improved, but this year it was long again. Really wish there was a way to speed up that line.
Yes. I wish we had registered for a different week but it is hard to plan so far in advance!

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

---

My child Cam home happy and appreciating his life/home/family
The chance for him to meet new people, be independent, good clean fun without electronics.
the connection with nature, friends and classic games and entertainment. its rhythm and tradition are priceless. the dedication of staff is unparalleled.
Cultivating appreciation for nature and imagination!!!
GG is just the best camp in the world. We are a third generation family and are thrilled that the flame continues.
Getting him away from electronics and into nature while allowing him time to be independent
Lifetime memories, independence and the fact I have to write letters to communicate. How cool is that?
Gaining self-confidence and independence. Meeting new friends and trying new things.
Gaining independence, feeling reassured at drop-off by the counselors enthusiasm and professionalism.
He was so happy and independent
An opportunity to develop independence.
Time unplugging and making new friends and being outside!
She has come home happy and calm with a new sense of independence and responsibility for her own actions.
I love that they get to be kids and carefree but they are learning so much about being good responsible people at the same Time.
Lucy came back from camp and seemed more mature. Singing songs, telling stories and she just seemed older.
The sense of independence Elaina got out of having gone away to camp on her own.
That they come back happy, confident, independent and tired and dirty!
the memories she brings home.
My daughter felt welcomed, safe and happy!
Her being excited and all he stories that she experienced in the 2 weeks!

The pure joy we hear in our daughter's voice when she shares what she did at camp.
Tradition Old fashioned camp experience Commitment to teaching values Lasting Friendships And ... the vision Alijah has for a future there as work crew, CIT, and counselor one day.
Bianka is an only child and extremely independent. I love the idea of her creating a family of friends that she can visit with every year. Also Sharing her space and ideas with other people .
He's in a safe environment, surrounded by successful young adults who he looks up to, learning leadership skills, while being able to be a kid!
Free from phone- connect with people
I think it is an opportunity to be more independent and make new friends while experiencing the outdoors.
that she was happy
The lifelong memories and opportunity to be an independent young adult in a safe environment
the positive attitude
Independence
Independence she felt and confidence building. The magic and fun she experienced.
Learning to be independent
Her learning how to make new friendships, trying new activities, gaining more independence and thinking Geneva Glen is a special place, part of a tradition
That it was a unique experience to get close with an entirely different group of people
I'm so happy they have this experience to gain independence and learn what values are most important in this life. I know this experience will shape the women they become and I am thrilled about that.
Yes
values encouraged
His growth towards independence
Their independence and learning how to be with new people without us supporting them.
The no-electronics rule is the best! My kids get to unplug from the matrix and are forced to be kids.....
That he felt it was "great to be a senior, you can kind of do what you want". I liked to hear that kind of independence.
They have a great time without electronics and making new friends.
Teaching/reinforcing strong character traits
Independence
Mentoring experience with counselors
Their willingness to try new things
Being in nature 24-7
Using their imagination
Being away from screens
Great overall experience and variety of activities
The independence and confidence gained.
NO TECHNOLOGY! As an alum who loves GG more than anything, I would definitely say tradition, relationships, the best programming, amazing counselors... and the list goes on, but since you are asking for a specific answer in this moment given the issues we are facing right now, we are beyond thankful that our kids don't have

screens. PLEASE, don't change it, don't bend, don't ever open that door. As parents trying to navigate this new, extremely difficult terrain, it is so incredibly wonderful to know that they are tech free, that they are talking to each other, not staring at a phone while lying on their bunks. My kids said it was such a "relief" knowing that they did not even have to navigate it all themselves. I cannot express enough how wonderful and unusual this gift is in this day and age. I hope I am not the only one who is insisting that this never ever changes.

#### The independence and responsibility

Time for them to be independent. Create relationships with other adults that are meaningful. Time for them to be engaged without electronics with their peers. Opportunities to learn things and take risks.

#### Learning independence and how to make new friends

I love that my kids can have a safe, fun, independent experience to be who they are and interact with a wide range of peers and counselors and do things they don't normally get to do. I also love that technology is NOT ALLOWED and that they have 2 weeks of being PRESENT at all times!

I want my children to learn more about who they are and their true potential. I also want them to have connection to friends and to nature.

#### The values instilled in our children

Just to have fun.

outside activity  
good older kid role models  
new friends

How happy they are when I pick them up. How anxious they are to return. Camp is their space, their experience, their home away from home.

They gain confidence in themselves.

I love how excited he was to go back to GG. I think it is important for him to have a piece of his life that is all his.

Leadership  
Independence  
Fun outside

The connection with the camp, the counselors and his friends. I love that he gets to spend time in nature and doing activities - away from technology and comforts of home.

The leadership skills, friendships and core values like integrity, partnership, courage and self-respect.

The camp experience offers my daughter to be independent in a safe and nurturing environment, surrounded by caring people. The positive impact to her self-esteem is wonderful.

Friendships away from home that have grown over the years, independence, freedom from technology

The memories she is making.

Opportunity to struggle, learn, achieve, grow, and work towards being the best person possible. Plus the awesome natural setting and fun activities!

The opportunity to be away from home, grow in independence, learn about themselves, develop friendships, try new things, and have fun.

I love that GG seems untouched by today's crazy world. I had such a wonderful experience as a camper so many years ago and was hopeful my son would have the same. He did and we're so thankful. We appreciate the opportunity for him to disconnect from technology and go out into the gorgeous Colorado wilderness everyday. We like that he gets the chance to exert his independence and discover more about himself. We know he grew from the chance to live with 15 other people in a cabin for two weeks. As an out-of-state kid, he really had to push his comfort boundaries and I know there were lots of lessons he learned from that.

Self confidence it gives my children

Everything! They cant wait to go back next year.

The friendships and tradition

The tremendously CARING environment.

that they love camp

making friends, values
I love that our girls get to be outside, unplugged, enjoy nature, and be 100% themselves. They love the drama free environment, real connections to friends and the overall experience. I love when they come home and the conversations that we have and what they share with me about the depth of their experiences. They are so refreshed and positive when they come home. They love camp more than anything and can't wait to return. Both girls already have a count down calendar for Winter Workshop.
The friendships, the encouragement, the cultivation of independence, the education about nature and other cultures.
Drew loves Geneva Glen and the opportunity to be independent and choose activities that interest him.
The fact that they get so much independence and the connections they make. Both of my daughters show personal growth after being at Geneva Glen.
They have learned respect, love and caring for others. Thoughtfulness and responsibility.
The independence, confidence and freindships
having a solid two week time frame to settle in and truly experience an away camp
He has a great time with great people doing lots of fun things outside
She looks forward to it every year for months! We love that she has such a fun, nurturing experience and that she'll have lifelong camp friends.
Great peer and counselor role models.
the maturity, confidence and new found independence
The bonds of friendship which will last forever.
Exposure to interpersonal relationship development.
The experience to live with other kids, be responsible and mostly importantly enjoy the outdoors!
independence and fun!!
great time for the kids to be independent, make friends and learn a few things! it's a place for kids to be kids, most importantly in today's super active culture.
Our son seems to thrive in the GG environment which makes us thrilled as parents. His intense nature and constant enthusiasm aren't always appropriate/welcome in other venues, but his unique energy is tapped into and even appreciated at GG. It is a very special place to him.
My son makes lasting friendships, has fun, and gets to do it with a lot of independence.
Safe independence, kindness, community, pure joy, learning new skills, love for GG.
independence, freedom from technology, friendships
Technology free, outdoor environment making amazing memories that will last a lifetime.
Gaining confidence and independence.
An opportunity to be part of a community with great integrity, to learn about himself, to learn about others, and to grow and develop new skills.
This is hard to answer because I really, really, really wanted my son to have the time of his life and just rave about his camp experience because, growing up, sleepaway camp was far and away all of my best experiences. Unfortunately I think we sent him to camp a year or two too early. Sadly, he was a bit traumatized by the experience which I really feel quite badly about and certainly had I known this would be his response we would have waited. When we picked him up, he initially said it was fun ... however as days/weeks passed and he ruminated on the experience, he had less positive feedback and it's negatively effected his ability to have sleepovers with friends, grandparents, cousins. It's even effected first day of school drop off and leaving him with a baby-sitter. :(
Love the independence and confidence gained after 2 weeks on her own. Also the positive influence of amazing counselors as role models.
The language ( my daughter Nicole is from Ecuador) so this experience helps her to improve her English; meeting new people and that kids take advantage of the opportunity.

His independence away from home.
personal growth
How they learn to be able to develop friendships in a safe, kind, caring magical place.
Developing leadership & social skills, being "unplugged" for 2 weeks.
That they learn new things, be comfortable being with others and have great opportunities.

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

---

that parents could attend! Ha!
adding additional sessions in other seasons! spring break, fall break, and maybe even a winter break if possible? camps with parents! even weekend camps with families as a fund raising event. maybe star gazing/astronomy, botany or nature art?
I wish I could spy on my kid all week and see the fun they had:)
See above re: ice breakers and facilitating the socialization process among kids.
See above regarding posting pictures online of what the kids are up to while the camp is taking place so that we can see what the kids are up to (we go to another camp that provides parents with a password so that the pictures are only available to camper's families). They don't need to be specific to our child but rather all campers, random campers, etc.
Not a thing
My child enjoys swimming, so perhaps more time for that.
Nothing
I only wish you had an in between session from myths and magic to the two week sessions. My 8 year old is not sure about 2 weeks next year but 8 or 9 nights would be amazing for the age group.
nothing
Alijah says nothing and I agree.
I can come?!
I wish the start and end dates were earlier. Camp interferes with sports tryouts at the end of the summer.
Add a lake :)
I have a lot of communication with my son and would have been able to get at least one phone call from him during his stay.
The time kids go to sleep. I felt that my kid did not get enough sleep.
Getting waitlisted to get into any of the sessions
More access to showers
Nothing
No
My son had to get an Epi Pen injection because he ate a peanut butter cookie from a peer's care package. Overall I did feel that GG responded well to the situation, but I do have some suggestions.
Letting parents know that kids will be exposed to other food not served by the camp would be welcomed so that they can prepare their child to be more aware in these instances. Having one of the dorm/cabin counselors go over their food allergy in person at drop off would help us know the communication between the health room and counselors has occurred.
Finally, regarding the call from the nurse after the incident: I wished they had told me they were following the protocol of giving benedryl for 24 hrs. as advised by a Dr. rather than me calling to follow up on this and having them tell me then. Also, having a follow up call 24 hrs. after an Epi Pen is injected letting the parent know the



child did not have a delayed reaction and is doing well would be very reassuring. Having a child who can have an anaphylaxis reaction is quite scary for a parent, and while we know that the camp cannot prevent a child from eating something they are allergic to, knowing that all precautions are in place allows us to feel that it is a safe place for my child to be.
Check in with meds takes too long. Streamline the process for returning campers
I'd like more letters from the kiddo (I know, that isn't the camp, that's him).
Nothing
Hmmm, not much. However, I'd work to improve food quality. No offense (I'm not talking about flavor here,) I am a nutritionist. There's just lots of room for improvement in nearly any bulk cooking setting in terms of reducing processed foods, especially sugars and industrial seed oils, while increasing whole foods.
I know as much as anybody the importance of the last night and day of camp and I understand it is difficult to change, but just please be aware that when you keep kids up til 2, 3 or even 4 in the morning, feed them sugar doughnuts in the morning and then send them home emotionally and physically wrecked, it is really hard for them to recover. Is there any way to start and end earlier? And if nothing else, give them something nourishing the last morning of camp. I think this aspect of health and wellness is important. I know it is difficult to keep kids healthy, in regards to germs, etc. but sleep and food, or lack thereof are a health and wellness priority. It matters so much to a positive end to camp. That is all said, understanding and acknowledging the amazing night they experience. Send them home at least a little rested and fed.
That the kids were required to write letters home ;-)
The beds, they are loose and wiggly. Upgrade the gear at rifles.
My daughter is a picky eater, so of course she was most worried about the food. And when we picked her up, she said the food was her least favorite part. She also said she doesn't think she can go 2 weeks because of that either. So I'm not being critical because I'm sure the food is great, but maybe that's what I would say?
Besides making it more affordable for lower socioeconomic families, and possibly having a wider diversity of cultures/races at camp, I wouldn't change a thing!
Also maybe allowing a discount for families that enroll their child(ren) in more than 1 session :)
Not more "camp cough"! :-)
Nothing!
No
I know it is a lot to ask, but I would love it if someone to touch base with Luca each day about what he can do better to exhibit the traits required to rank in a clear and easy way to understand. He is emotionally/behaviorally immature and he struggles with understanding what exactly he needs to do differently. I completely understand that the camp is not equipped to deal with "special needs" and I get that this would be difficult, maybe impossible.
NO
Provide some different types of activities just to mix things up a little bit.
Nothing.
Nothing
Keep out the bullies! ;) Actually, life is full of all kinds of people, and even the 'mean' ones are human beings with a story and a need to belong. Maybe a place like Geneva Glen can help bring out the best in everyone!
I always wish that the male counselors would mother the campers a bit more - like making sure they shower! My daughter would like a later wake up bell.
Nothing. We loved our son's experience.
More focus on hikes, fourteeners, Open Space Parks, and conservation - teaching the campers to love nature and to leave it better than they found it.
Let kids take a nap during Ladies' Court if needed.
na
let adults go :)

Nothing.
nothing
Nothing.
nothing, cost is a bit high but good quality camp experience is worth it (quality of counselors shows)
My son wants bacon and more cereal and donuts :)
She would like the cabin doors to be locked at night....
A lake!
I would like to see pictures posted during the 2 weeks.
nothing
Acceptance process per above.
Allow parents to do a mid week visit for the younger crew. Ensure that they wear their warm clothing for the overnight. My son said he was so cold he couldn't sleep.
I would stop this over emphasis on Knighthood rank attainment ... some it great but enough is enough!
my kids always end up sick!
The price.
My teenager lost almost 10 pounds at camp, and he was skinny to begin with. He says he wasn't hungry, he was just active. Maybe some higher calorie snacks for the older kids?
Boys cabins having bathrooms in them.
See comments above.
Archer wishes the camp had made him "feel more at home". Not sure what that means, I think he felt like he was in a cabin with a bunch of boys who were already "buddied" up. He felt like he was isolated and didn't make another friend until the last day. He wished the counselors did more to include all kids and make friendships more accessible.
Nothing...love that GG hasn't changed all that much since when I went there growing up :)
campers might make some activities together.
I would like one or two photos of the kids during the two weeks. The kids are so bust I only get usually one letter, it would be nice to see their photos of activities they do.
I would like it if you had a photograper and if they had required showers! I also find it interesting that you have a lot of native counselors. Where I was a counselor (in Vermont) there were counselors from all over the world.
I know you have themes for a reason, but for that reason my daughter will not consider another week that would work better for our family.

*Is there anything else you would like to tell us?*

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thank you. thank you for being here for us-we are so grateful for GG and the fact that we able to experience this amazing force of good in the world!
Thank you!!
As a parent who never attended summer camp myself and having a child who had never attended camp before, I was very nervous about the whole thing. After meeting several staff members and other Geneva Glen alum I was put at ease immediately. Your commitment to making every child and parent feel welcome was on display from the moment we pulled into camp. Every staff member had a smile on their face and was very helpful and kind. Our son had an amazing time and is already looking forward to next year. I now see why my wife says that Geneva Glen helped her become the good person she is today. I look forward to having our son attend Geneva Glen every summer! Thank you very much to every person who helped make this such wonderful and positive experience for us!

No
Second generation
3 kids at Geveva
thank you!
THANK YOU!!
I wouldn't have minded hearing from staff regarding the runaway horse incident.
Keep up the good work
We love Geneva Glen!
It would be nice to have some pictures posted on social media while the kids are at camp so parents can see snippets of their daily activities.
It would be nice to have an option for older kids to go only one week instead of two weeks.
I specifically filled out the information that said my child was to take some of her medicine at breakfast, and some at dinner. She says she was only allowed to take it once a day.
I appreciated how welcoming the campers and staff were for out of state campers! She always felt special not different!
Keep on keepin' on!
We are extremely fortunate our kids are able to attend GG. It's unlike anything else. It's been life-changing for them and that will continue.
Geneva Glen is the most amazing place on the planet!
My son was homesick at first and the counselors did a great job getting him through it!
They loved it, as usual. :)
Not that I can think of right now!
Thank you, thank you, thank you for everything you all do!
No
Jen Spurlin
303.819.1936
No need to contact me, but I wanted you to have my info if needed on your end.
NO
My daughter loves everything about camp and would stay all summer if she could. Thanks for providing such a wonderful place!
Our family is a fortunate scholarship recipient. This past late Spring, we were unable to help with "cleaning out the cobwebs/cabins." I wish there were other opportunities to help. (Irene G. Arguelles; Irene.arguelles@ucdenver.edu)
You all do an outstanding job. Thank you for your hard work!
It would be great if there was a way to ensure that kids leaving on airport runs got their camp pictures. I usually have to ask after the session is over or they don't get them at all.

The only negative in our son's experience was that he reported several sort of unruly kids in his dorm. The counselors alluded to it being a somewhat difficult session/dorm as well. Our son reported fighting, punching, lots of cussing, etc. from several of his dormmates. We were disheartened to hear that. Even more so I worry that he will be with those kids again in future years because of their ages. We were happy he found his "people", but didn't like hearing that several times the behavior of several from the dorm meant that the others suffered consequences.

As always- YOU are all AMAZING! Camp is such a special place for me, and to see my girls so happy to experience life through camp is such a wonderful gift. Thank you.

Thank you again for a wonderful summer experience.

Beverly Cramer, grandmother of Grant and Caroline Cramer, Spencer Rhodenbaugh.

Thank you

Our son was very bummed that he was the ONLY child not to get candy in a care package because we followed the recommendations in the pre-materials. He felt very left out of the candy eating frenzy--not that we like him eating candy but if we'd known, we would have sent him some to share so that he wasn't alone in that. I guess returning parents were all in the know on this? We thought it was a strict rule.

Love GG

Can't wait until 2018

Keep up the great work!

My name is Dan Bennett. I would highly recommend Geneva Glen to anyone - and tell them to get in early early because otherwise they might not get in in later years when the numbers of open slots are reduced. My kids attended a nice camp in Durango (Colvig) prior to Geneva Glen so we started later. Colvig was also nice but in addition to the distance from Denver, they did not offer a 2 week option for kids over a certain age.

PS - "Maybe, Maybe Not" answer below reflects fact my kids are aged out, and my son may or may not try to join your crew for next summer.

GG Camp has been in the blood of my family for 50+ years. I doubt that will change even though some of the things I see happening there now are a deviation from what I remember. I suppose that is to be expected.

My kids come home singing the songs and they talk about Camp and their experiences all the time. Its such a remarkable place!

Thank you for making this opportunity available!

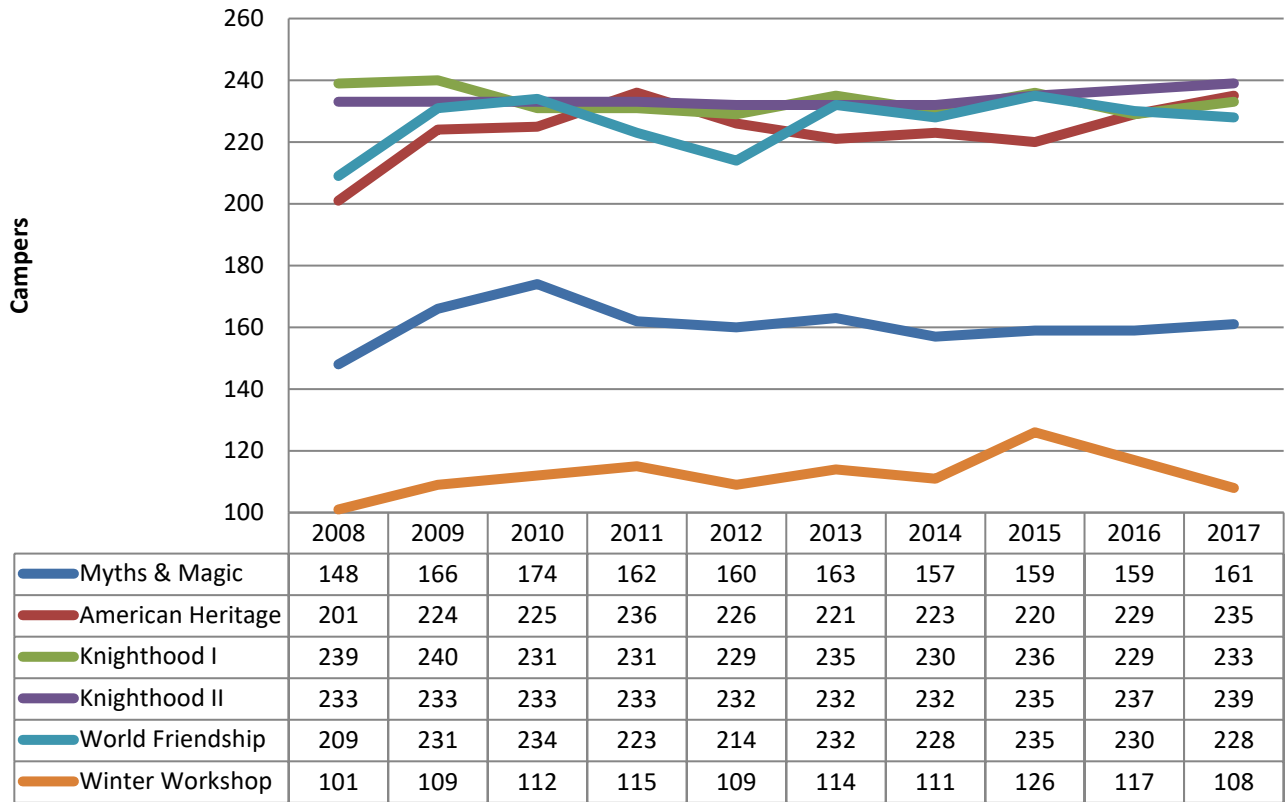
We are extraordinarily hopeful that Archer will have developed emotionally to come back to camp next year. His friend Thomas is planning on going next year and I think Archer would do MUCH better at camp if he had a friend.

Thanks for all, as an ecuadorian mother, the opportunity given to my teen was wonderful!

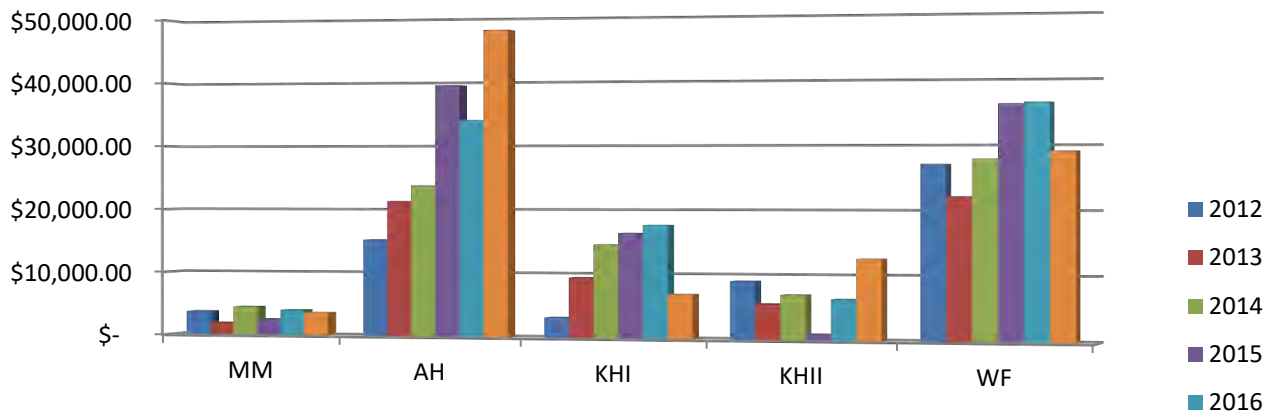
I love that they get to have a lot more fun when they are at camp than when they are home and that I do not worry about them.

## Registration Statistics

### Session Counts

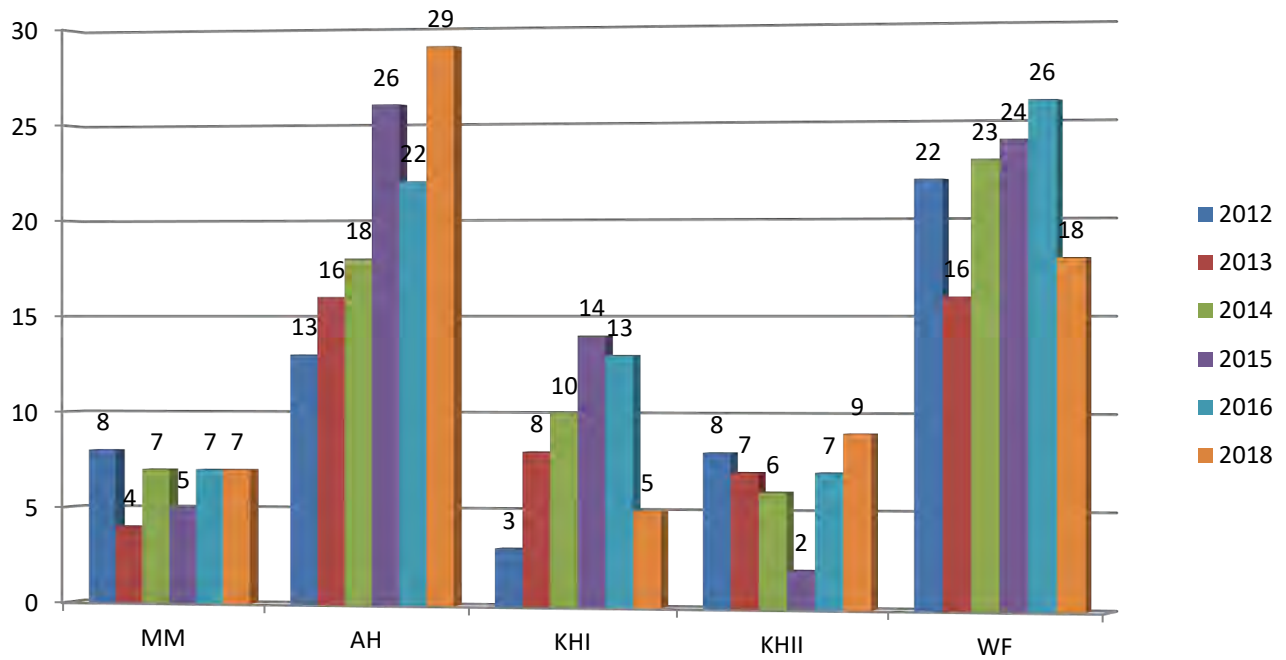


### Campership & Tuition Assistance Dollars by Session

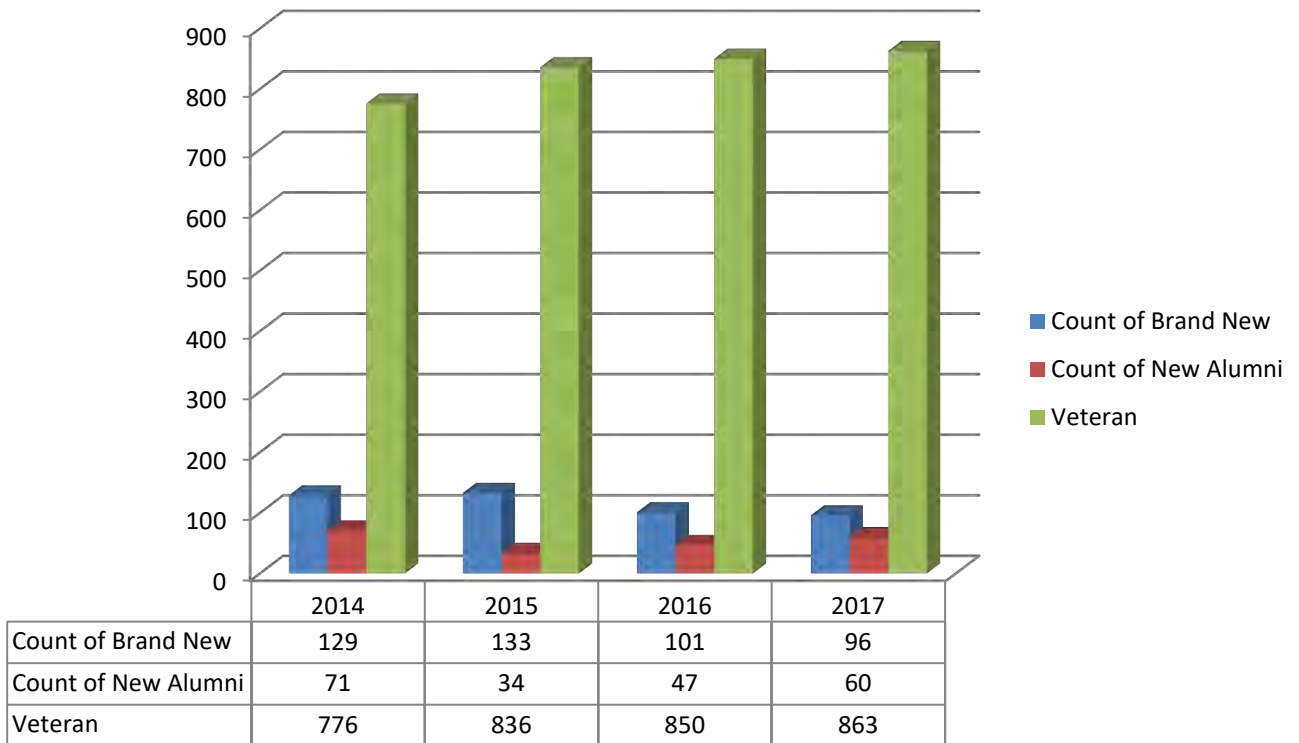


	MM	AH	KHI	KHII	WF
2012	\$3,730.00	\$15,225.00	\$3,190.00	\$9,075.00	\$27,099.00
2013	\$1,920.00	\$21,317.50	\$9,475.00	\$5,585.00	\$22,179.65
2014	\$4,500.00	\$23,806.00	\$14,610.00	\$7,007.00	\$27,897.50
2015	\$2,560.00	\$39,460.00	\$16,410.00	\$1,000.00	\$36,215.00
2016	\$4,035.00	\$34,005.00	\$17,650.00	\$6,385.00	\$36,447.50
2017	\$3,620.00	\$48,050.00	\$6,940.00	\$12,585.00	\$29,090.00

## Campership & Tuition Assistance Counts by Session

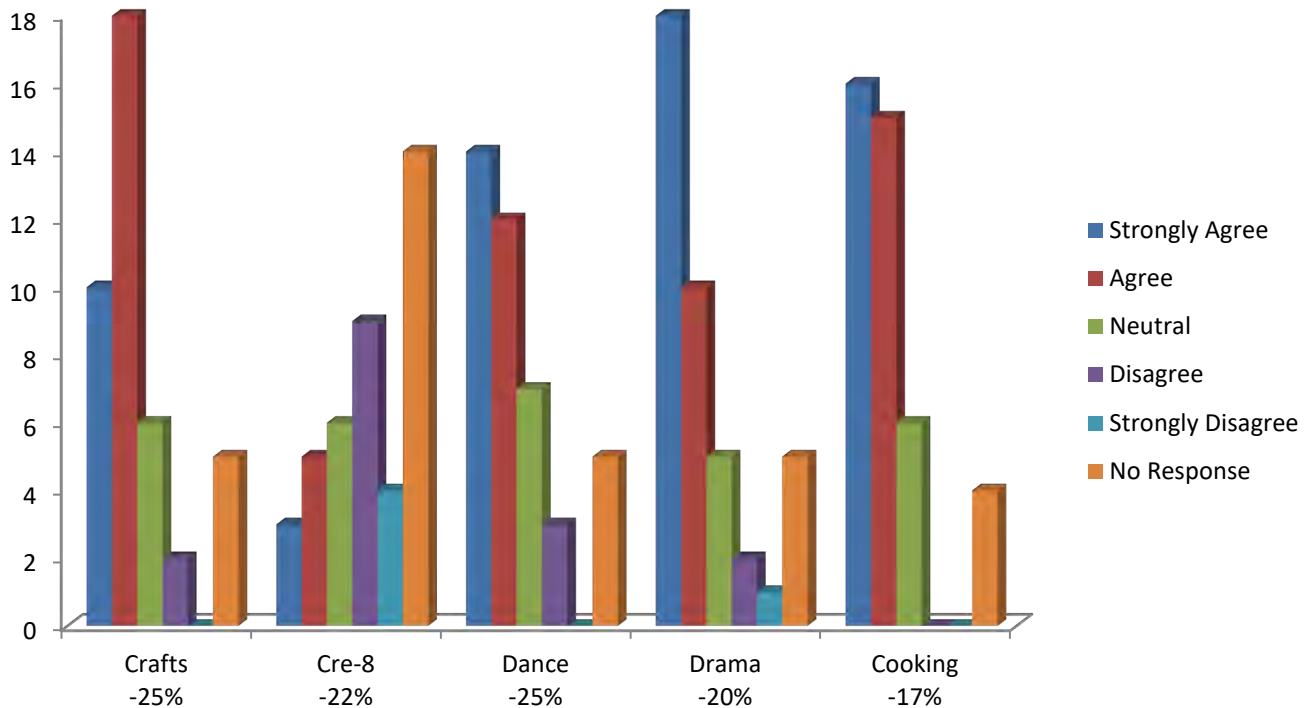
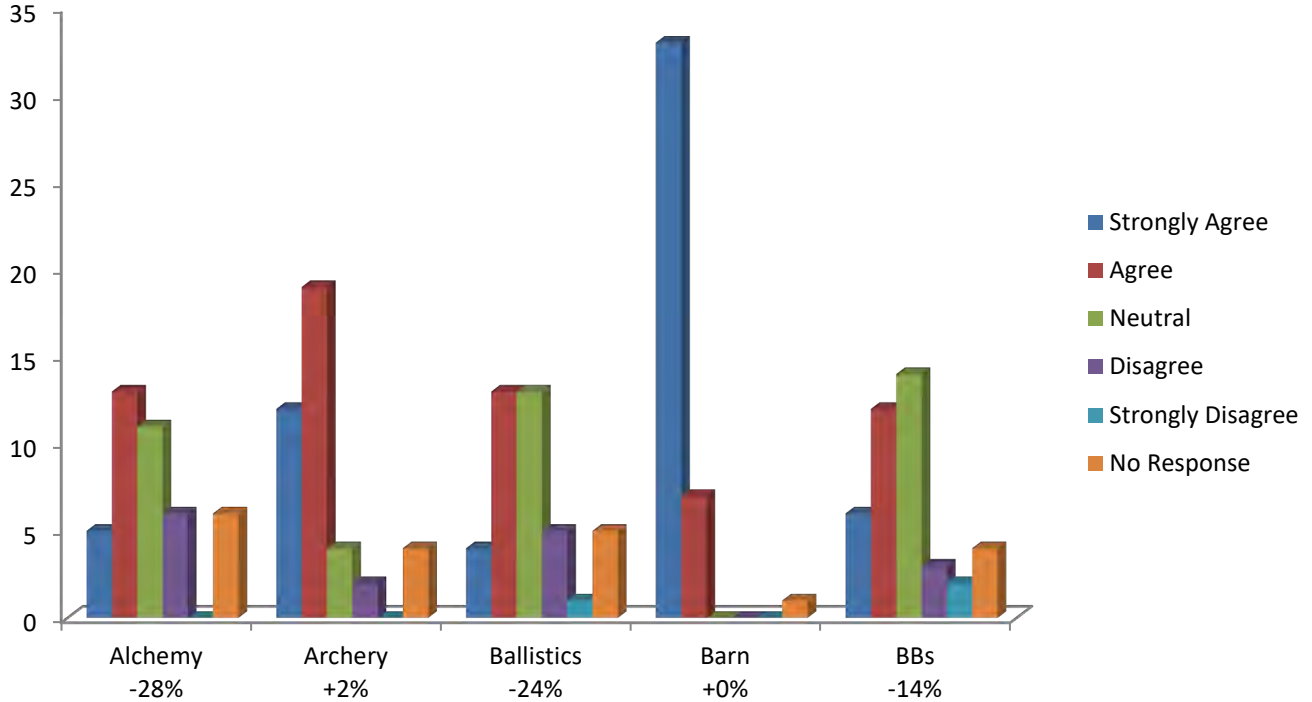


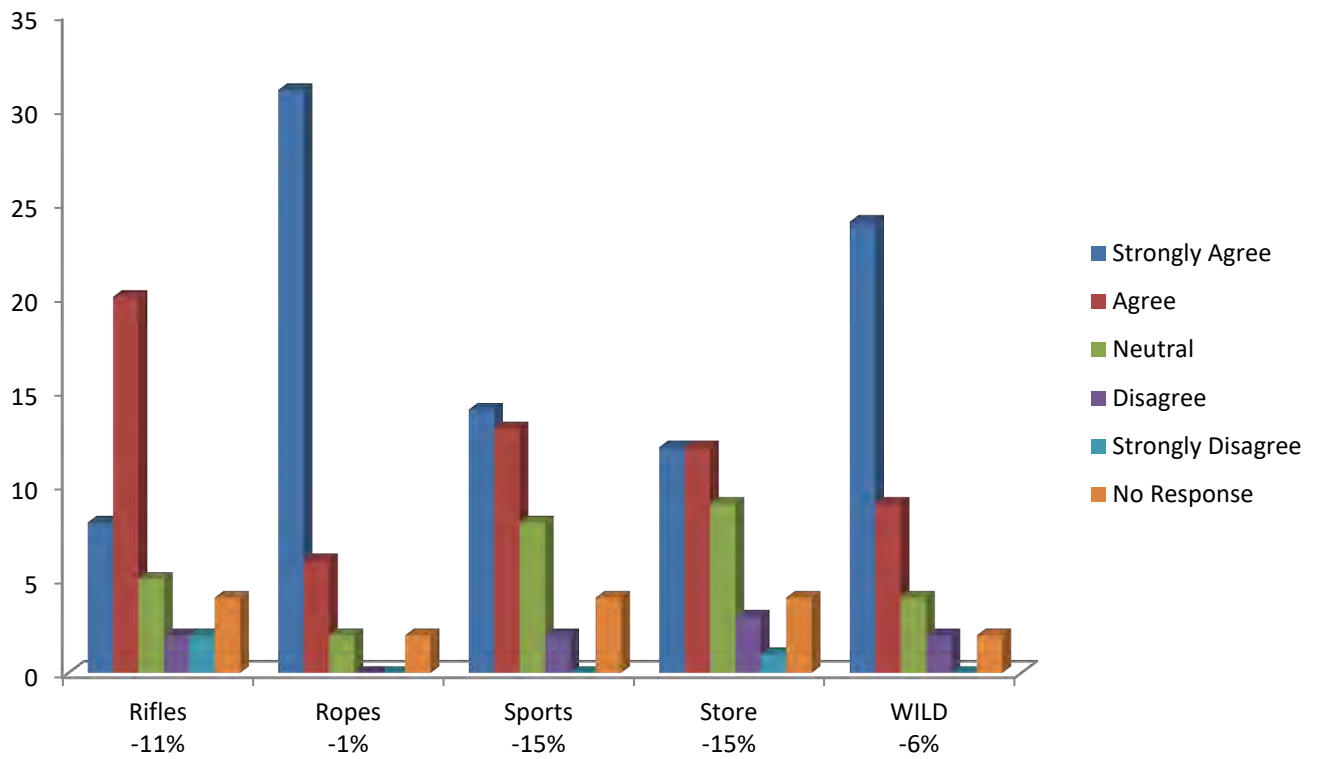
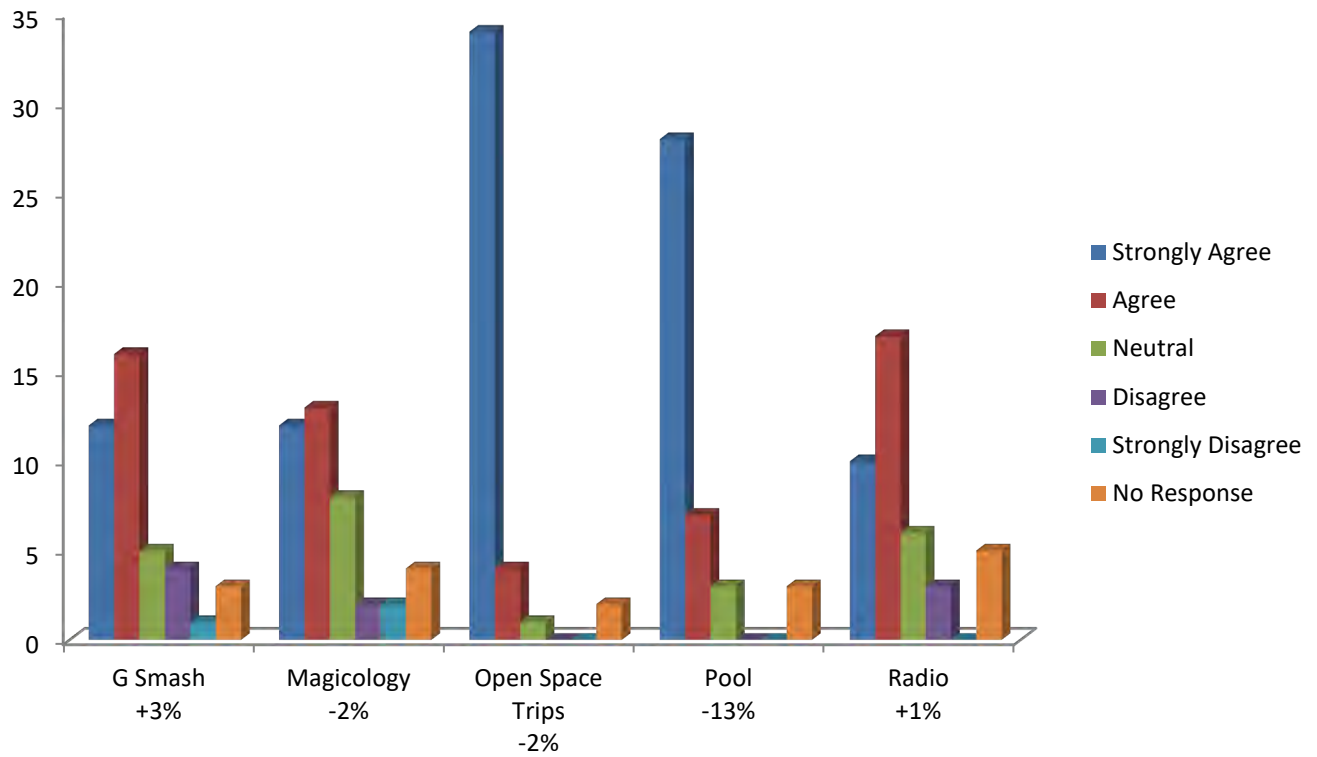
## Veteran vs New Demographic



## Staff Program Evaluation

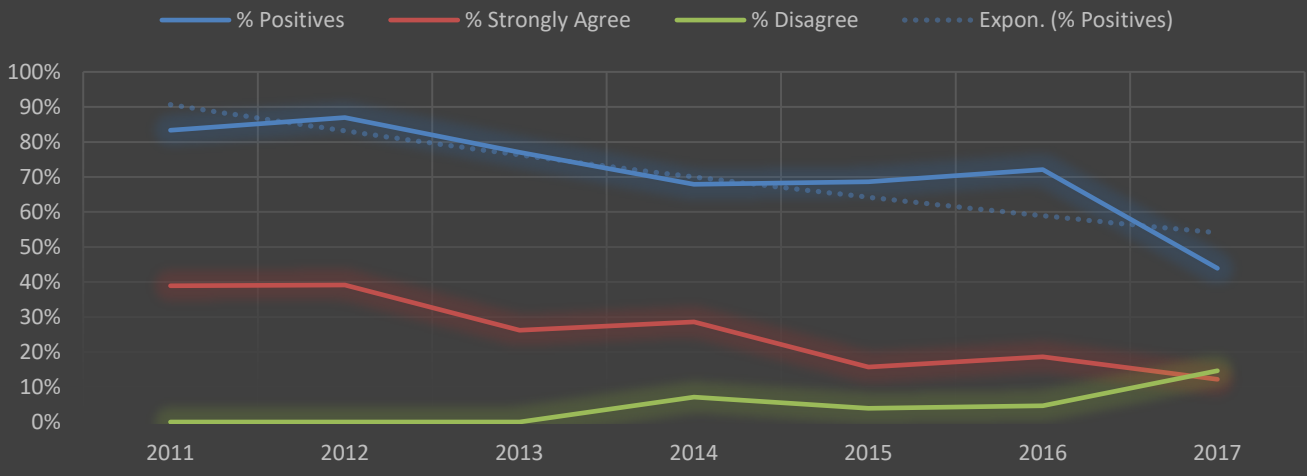
Please rate the areas at camp on their effectiveness, relevance to camper interest and the camp mission, as well as enthusiasm the campers have for the area.



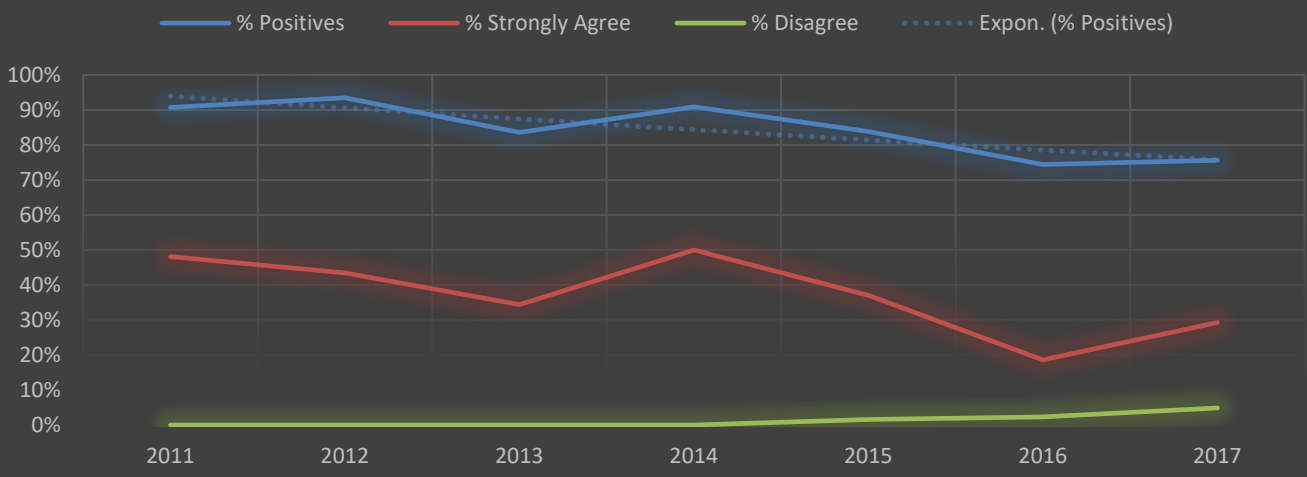




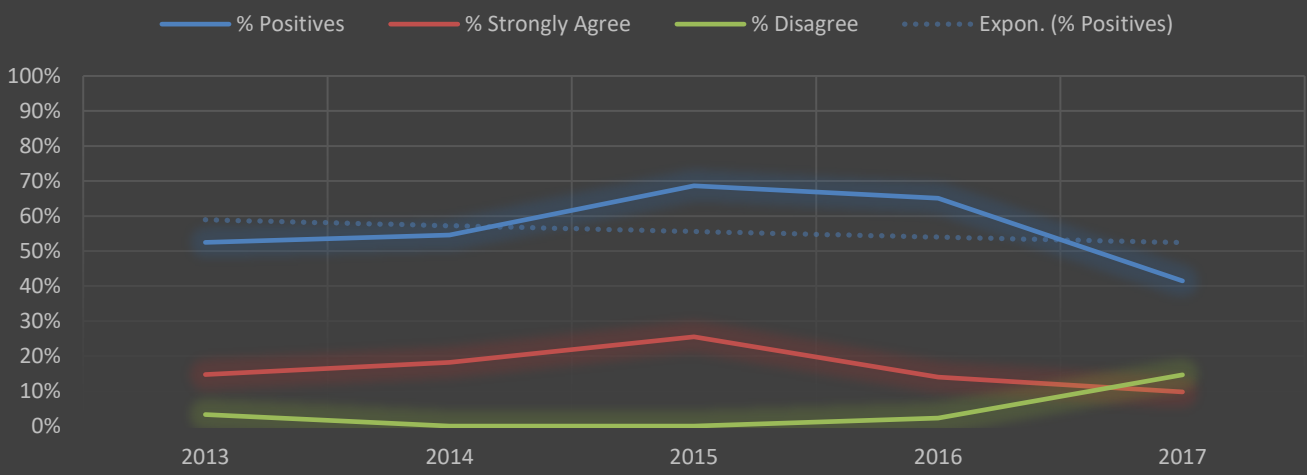
### Alchemy - Effectiveness & Relevance by Year



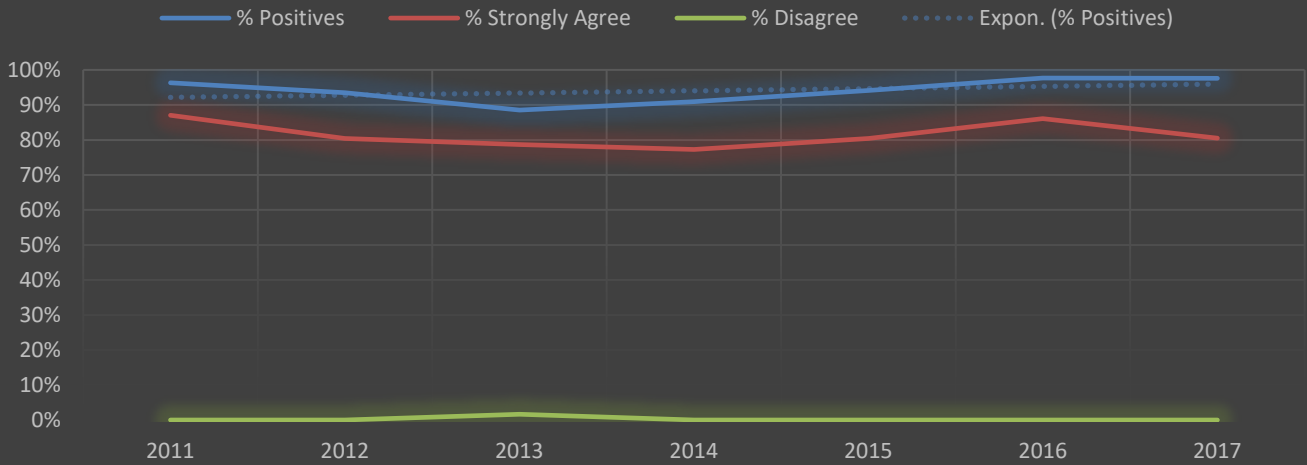
### Archery - Effectiveness & Relevance by Year



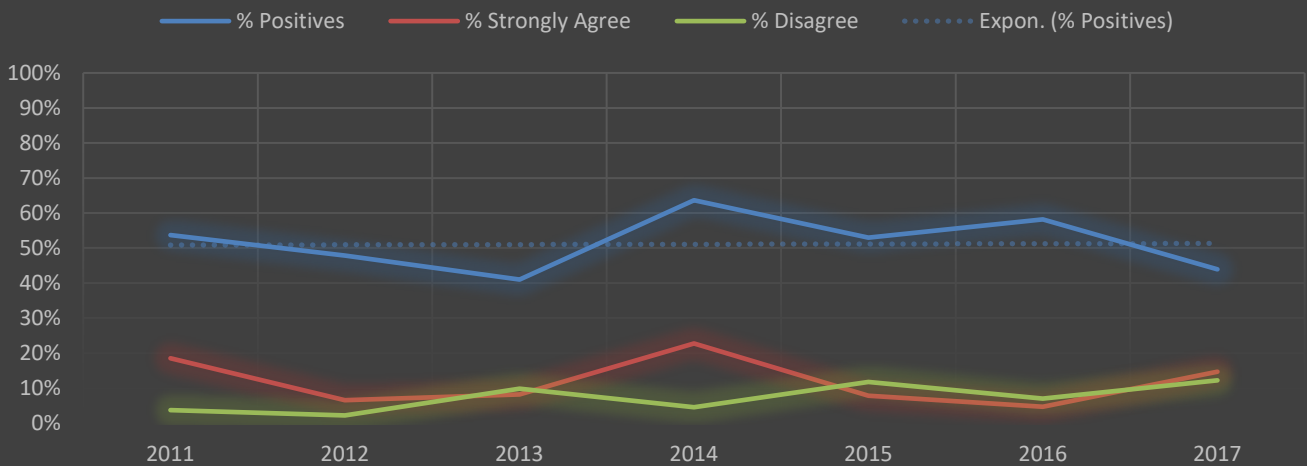
### Ballistics - Effectiveness & Relevance by Year



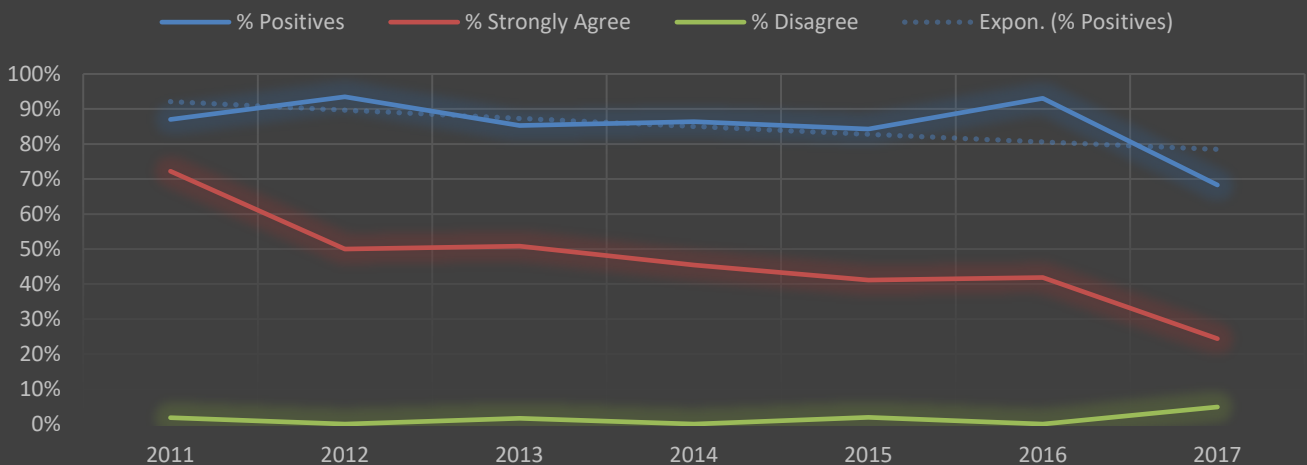
### Barn - Effectiveness & Relevance by Year



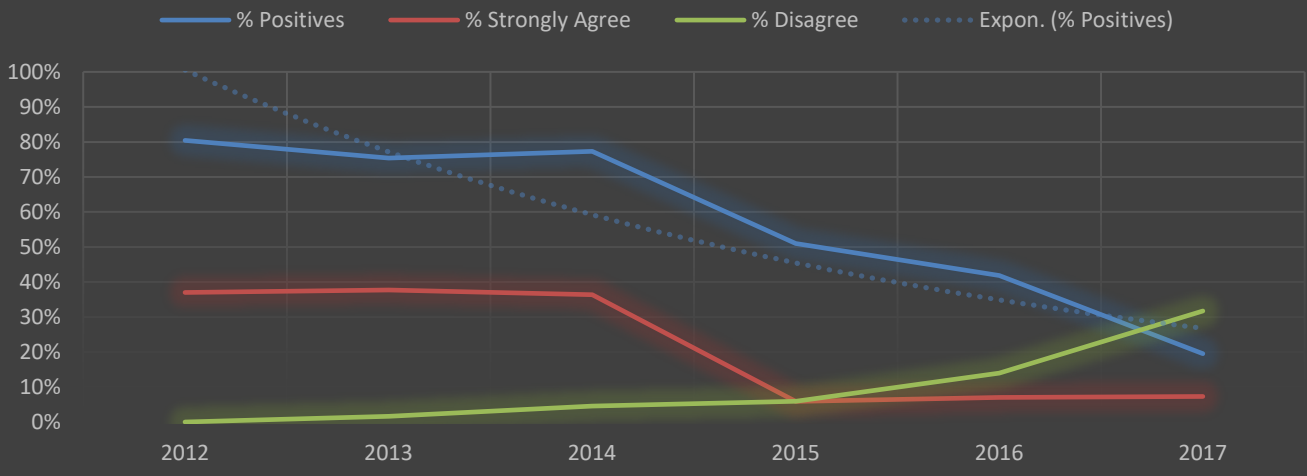
### BBs - Effectiveness & Relevance by Year



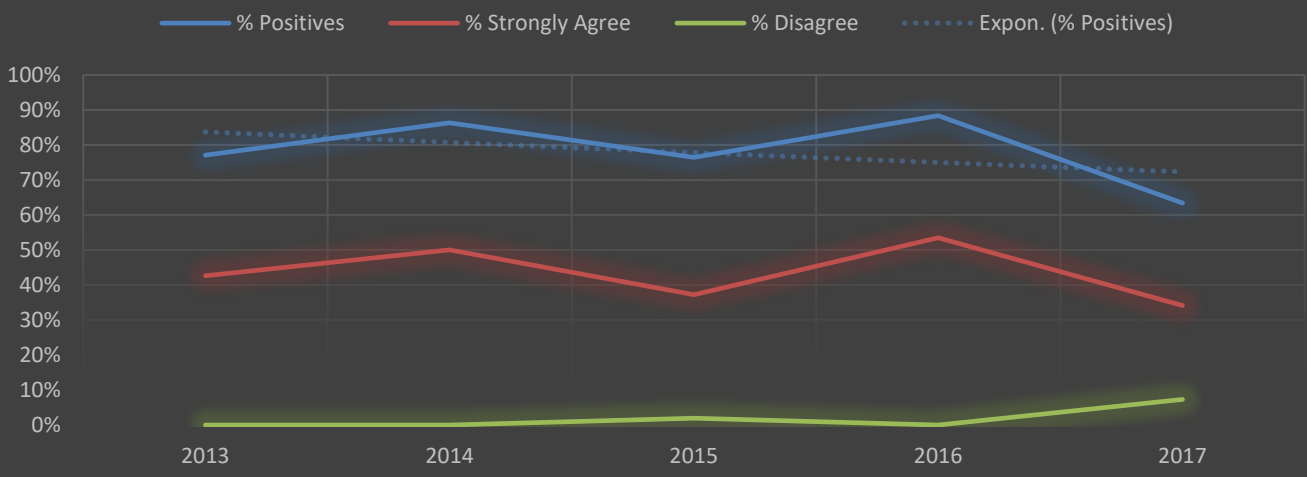
### Crafts - Effectiveness & Relevance by Year



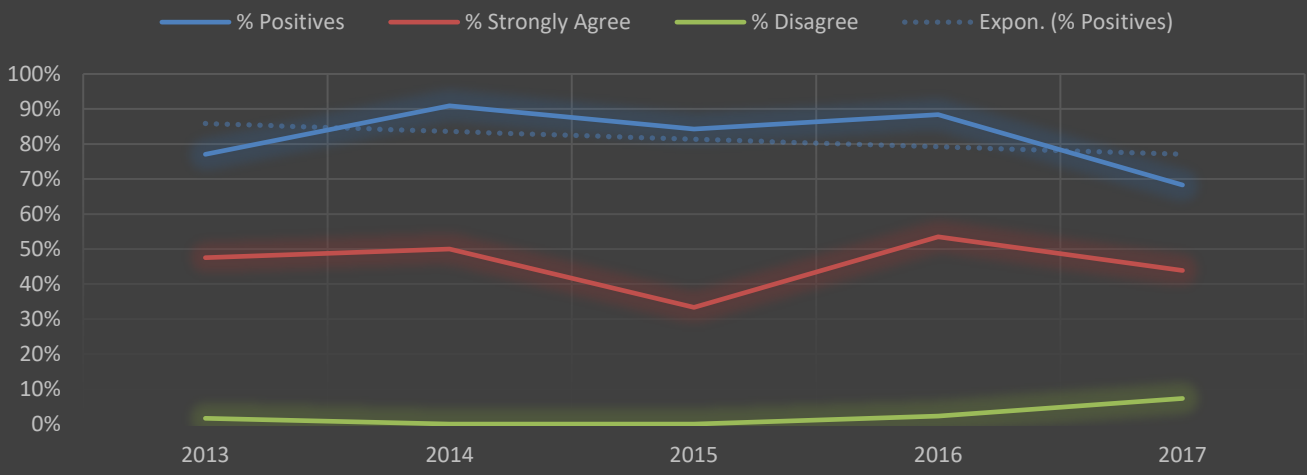
### Cr8 - Effectiveness & Relevance by Year



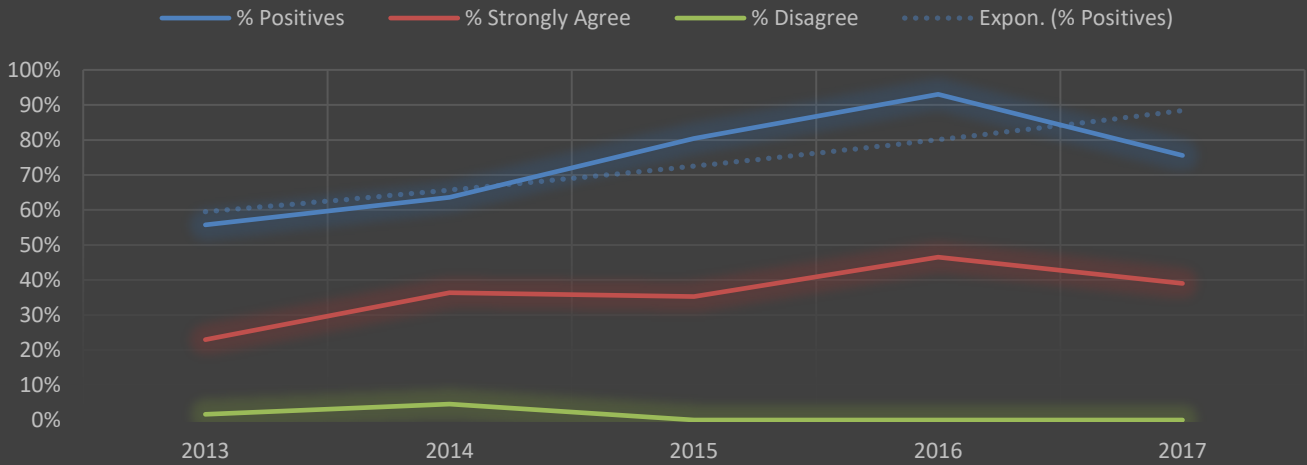
### Dance - Effectiveness & Relevance by Year



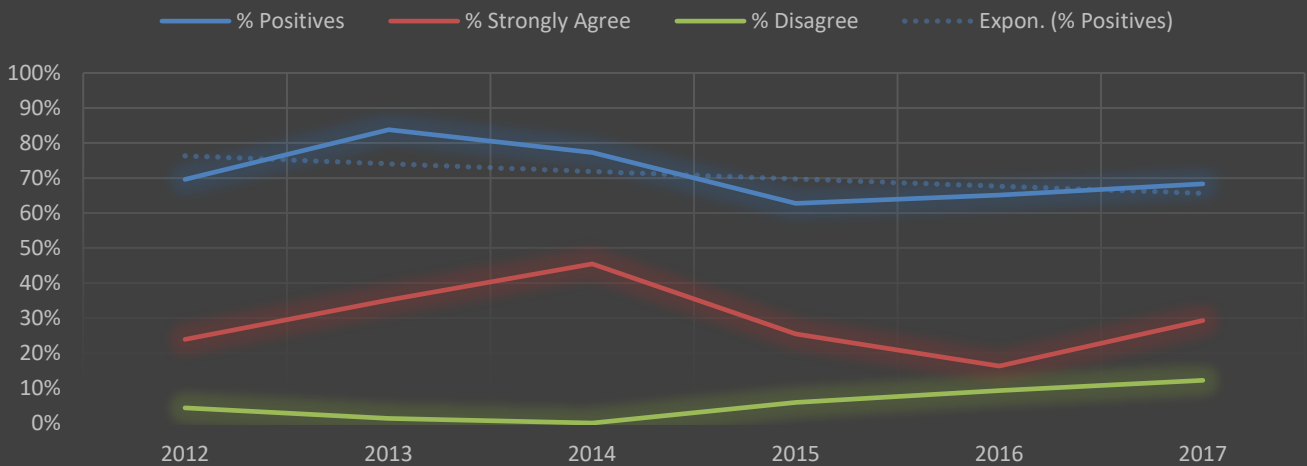
### Drama - Effectiveness & Relevance by Year



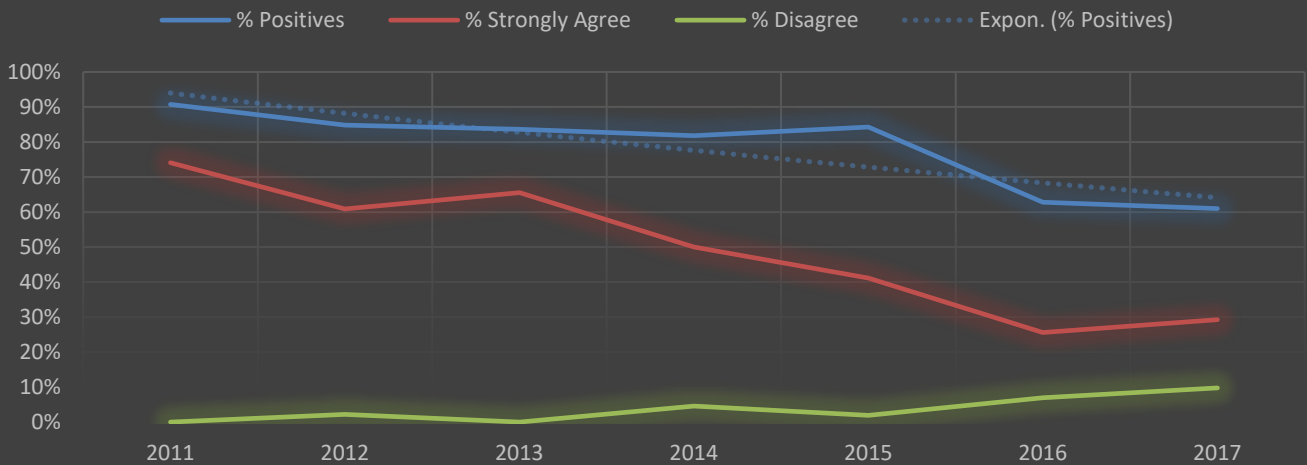
### Cooking - Effectiveness & Relevance by Year



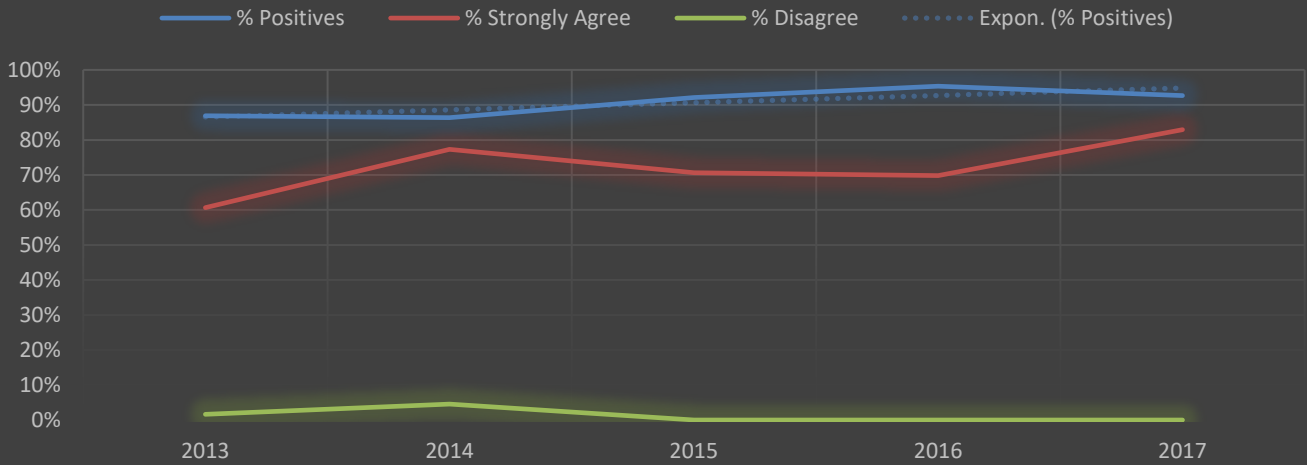
### G Smash - Effectiveness & Relevance by Year



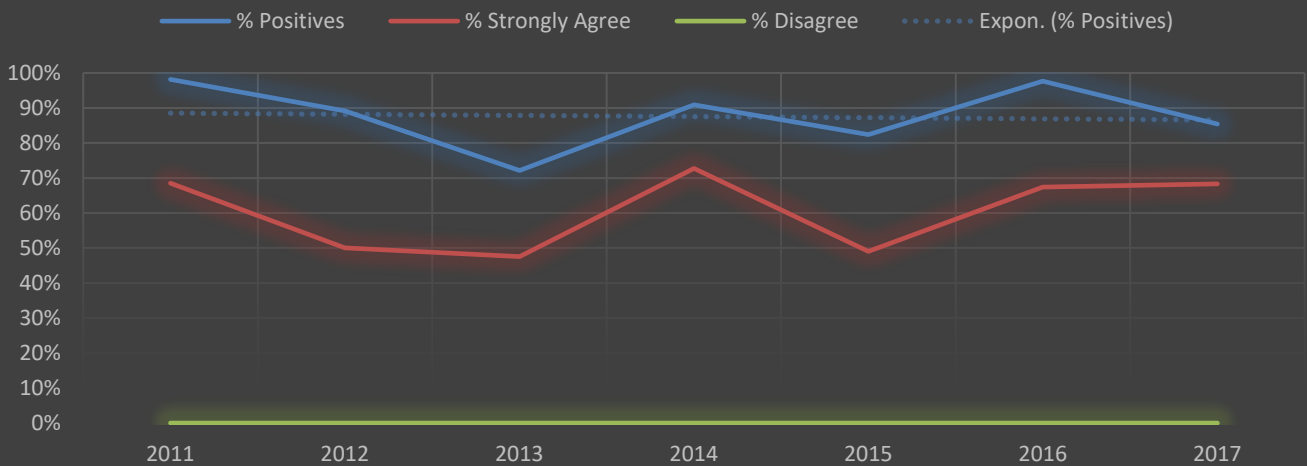
### Magiology - Effectiveness & Relevance by Year



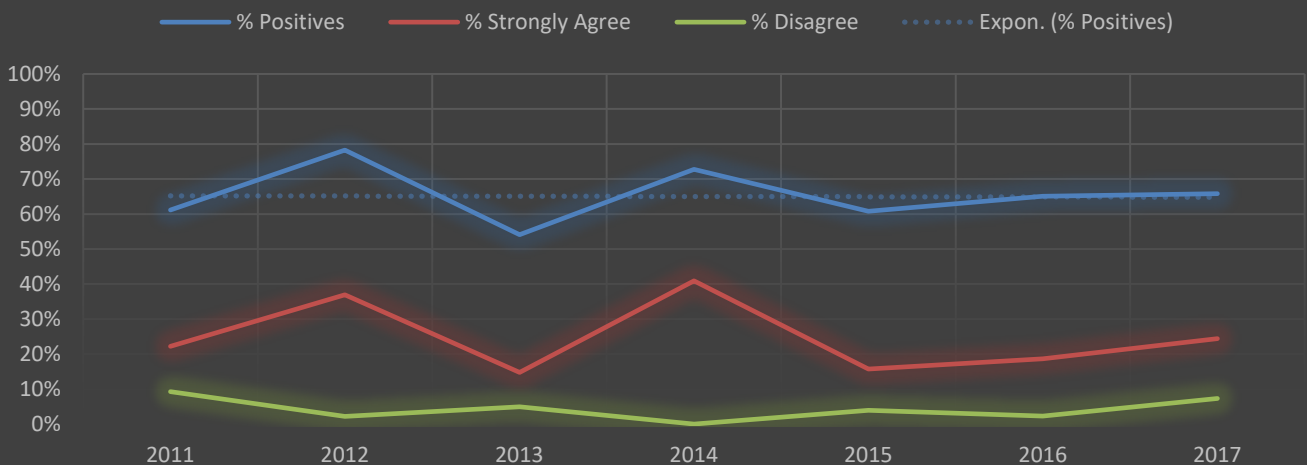
### Open Space Trips - Effectiveness & Relevance by Year



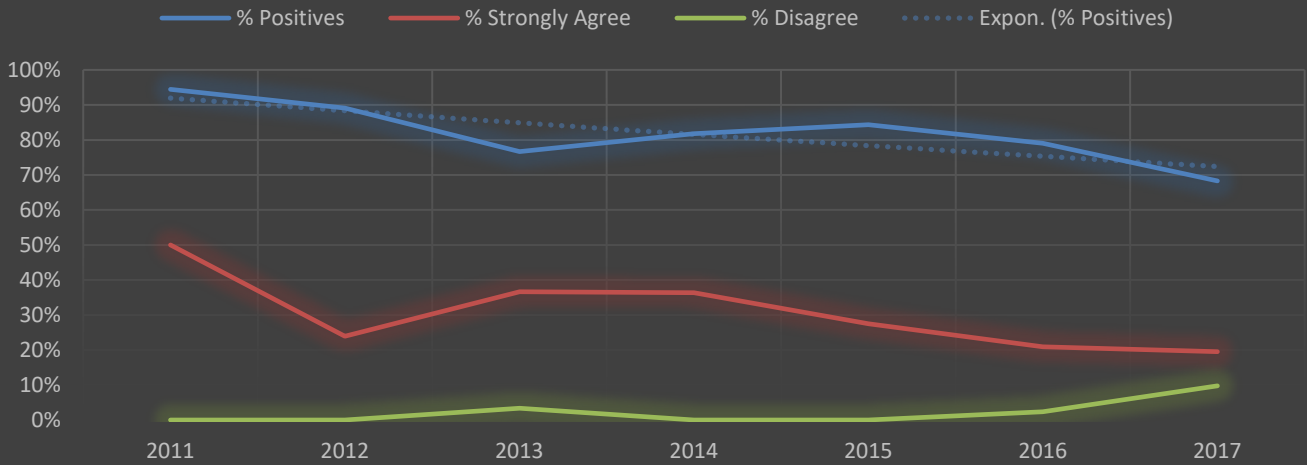
### Pool - Effectiveness & Relevance by Year



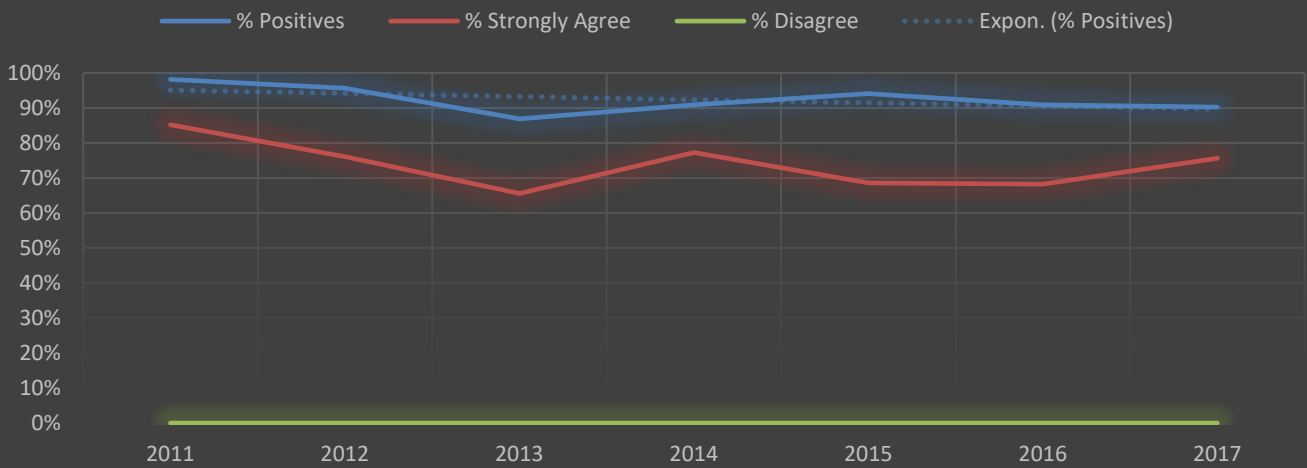
### Radio & Media - Effectiveness & Relevance by Year



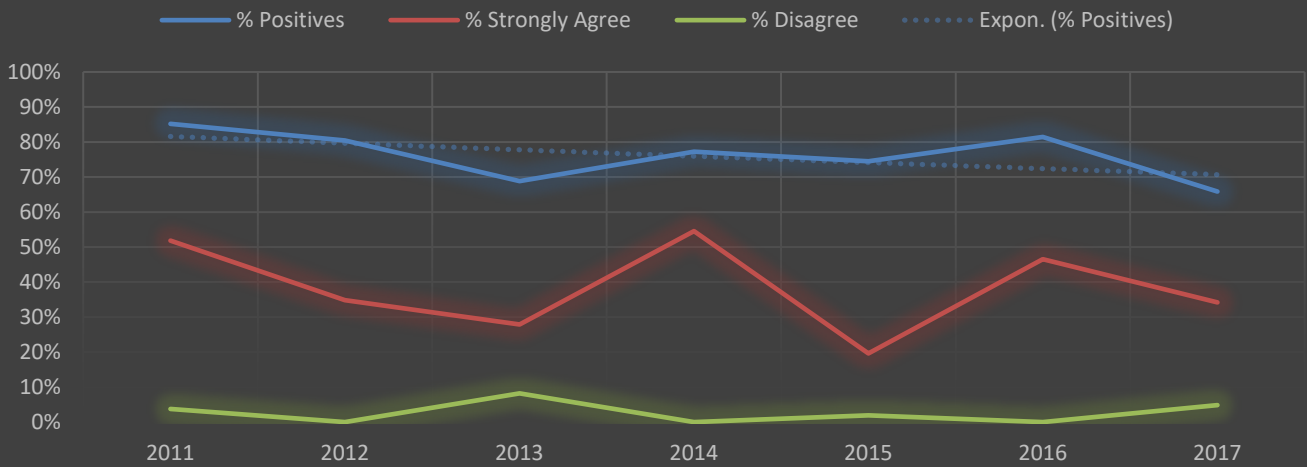
### Rifles - Effectiveness & Relevance by Year



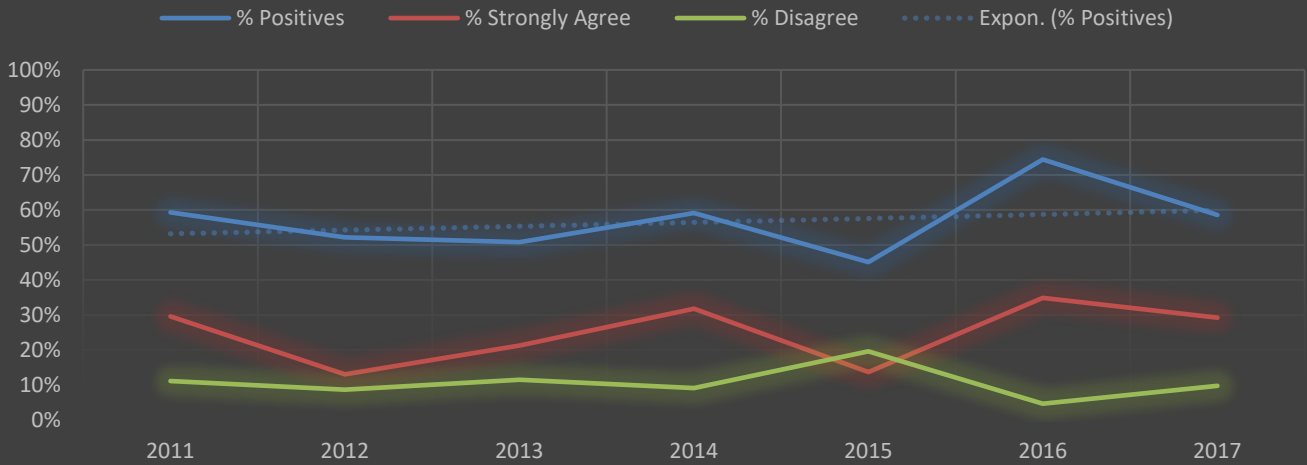
### Ropes - Effectiveness & Relevance by Year



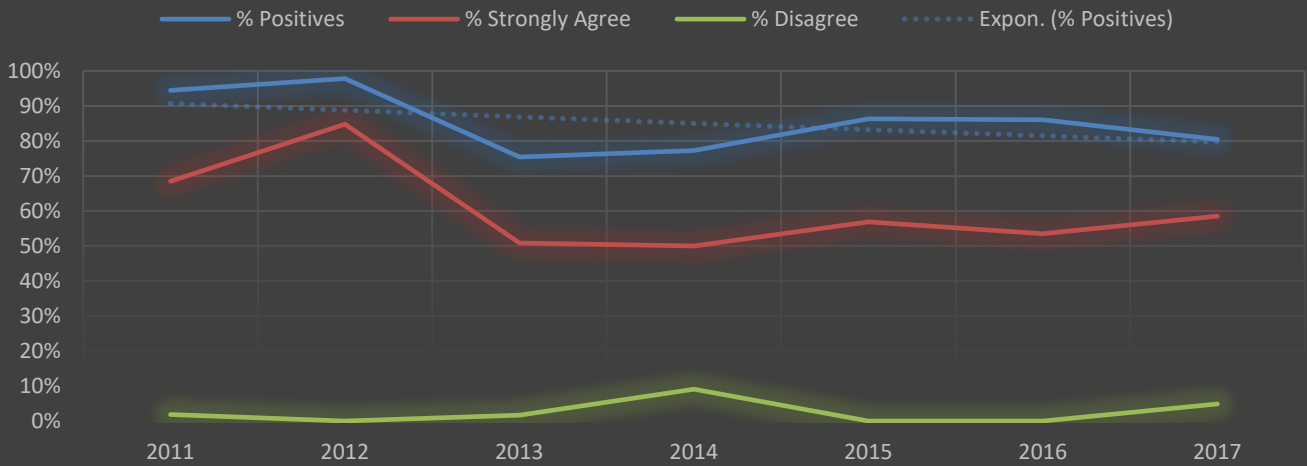
### Sports - Effectiveness & Relevance by Year



### Store - Effectiveness & Relevance by Year



### WILD - Effectiveness & Relevance by Year



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

They liked areas where they could make something to take home or learn something new--epicureanism, alchemy, crafts etc. Areas like ropes were exciting and fun, but I don't think they learned a lot and the excitement was really just in the moment rather than something more lasting.
BBs or rifles, they love to shoot stuff
I had lots of campers enjoy barn and pool. I think it's because they are most actively involved in those activities rather than being somewhat passive.
N/A
my campers loved sports, pool, barn they loved all the things they could do and different from what they do at home.
My campers particularly enjoyed Barn, Ropes, Pool, and Cr-8. I think many areas have the potential of being fun, but due to lack of time to prepare area's or formulate ideas of areas on the counselors' part really make the areas sub-par. My campers really enjoy the areas that require very little planning on the counselor's part and I don't think that is necessarily a coincidence. I think if area heads were given their area even earlier than now (I know that's difficult) they would be able to really work on their area and make it easy for counselors to run it. They enjoyed the novelty of it all I think. Not many kids get to ride horses or go on a zipline when they aren't at camp, so I think that definitely adds to it. Regarding Cr-8: It really wasn't much of a thing this summer and many of my campers were really upset that it wasn't a stand-alone area anymore. No one of crafts staff really did Cr-8 programming besides maybe once or twice the whole summer, which really sucks for campers who really enjoy that area.
Lots of the kids I sat with were always excited to go back down to barn to go on trail rides. That was the main area I heard about.
My middle campers typically loved ropes, pool, and barn the most. My older campers loved alchemy, crafts, pool, and open space trips.
My campers loved the barn, a lot of them loved being around the horses. Pool was a favorite (not only was it fun with all the new things this summer, but it's a social place, which they like). They loved crafts and the social and creative freedom it gave them. G-smash was well liked by my girls, once they tried it they ended up liking it.
My campers favorite activities this summer were often rifles, pool, and open space trips. I spent most of the summer with younger seniors, and I think that what attracted them most to these areas were the novelty of rifles, and unstructured time provided at pool, and the intrigue and excitement of open space trips.
Open space trips, pool, store, radio, epicureanism
I remember hearing some of my younger campers talk about the Magicology and Archery a lot of times. They really enjoyed Magicology trivia night after the cookouts and archery I think they love because they get a weapon.
Barn, Pool, Ropes, Wild these are areas if they didn't go to camp they wouldn't necessarily be exposed to.
G-smash- the kids LOVED the g-smash overnight! This area invites kids to come and find a second family within the camp family, while also encouraging exercise and strategic thinking in nature.
Pool- it seemed like I ALWAYS had a senior down at pool. I think finding out from the older kids why they love it so much would be a good idea.
Pool was a consistent favorite among my campers. They enjoyed being able to have structured free time in the pool.
Crew reaaaally liked store.
junior/middle campers- they loved all the core areas (pool, ropes, barn, wild) and would get excited about epicureanism, store (food), but if they did something really creative or hands on at an area they would be excited. Areas with sitting and waiting (alchemy, bbs, archery, crafts) would be the areas with the most moans and groans.



senior's- the biggest trends I noticed...some of my seniors loved loved wild and open space trips, some loved barn and ropes, some loved crafts, rifles, and clinics, and all loved anything with food
N/A
I found that my campers showed the most enthusiasm for activities such as pool, sports, and evening plays. They enjoyed this because these activities are very stimulating and have a lot of small tasks that are fun and occupying, while also letting them the freedom to work on their own.
My campers really enjoyed barn. Although they thought at times it was hard work they found it rewarding in the end!
My middlers loved barn, pool, ropes, etc. (the major core areas) because they are very engaging and allow for a little independence/freedom. My seniors loved barn but also loved spending time at radio, alchemy, and crafts where they could discretely wafer
My campers loved both barn and wild a lot! I had the privilege of having a couple trainees, and they loved going to barn and meeting the horses and gaining responsibilities throughout the area. I really loved though, whenever I was able to go to wild activities with my kids and just either learn about nature with the middlers, or explore and chat about the world with seniors.
Some of my campers favorite area's at camp were barn, pool, shields, and junior middler day they seemed to really enjoy.
My campers most enjoyed being able to ride horses and go to pool because they were areas that kids couldn't do as much at home. They also loved the creative programming at areas like epicureanism and wild!
My campers loved g smash and pool. Free play at these areas was great for campers.
My campers loved barn, radio, and crafts. These three areas all share something in common, as do most of our camp areas, and I believe that's why my campers enjoyed them so much. They all offer an opportunity that can't really be found in normal everyday life at home. Certainly with horses, most kids don't have access to a horse back at home, but also with crafts and radio, kids get greater access to staffs' extensive knowledge in the areas and to more advanced and abundant supplies than maybe they do at school or at home which can facilitate the exploration of their underlying creativity and passion.
The campers that I know from previous summers really loved areas like Barn, WILD, Crafts and Ropes. Most of them are older now, so the primary thing that they enjoy is just getting to be with their friends and to be able to form new friendships with others through participation in activities with others.
Pool, archery, barn and crafts.
The majority of my campers included barn, pool, and of course, store in their favorite activities when asked. They always got really invested in the horses and loved going to see them. I think they liked the bond with the horses and also the attention from the barnies and wranglers.
They adored barn, pool if it was hot, store, and ropes. Any special activities also made them really excited! Each of these activities was incredibly engaging to each kid, involving both individual and cooperative elements. Even store presented challenges that they worked avidly on. The more active the day was, the happier they were.
Ropes (Zipline, Oh Mama, Giants Ladder)
Barn (Trail rides and trotting)
Open Space Trips (Shakespeare, hiking trips)
My campers' favorite activities tended to be ropes, store, and crafts. All three of these activities offered down-time in which they were allowed to interact as an entire cabin, while also participating in fun activities.
The kids I sat with always loved talking about junior middler day
Sometimes, we as a counseling staff become obsessed with the in-the-spotlight creative programming, which creates lasting memories and inside jokes. But what I found this summer was campers really love the physical programming (oh mama, archery, barn) that they cant find at home. We as counselors often overlook these areas, because they haven't changed all too much since we were hilltoppers. Also, free play is by far the most effective at bringing a dorm/cabin or entire age group together. Whether they are dancing in the rain on the

campout or crudely strumming "oasis" by wonderwall on the overnight, campers effortlessly form deep bonds on the events where they're asked to simply hang-out.

Barn and crafts. They liked being independent and creative

they really enjoyed pool and barn because they were the most interactive and they could do the most at them.

Core activities (pool, ropes, barn) - they're the most engaging and kids don't get bored.

My senior campers were always at pool and barn. These areas seemed to be great places for the kids to bond. My junior/middler campers liked ropes activities. I think this is because ropes activities usually feel new and exhilarating for the kids. These activities also present great opportunities for the kids to conquer their fears.

Barn, cooking clinics. Campers enjoyed areas with the programming that filled entire period and that kept them busy.

Barn continues to be a favorite among younger males. It would be cool to see some more senior interest in the area although it seems to be on the rise.

Senior campers always always always love open space trips when they go. Sometimes its difficult for kids to see past "missing" a day of camp and attendance can be lack luster. Especially with senior boys in the KH sessions. But every time a kid comes back they have a positive reaction. Those trips are totally worth the effort it takes to take them out.

Magicology was much better this year. Harris took more of a realistic approach much of the time. I honestly think this helped keep campers engaged in the activity and feel accomplished by learning something practical. This program is doing well and should continue becoming more of a part of the junior middler gg experience.

I hadn't realized before this summer how much campers value Geneva Glen's sports programming, especially when counselors maintain a fun atmosphere and don't overly stress winning. Activities like volleyball, basketball, and rugby really helped bond a lot of the dorm and cabin groups I worked with.

*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?*

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I think pool is fun for kids that like it, but if your kids don't like it it's an hour of boredom. Also, a lot of young girls who have only had their period for a little while or are experiencing some body changes are really uncomfortable with pool, so it can be a little tricky when you have certain age groups. I think there should be a set activity when juniors go to pool--like, everybody has to play sharks and minnows, or some other game. Basketball didn't work because none of my girls ever wanted to play, and the pool is kind of too small for all the kids to play basketball anyhow.

I also think that rifles is a safety issue, because when the kids shoot they wear ear protection, but the kids waiting to shoot are only a foot away and don't have any protection. I had a really bad headache just from being up there for 10 minutes to check on my campers, so I really don't think it's healthy to be up there without protection for the kids waiting, too. Otherwise I think it is a safe and well-run program and gives the campers a lot of self confidence.

Letters for middlers

I'd say they most dreaded ballistics and BBs in general, but I think that they would get more involved and have fun once they got there. Maybe adding something to bbs for kids to do while they're not shooting, same with archery.

N/A

my campers didn't enjoy as much; alchemy, BB's, Wild, crafts they just seemed to have a lot of down time and it made them not like it because they didn't have enough stuff planned.

Depends on the age group. My SilverBirch girls LOVED magicology, but cabin 14/15 and Dorm G HATE

magicology and wish they didn't have to go. I think taking into consideration that when kids turn 10/11/12 they stop believing in magic as much, so to have an area that teaches about fairies and dragons is awesome for kids 6-9 but not so great for the older middlers. BB's is also not a highly rated area. I think BB's is a lot of waiting around if you aren't shooting. A lot of younger girls (and possibly boys I'm not sure) are also intimidated by guns or by looking dumb because they don't know how to shoot. I'm not sure how to fix it, but I know that's one of the issues!

The campers I sat with didn't express a dislike of any areas that I heard.

They just struggled sometimes at areas with a lot of downtime like BBs or archery. Sometimes with those areas it can be awkward because you may finish early, but not early enough that everyone can go again.

BB's wasn't liked very much by my younger campers, they said it was boring. I think it was hard because sometimes the guns would jam and we would only have a few working guns so it would go by slowly. Many of my girls weren't interested in shooting BB guns. But the monsters to throw rocks at, the coloring, and the wanted posters are a great addition to the program and make it easier (as a counselor) to keep the kids entertained and engaged.

Drama. The drama program this year over stepped the kids' day to day camp activities, more so than I remember. Stressing the importance of kids knowing their lines as "the most important thing [during the session]" resulted in kids being stressed out without good reason.

Alchemy was one that my junior middler campers struggled with. It is such a small space to work in and I think they all go a little bit stir crazy at that age being told to stay in one spot and sit and work on alchemy. I think alchemy could be done in a large space (council ring?) and also could be a little more corny in a way that we should them "magic tricks" done with potions and other magical things.

My campers didn't complain about any areas to my knowledge!

all my dancers were very stressed about not having started their dances week 1 of the session. Scheduling their rehearsals earlier would be huge for making them feel more comfortable

Crafts and wild need more planning ahead of time in order to make these areas more fun for the kids.

I usually have thought of rainy days as being campers' least favorite days for activities, but really they were some of their favorite depending on if staff used that time effectively for chill or bonding activities. Our rainy day programming was tested a lot this summer and while there is always room for improvement, I was very impressed.

My j/m's (except for a rare few) did not like BBs and it was sort of like pulling teeth.

N/A

My campers tended to not enjoy activities such as letters and crafts as much as other activities, and I believe this is because these activities are quick and not as physically involving.

A lot of young girls really do not like archery and BBs. I had one kid who only cried twice the whole session and both times were because she didn't want to do projectile activities. I think counseling staff does a good job of handling these kids though by encouraging them to shoot at least once and then providing other sources of entertainment (riddles at archery, coloring targets at BBs, etc.)

I think the areas my kids disliked the most were magicology and then sports. This is in reference to Juniors and middlers. These two areas for my boys were sometimes really fun, but unfortunately, poor planning made them difficult for the kids to enjoy, to the point where the activity allowed for children to broadcast their feelings to the rest of the group, causing problems. These two areas are great, if well planned in regards to the age group that is coming each period. Too often these areas would resort to fairy houses or just playing dodgeball in the meadow that my kids got bored and didn't get a real idea of what they could really be doing while at camp.

Crafts, BB's and Alchemy because their slim didn't work

BB's and Alchemy can be GREAT activities if the kids are all engaged. However- it's hard to do this and run the areas safely. Perhaps having a second staff member working these areas would be more beneficial so that when 3-4 kids are participating in the activity itself, another staff member can be running creative programming to engage the rest of the kids.

## Parachute party

My kids didn't really enjoy BBs or ballistics. I think the issue with BBs is that it's too repetitive, and after an hour of shooting, it loses its novelty. Seniors can leave rifles or archery after a couple of rounds, but juniors and middlers are scheduled for BBs for a whole hour, and there just really isn't much more to do after 30 minutes when every kid has shot one or two times. Ballistics just feels too much like school to a lot of campers. It involves some math and computing, and if they're not successful then they don't get the exciting reward of seeing a soda bottle pop off, and I think that's really discouraging and off-putting for kids who aren't naturally inclined to that kind of activity. Maybe a different kind of end goal would help with those specific kids.

I think it really just depends on the kid. There will be some who always want to do things like Barn and Pool but never want to do Rifles and Archery and vice versa. I think a lot of it has to do with creative programming though and making old activities seem new and exciting. I definitely have seen an improvement at camp of area heads really taking the time to think of new ways to run their areas and I think this definitely helps to peak the interest of campers.

Sports/meadow games seemed to be the least favorite activities for my campers. I think sports and meadow games could be improved by creating a more organized plan for kids before they come, as well as incorporating more "non-athletic" sports games for the kids. My campers were usually playing the same couple of games each time they went to sports/meadow games, and often times the brother dorm would not be inclusive my female campers in the instances of more athletic-intensive games.

My youngest kids loved magicology, but my cab 14-15 girls weren't quite as enchanted. However, Jeremy did turn the activity into a more "economic" and communal idea which he told them was for the animals and that engaged all of the kids in the age group.

They typically didn't care for areas that didn't have strong programming for the day. This typically happened in Alchemy, Archery, or WILD. They did, however, tend to like those programs if they had an engaging activity that day or they hadn't done it often that week.

BBs- Did not hold their attention long enough. Rock throwing is on the right track! Maybe incorporating some magicology elements into backwoods BB's would help make that space seem fun and accessible for all kids. A second fairy garden or fairy village perhaps?

Sports. The main issue was the temperature and lack of shade, so if there is anyway to relocate them to somewhere besides the meadow, that would be ideal.

I only remember a few kids complaining about barn but I think it was fear motivated

The younger campers really did not like crafts because it seemed too repetitive. A kiddo can only make so many pet rocks before losing their sanity

Bbs and archery. My juniors felt like they were scheduled for those to areas all of the time.

my campers did not enjoy wild and bb's as much because they were not as much challenge for them or as much to entertain them for at least an hour.

Magicology - anyone above D/Ash is too old. They would be bored and cause lots of trouble every time, without fail. The only activity that was somewhat appreciated was building anything. It is not the fault of those running it, it is simply just too old. I think that Mac/HT +D/Ash should have magicology incorporated with WILD. Or maybe just once a week instead of every other day.

Alchemy - its TOUGH. There needs to be better programming.

My seniors generally liked all the activities. They were most upset when there were few activities going on at all. My junior campers never had that much fun at BBs. The kids who like rifles really get a lot out of it, but those who don't are usually bored or upset. Personally, I don't think that BB's or rifles are really necessary for camp.

Alchemy and magicology i think are two great and really important areas at camp. I think my campers disliked these areas the most because it was clear when the counselors running them (including myself) weren't prepared or didn't have something to fill the whole period. I think this stems from not having a lot to do/adequate materials. I think having more "stuff" for these areas would be helpful.

My kids viewed ballistics as an extension of crafts and weren't really that interested in it. I think it could be fun

as a senior area. Older kids could easily have a competition with it.

I don't notice a lot of enthusiasm for alchemy. Even during the KH sessions alchemy doesn't have the same kind of deep meaning that painting a shield does. One idea that I had was that at alchemy during the KH sessions females could paint a wood board. My general thought behind it is that they would be able to paint the board a base color of paint representing their bracelet color, then paint a chalice over it, and then paint three charms inside the negative space of the chalice well representing three charms they would like to see in themselves. I think that the value of something they make is important and taking something like this home would only deepen the meaning of the program.

This was a year where it was harder to build camper enthusiasm for the WILD program. This may partly have happened because it was a rainier summer and far more of the WILD activities were cancelled.

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

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none

Maybe more open space trip opportunities, campers seem to get a lot out of feeling a little freedom within the programming and using that freedom to do something productive. It teaches healthy behavior in a less structured setting- which is important!

Not any in particular

no i think the scheduling was great this summer!

Scheduling in Lovely hair for juniors/ middlers. Scheduling in some time for counselors to paint bracelets (as far as I know, male staff can work on their shields when their dorm is scheduled. Female staff usually uses their time off to paint, which is super hard on their mental health). Not scheduling pool and barn together or barn and wild together or pool and ropes together or barn and ropes together. Any of those combos make it super difficult to wear the appropriate attire for safety/ comfort AND get there in time for the activity to actually happen- especially on girls hill. We manage, but it is very annoying when all of your girls are complaining about being in boots and jeans for wild in 80 degree weather because we had barn before and no time to change and we had to hike to ropes to meet whoever was running it, but the boys can quickly change in their dorm on the way to ropes. I think we sometimes have a habit of underestimating what our younger campers can handle, so we dumb down olympics and other things needlessly. I think drama would be greatly improved if we stray from tradition a bit and make each character gender neutral. The girl who played Merlin this year was so happy and felt so big. That's the feeling we should be trying to promote at camp...not necessarily the feeling of tradition. I think if we remind ourselves that everything this summer camp does is FOR THE CAMPERS and is supposed to be FUN and not stressful, Camp in general would be a happier place for camper and staff alike. Court has an amazing opportunity to be lifted really high, but instead it stresses them out more than anything else and makes every last-camper-summer camper who didn't get on feel like they aren't "good enough" for camp or aren't a leader when they very much are.

Having Chautauqua twice a session with younger campers is hard - I feel like once per session is fine. Girls typically find time for lovely hair in their schedule during pool or something, so don't stress too much about scheduling that in!

Cre-8 wasn't open this summer which made a lot of my older campers sad. Even if there is no area head for cre-8 I think it would be cool to open it once or twice a session. It would also be very convenient if the girls could be scheduled for lovely hair/ legs. This would help make sure the younger kids do it weekly and it would limit the older girls so they aren't doing it whenever they please/ constantly.

There seemed to be some days where my kids just didn't have enough time to do all the activities they wanted, while other days they felt like there was nothing open. I don't know the complexities of this administratively, but if there were a way to balance out the schedule so that some days weren't jam packed while others were



empty, I think that would improve the flow of camp substantially.
Emphasize more evenly scheduling of senior activities in AH and WF. Both KHs were stacked with 7 or 8 activities most mornings/ afternoons while AH and WF usually had 4 or 5.
Instead of us doing the Pow-Wow have an actual tribe come and teach us about Pow-Wow and perform dances and discuss their meaning. Kinda like the island dancers in World Friendship.
N/A
scheduling catch-up a little more would probably encourage us to take better advantage of it. We didn't take full advantage of truly catching up on activities, but on catching up cleaning the cabins
Extend rest hour if it is raining in the afternoon.
Make sure that j/m girls are scheduled for lovely hair once a week! Special activities and clinics are always a fan favorite. Catch up at the end of the session is so nice for packing, cleaning, and really relieves stress the day of check out/before or after the final evening activity.
Maybe adding various different activities to each area to switch it up every once in a while.
I feel that kids love to be outdoors, so programs that offer more outdoor opportunities would be optimal. This would include open space trips, WILD activities, hikes, overnights, fort building, magicology, and trail rides.
In a perfect world there would be more ease in scheduling barn overnights in regards to staffing and senior barn programming.
Scheduled time for lovely hair would be nice for juniors and middlers so that we don't have to skip activities to do it.
There was some talk this summer of trying to incorporate a more structured element of self-awareness and self-betterment into the ladies' program during Knighthood. Kolomitz came up with the idea of having girls paint wood rounds with a chalice well, a charm that they recognize in themselves, and a charm they don't recognize and would like to show more. I think this would be a great addition to the program and also help counselors with alchemy programming during those sessions (alchemy is definitely the hardest camp activity to run).
I really think that we could make the push to do more open space trips and backcountry "expeditions" to really get kids out of just the central area of camp. While I love the central nature of camp, I do think that we could try to revamp programs such as ropes and wild to be more goal oriented and constructive, similar to barn trail rides in the progression from slow trails to trotting trails and so on. I think that changing ropes and wild would allow for a better reception of them from both campers and staff members alike. This could be done by making ropes more about learning about climbing, and wild having more options for taking either overnights or trips out into the wilderness.
Junior middler day was great for the younger kids it made them feel very big. Trying to incorporate somethings for juniors and middlers is hard at times. But would be cool to have something a little more for them to let them feel big and try new things than their regular activities.
Having campers who went to the session where special programming occurs would be particularly beneficial to make sure that the activities are run correctly and are still special- particularly World Friendship campers/counselors helping with the Olympics!
I think the Cowboy Poetry night we had during American Heritage was a really good step in the right direction in terms of adding special programming to AH. Knighthood is so packed full of these really special, traditional, ceremonious events, and that feels somewhat lacking during AH and WF. Cowboy Poetry felt really communal and offered some super fascinating insights into the past of camp, so I think we should continue to incorporate events like that!
I'm not really sure since I was never really with kiddos this summer, but I love that there are more and more clinic-like activities like epicureanism that are going on for younger kids! It definitely makes them feel special and big!
More non-hiking open space trips would be great! Especially for those kids who are intimidated by or unenthusiastic about hiking trips. Good places that campers have loved include the botanic gardens, the aquarium, and Shakespeare festival.

If there are age groups that are supposed to do Pow Wow or Chataqua activities together but are not going around to areas together, it would be helpful if they had time scheduled together to practice as a group rather than trying to do it separately and squish it together during meadow time.

I think more time for practice of end-of-session special events would be nice and give both counselors and kids more direction. Most importantly though, I think kids of all ages love special activities and including more even for juniors and middleers would be fun.

I think more consistent messaging of whether or not Lovely Hair is meant to be scheduled or up to counselor discretion would be helpful!

Catch-ups could be messaged with more clarity as well. There were times when some counselors were in the know about suggested Catch-up activities and others were not.

Overall, I think everything ran smoothly this year, although I lack experience so I may not be the best judge. I did feel that the olympics was not given as much attention as it was in the past. Perhaps if we could schedule more tournaments for juniors/middleers.

Open Spce Trips

The hour periods in the morning were much better.

just more things to make younger kids want to wild and game in the outdoors they can play so they can learn to love it.

The improved bell schedule is AMAZING!!

World Friendship needs some serious improvement. As a WF camper, I was extremely disappointed with the session this year. There was barely any programming, and overall lots lazy counseling. In particular, the olympics received very little attention and it really impacted the overall camper experience during WF. The olympics bonds age groups, teaches sportsmanship and camp values and friendship between nations. I think there should be an olympic committee, comprised of passionate counselors (preferably former WF campers) to plan the olympics. After helping out for the past two years, I know that it takes more than one person to successfully execute the program.

Seniors need more activities on there schedule every day. I'd say that a little over 33% of the days throughout the summer, my campers would complain that there was nothing to do. I honestly couldn't really blame them most of the time.

I thought hour long periods were great.

The new changes to the schedule were tremendously helpful, especially for junior/middler counselors. To my memory, this summer was a bit too heavy on the "sit down in the counsel ring" evening play activities.

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

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I would like to run more rugby clinics

I know that there may be some sort of agricultural program in the works this spring which would be amazing- I think it'd be really neat to teach and foster a sense of physical contribution to a community with these young kids. Also gardening and farming would promote a more tangible appreciation for the earth and the outdoors.

Not that I can think of

not at the moment.

Not currently, but I'll brainstorm!

I was super impressed by the formation of the rock climbing program this year, and would love to see that be pursued again next summer.

Rock Climbing open space trips (let it happen!)

N/A
Would love to have lacrosse equipment available for kids to play with, also I think that more hikes should be implemented into the WILD programming.
Keep up battle of the orders:') and I would love to work with Pete on any ideas he has for new programming!!!
Not yet.
Next summer I would love to see some more activities that fully take advantage of camp's property. Hikes, exploration, overnights, activities that bring campers outside to some of the less known areas of camp.
Bring back the photo darkroom!
Also make radio a non-wafer area (this is my mission)
I think that right now we have a wonderful set of areas at camp and I'd love to see them more well defined and more stable to better foster their survival in the long run, much like I said above about ropes and wild. I do however think that ballistics should be a both a JM and Senior area, because it is so fun and many kids would love to learn about making rockets or just shoot stuff into the air.
Mountain Biking would be very cool, we have great trails around camp. Just very expensive to get bikes but if people were aware maybe donations would happen. Just a thought.
Some sort of clinics with science experiments for the younger kids would be fun and engaging! I also think the climbing that started this summer is worth developing further for the older campers.
During really rainy days this summer, a lot of staff talked about the idea of getting all of camp together to do some fun event indoors instead of trying to carry out regular programming. Even when regular programming is safe and possible, it can get really miserable really quickly for everyone, and it seems that an all camp Airband or Kangaroo Court or something of the like could be a good way to avoid that.
Not any huge ones!
I really like the efforts being put into climbing. I think it would also be great to increase radio/media, especially on the media side for seniors. Overall, however, I think access to a big variety of activities is necessary.
No.
No
I think that think tank should make a come back in a thought out, meaningful, and purposeful way.
not at the moment
I think we should bring back Think Tank. I don't really understand why we got rid of it. It seemed like a great opportunity for the kids to become more informed.
Where did big guns go? If we could bring that back it would be fun.
I know my brother Jeremy has some interest in starting a gardening program, and it sounds really cool to me!

*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).*

More free play time at night
I think my campers favorite parts of the days sometimes was the evening plays. Favorites were Jurassic park and capture the flag especially for younger campers.
N/A
My campers loved, capture the flag, Jurassic Park, movie night, Council fire . They didn't like Square Dancing as much.



Campers LOVE jurassic park, capture the flag, kangaroo court, movie night, and banjo man. I don't think a lot of kids are super into knighthood X or night vespers (although the one during world friendship is a favorite). I think having a good mix of chill evening plays and energetic evening plays would be good for campers so they don't get too burnt out. I also think that on the first Sunday of each session we should have cabin fellowship that night instead of council fire. That way every counselor is there for cabin fellowship, and there is more time for campers to get to know each other and generate ideas for council fire!

My campers I sat with really enjoyed Jurassic Park.

Jurassic Park, Capture the Flag, Kangaroo Court, Council Fire, and Ladies Court were the favorites. The dance was hit or miss.

Jurassic park is always a favorite. Capture the flag is a classic, but seems to be getting stagnant (it might need some spicing up). Free play is great if it is well planned and has a lot of areas open. Kangaroo court is in its prime and just keeps getting better. The kids mentioned the lack of counselor hunt this summer.

My campers favorite evening plays were the ones that had them running around camp (i.e. JPark and Capture the Flag). The only negative aspect I saw to evening plays this summer where the points where a series of evening plays that put campers in their seats for most of the night were strung together. But I understand that a lot of that comes down to scheduling.

Jurassic Park-favorite

Coronation, vaudeville- least favorite

Magicology trivia night was a huge hit among younger campers. Also, many of my campers favorite activity was Jurassic Park and they asked about it and if we were going to play or not for the whole first week.

Always love the traditional KH ones, Jurassic Park, Council Fire, FREE PLAY, jr/middler trivia night

They did not like vaudeville.. My campers thought it was way too long maybe if it is a lot shorter!

kids LOVE jurassic park

as far as indicating specific evening plays, I can't do that, but I can emphasize the importance of balancing "sit down and watch something" evening plays vs "run around camp" evening plays. This summer we had some sessions where there was a very sit down heavy ratio, and the kids didn't like that. They'd like more evening plays where they were DOING rather than watching.

Jurassic park and capture the flag are by far camper favorites and should be scheduled at all costs. Kangaroo court is also a lot of fun for the campers.

Favs: Jurassic Park (10 year olds live for it), council fire, cabin fellowship, island dancing, the dance

Least Favs: vaudeville

Suggestion: there was a tendency to be a lot of seated evening plays the second week of sessions. The more energy we can get out of kids at night too, it is easier for them to sleep and not have pent up energy.

N/A

My campers really enjoyed Jurassic Park, capture the flag, and council fire. I also found that the younger kids didn't enjoy nighttime free play as much, because it was less unstructured than the other evening play events.

I thought the renaissance festival during the KH session was absolutely genius and I would love to see that be an integrated part of programming in the future. I also heard from counselors and campers alike that they would like to see more active evening plays ie. jurassic park and capture the flag rather than sitting/watching evening plays.

Thumbs up on all accounts

I think my most vivid memory of evening plays being frustrating for campers was American Heritage, where we had the normal two counsel fires, and then the vaudeville show, and the Cowboy poetry night, along with other sitting down evening plays. Much like how we have a huge set of stairs up to hill-top to help tire out the Juniors, evening plays should have an equal balance of sitting down (Counsel Fire, Cowboy Poetry, The Musical) and

running around games (Jurassic Park, Capture the Flag, Casino Night). I also think that this past summer we fell into a sort of pattern where we would have the "active" evening plays in the first week, and then the sitting evening plays in the second, which many of my kids really didn't enjoy and caught onto. I think that an even spacing out of both sitting and active evening plays, would be the best solution, but also add some variety to both. I know that many kids and counselors alike loved the night activities evening play, where pool was opened and so were other camp activities that would be a lot of fun with the time change.

The Junior Middler Magicology was very well ran by Harris, all my kids liked it a lot. Would be cool to start having 2 overnights to really get kids enjoying the outdoors and sleeping outside.

Campers of ALL ages loved Jurassic Park, Capture the Flag, WELL-ORGANIZED Kangaroo Court, and Island Dancing. I think having more evening free plays with set-up areas for seniors would also be beneficial (I.e. with pool open, dancing in the lodge, night crafts, night volleyball).

My campers loved pretty much all evening plays except for the storytelling ones where they were stagnant in the council ring. For example, cowboy poetry night or extra performances/drama that they weren't as interested in. Personally, I think all of my campers would have been happier doing things like capture the flag and Jurassic park than things like vodville or the musical. I think there could be another time motivated to seeing drama that isn't a good evening play night, especially if

Kids don't get the big games in the session depending on other scheduling, like at knighthood 2 when things like coronation are set in stone.

My campers of all ages LOVE Jurassic Park. Like they live for it. They weren't as crazy about Counselor Hunt unless there was some really funny theme which can work. But Jurassic Park is definitely still their favorite. Kangaroo Court is also really popular and can be a fun all-camp rainy-day program.

Kids LOVE Jurassic Park. One of the biggest things I remember reading on the surveys was that kids wished there was Jurassic Park every session. A lot of the older kids really just like having meadow time/free play and I remember really liking that as well when I was an older camper. I think that having free play evenings would be really fun, but it would be most successful if we had areas open like pool, rifles (assuming we could light the range), radio, even ropes if we could get it well lit enough. That would make areas automatically more fun and I feel like kids would feel like it was something new and more exciting!

Jurassic Park is an all-time favorite for all of my campers, so having that every session is important.

The loved Capture the Flag, movie night and trivia night. I think they in general like the dance but as always there is usually some drama.

Kids loved the active and imaginative evening plays, like Jurassic Park, Counselor Hunt, and Capture the Flag, especially if there was a second part to the night to wind down with. Think tanks/ vespers, if they included engaging activities, also captured the attention of all ages. Free play, cabin fellowship, council fires and nights like Island dancing were also popular in this way. I think the main issues with any of these activities were overcompetitiveness and cheating in the large group games.

Campers loved: Jurassic Park, Capture the Flag, The Dance, Island Dancing

Least favorite: Clue was polarizing (they either loved or hated)

Jurassic Park, and the Dance. I had younger kids, so things that kept them entertained and occupied was great. The least favorites were usually mock ladies court and cowboy poetry.

Dance, Jurassic Park

Campers loved: Capture the flag, Kangaroo Court, Island Dancing, Magicology night, Square dancing and casino, Council Fire

Campers disliked: Counselor hunt, Banjo man (young seniors), Vaudville night

I loved cowboy poetry night. Bringing in alum to engage with camp is good, but I think some of the campers got lost on the stories. Mostly beneficial for staff and old progeny

Favorites - Jurassic park, ladies cliff, council fire, musical, capture the flag

Least favorite - the dance for younger campers
My campers loved Jurassic park and Capture the flag activities where they can be active and run around with there friends and chase after there counselors.
This year, the evening plays were all exceptional. The senior campers even liked the the repetitive activities that they've done year after year (Banjo Man, Capture the Flag).
J/M magicology night was always a hit, I thought Harris did an exceptional job.
We should always play jurassic park and capture the flag every session. Kids literally come to camp for those two games. kids do not like casino night or square dancing mock induction during KH2 was a good idea, lets do that again if possible kangaroo court only works as a rain plan if things actually get planned for it!
My campers especially love Capture the Flag, Jurassic Park, and Council Fire. Counselor Hunt occasionally comes up as a less favored night.

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

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none
Maybe more of the younger kid involvement... my ash grove girls absolutely loved being in merlins masque. It made them feel big.
Nothing
For Chautauqua and Pageant, I think if we have a suggested thing for counselors to prepare for their cabin/dorm "gift" that would be nice. I think if we did the smuggler thing staff does that would be fun for seniors during rendezvous. I think rendezvous ends too soon since the only source of motivation to participate are the food items. Its also very long which makes it lose steam as the afternoon progresses.
During any event with Popcorn/Cotton Candy have the coordinator use counselors as the servers of popcorn and cotton candy because the cupcakes always had to leave to work in the kitchen half way through.
Pageant and Coronation could use some rewriting.
The coronation pageant was a huge success! Do it again next summer! I love the mix of keeping certain traditional things and adding in new things (Sarah's dances were different but also really good at keeping with the Merlin's Masque feel- Bodicea!) I really liked having the main point person (Carlee) and also delegating to other people and giving them a chance too. Chautauqua has come such a long way since I was a camper (I hated it as a camper, but it's been revamped and is wonderful now), it's a well planned and well executed event.
None
More variety of activities. Use upper camp as well.
Nope Carlee killed it this summer.
Be clear on what time they are starting.
For the various Rendezvous/Carnival type programs, I would suggest creating new games for the kids to play or adding a scavenger hunt to earn tickets.
These events are amazing ways oppotunities for campers to have fun and engage in different learning experiences.
None
I think that way to really make these events run even smoother than they already are, would be to increase the workforce behind them. Cass working drama all by herself made it easy for her to get flustered and just run around and make everything seem to fall all upon her. Obviously it doesn't need to be as big of a group as like a force behind Counselor Banquet, but I think that making more people designated to helping it would be the best way to move each event along in a smooth fashion that causes the least amount of stress.

Having Chautauqua split up into two sections for groups of countries this year was particularly beneficial I thought. I think also getting so many campers involved in Pageant and the Musical like happened this year is more engaging.
Chautauqua this year was amazing, and I don't know what magic Carlee worked to make it so smooth and fun, but I think the really clear explanations of what was happening everywhere and splitting the afternoon up between lower hill and upper hill gave kids more interest and more time to explore.
The person in charge of the even HAS to actually communicate with the people like Gopher and the kitchen with things they need. I should not have had to hunt people down as much as I had to and even then I would still have to buy most of the stuff very last minute. I think finding more, newer games for these events would be good too because after a while it just becomes a bit of the same-old same-old feeling that occurs over time.
I really enjoyed the coronation carnival during KH2- really cool opportunity for those campers to experience something that doesn't usually happen in that session.
Giving people running the activity lots of time to set it up and bring new, involving ideas to it really makes a difference in the vibe of the night. The more passionate staff is about the nights, the more passionate camp is. I really think adding new elements keeps it thoughtful and entertaining.
I got consistent feedback that the Olympics should not be run by the Head of Sports, rather, it should be delegated out to people who are specifically interested/passionate.
I thought ever special event was incredibly well executed
Don't change it
Chautauqua was excellent this year
The Saturday Carnival-style Saturday activities need to be fixed. Those were the days when my campers would complain the most about how there was nothing to do. The only day like this that is actually fun is Chautauqua. This is because Chautauqua is actually unique. No kid thing popping balloons with darts for a whole afternoon is fun. Neither do any if the staff members. More creativity is required to make these days more exciting. These days are just so boring.
I thought the level of camper involvement this year was awesome. I also thought it was really valuable to have girls be in male roles during merlins masque to expand the number of girls that can participate/broaden the types of roles girls can have.
I was extremely please with all these days this year! Counselors and campers found a ton of small, fun ways to make those days special.

*What insights can you share about overnights and cookouts?*

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none
Start coals early, or else kids get antsy. But salsa and chips out. Let kids do own thing for a little, the boy girl free play time is hard to control and foster in other environments.
N/A
Great! I like having the extra free period to set up / pack.
I think overnights should be more segregated by gender (2, 4, 5, 7 at saddle and E and F on Mt Winnie for example- this way they can still hang out before bed but they can't break rules together during the night because of the separate sleeping arrangements). I also think people of high power (Office Staff) should randomly check in on the overnights to keep the counselors on their toes and in check.
I felt like we had a lot of rainy cookouts where our rainy day plan was to have them eat at the top of the meadow/ bottom of the lodge and in the marathon and many times I felt like this was un-necessary (it wasn't raining badly or stopped raining). I think better outdoor cookout locations should be used (like rifles or the treehouse- it has a roof! or even just hanging a tarp).

Would love to see more use of new (quarry) or less used (mt. whinney) camp sites in the future
More clear procedures for Cookouts.
Easier meals on the cookouts. The new camp spots are awesome. Giving the kids a new place to be is so good for the camp experience.
I loved that this summer locations were switched up and the oldest campers didn't go to the outlook the whole summer. Switching it up also excites the campers!
Kids love the overnight, and a lot of the problems surrounding the overnight stem from counselor apathy. We should be able to hike to farther cooler locations at camp, even if there is a slight chance of rain. The most memorable overnights that I were apart of were when it was slightly raining and a little bit chaotic.
From a Crew Boss perspective overnights and cookouts need to be improved or changed. In their current form they take about half a day or more of our time to set up. On a few of them we were shuttling grills and people around to almost midnight, then picking people back up before the bell the next morning. We are happy to do it but they have become a huge burden on crew and off hill staff.
Overnights and cookouts are great! There was always confusion about things like tarps or food being driven up to certain places for one session and not the next, so making a clear standard for each site.
They were very convenient areas around camp, and they provided a nice time to spend with our kids. One suggestion that I would have, would be to have the food there already just so there is the right amount of supervision per group of kids so that nobody is feeling too stressed.
Planning behind overnight and cookouts is amazing. Especially for middler cookouts, to have the magicology event after the cookout is a perfect use of time and entertainment for the kids. The energy behind these activities comes from built up hype from the counselors.
I loved the new spots for overnights. I thought that Caley and Dakota got very creative as to where people could hike and spend overnights and that was greatly appreciated.
Good
I think that this summer we did a really good job on them and they weren't as much of a chore for many kids or counselors. I think that we should make a push for more overnights and voluntary activities to offer more diversity to campers throughout their time with us, such as themed overnights or just overnights for people who want to experience a new part of camp.
Cookouts go very well when orders are paired up with each other. Seemed to go very smoothly and there is more helping hands to get food ready and having people watch the kids.
If rain is foreseeable in the forecast, it would be best to postpone cookouts and overnights RIGHT AWAY. I know it can be difficult working with the kitchen on this, but since you can see the weather forecast a week in advance, it makes a difference to the campers to have a positive outdoor experience without rain or cold weather on these nights!
We have it down to a science! I love this night and how it always works well.
Quesadillas are not a good idea for cookouts because there are way too many moving parts with the beans and chicken and cheese and rice and salsa, and they take a really long time to melt. I think pita pizzas were really great while they lasted, and kids like them, or even just like hot dogs like we had during Myths were really good. They're already cooked, so we just need to heat them up and kids love them!
Not really sure on this one.. I love the Shrine as an overnight spot! I think its awesome! I also really liked something that Johnny mentioned about making some more smaller camp sites up on the way to the outlook for overnights of smaller groups. I like the idea of having overnights with just cabin groups or a dorm because I feel like it would be more manageable for counselors and definitely would create more of a cabin bonding atmosphere for the campers.
I think the overnight and the cookout are such important aspect of camp programming. My campers always rave about them, and it is a time in the session where they are able to spend unstructured time with the brother dorm and really develop close friendships with them.
Oldest middlers can go to black canyon! They complain a little but its a good workout and they like the location. I think 5th period is a great way to prepare.

These are great! Having the extra period is really nice to set up with, but it makes keeping juniors and middlers on their cookouts entertained a little harder. Maybe having an area open for the cookout- kids would be more efficient.
I would suggest maybe a half fifth period because we were able to completely set up in twenty minutes and then the kids would get antsy.
N/a
Next summer, we should do our best to switch up the overnight spots. They have become almost too routine with the locations. Maybe try the new camp property? There's so much of camp left to explore!
Cookouts are my favorite night of counseling... honestly, I'd love to have more of them
When an age group has a cookout, they do not need 5th period off.
I love the cookout and overnight but sometimes we stress about it a little too much when it is for the kids and they should be having as much fun as they can mixing the boys with girls and being able to eat in the outdoors more than usual.
I think the locations should be switched up so that the oldest campers have the chance to go back to places like the shrine again. Also, there should be more of an effort to do themed overnights. I requested for 3 sessions in a row to do a man hunt overnight, which was one of my favorite camper memories. It was never put on the schedule which was super disappointing.
Overnights and cookouts went smoothly this summer. I can't think of any legitimate criticisms about these evenings. Most kids thought these were super fun.
They were awesome. Cooking was always super easy because of the preparation the kitchen did. I never had a problem getting supplies from WE and they always seemed to go smoothly.
staff did very poorly this summer on overnights and cookouts. Overall our counseling staff didn't prepare at all for any rain events. Everytime I went out hiking I found tarps, trash and aquatainers. Coupled with the fact that I don't think there was enough planning for weather events by the WE staff these nights ended up being hard on the counselors and usually spent inside.
I felt very well prepared for my cookouts and overnights (kudos to Dakota and Caley). Counselors have also done a better and better job the past few years not taking overnights off (the ones I went on were consistently well-staffed).

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

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I think pow-wow is culturally insensitive. I think that there needs to be a lot more research put into it, and even then I don't think the campers should be wearing "Indian" (a word that is used far too much to describe Native Americans at camp) costumes. To them pow wow feels like a make-believe play--it's fun, but I don't really think they learn to connect it to the actual people and tribes they are learning about and representing.
Improve breakfast. Too many cereal and pancake meals
Not necessarily, just I think it would be good to work on active programming as it seems that that is what the kids were most fond of and most excited for!
NOpe
Nope!
None
N/A
the stories we tel in the morning are a big part of camp programming. both the knighthood sessions have very richly developed storytelling, but American Heritage and WF do not. Deepening this so enrich the programming for those sessions would add value.



No.
I would love to see more of an educational component to American Heritage. This summer was certainly an improvement over 2016, but I think we can still do better. As a camper, it was really cool when the mountain man came and talked about trapping and hunting. I would love to see special events, such as the mountain man, return as part of that education
I think I've said all that's on my mind.
I think camp programming is superb!
no
N/a
Softball was super aggressive this summer and it made my girls not want to play or embarrassed to play.
no
No.

*What were your personal favorite meals?*

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Vegetarian Pizza, any time we had
Yellow
Grilled cheese and tomato soup, sandwiches
Grilled Cheese
tacos, yellow meal, BLT's,
Greek meal, grilled cheese and tomato soup
Baked Ziti
Pita meal, yellow meal, grilled cheese and tomato soup, pasta nights
Grilled Cheese! French toast sticks. chicken and rice soup. chili. pasta.
Pitas
Gyro night and sunday salad lunch
Grilled Cheese, Turkey Bacon melts
salad meal, greek meal, orange meal, yellow meal
turkey bacon swiss sandwich!!
Grilled Cheese, Chili, that dank spinach salad we had the day of ACA
Mediterranean meal (with pita and hummus) and Orange meal (tomato soup and grilled cheese)
My personal favorite meals included the strawberry-feta salad, ice cream sandwiches, yellow meal, and french toast sticks.
CESAR SALAD WRAPSSSSSS!!!! yeas kween.
grilled cheese, yellow meal, teriyaki chicken, chicken wings
Yellow Meal
Grilled Cheese and Tomato soup, when we do chicken soup it would go well with a sandwich as a pair.
Salad meal, Orange meal (grilled cheese)
Meatball subs
Beef stroganoff and grilled cheese and tomato soup!
That one with the spinach and strawberry salad!
Kathy's vegetarian pockets with mushrooms!!!!!!
Vegetarian black bean burgers, tofu, fake chicken nuggets

Anything with lots of vegetables.
Grilled Cheese & Tomato Soup
The vegan pizza/pizza
Grilled Cheese
love the broccoli
Orientation
yellow meal and tacos and grilled cheese and tomato soup
Whenever we had baked ziti, I was super happy. I also thought the taco and taco salad lunches were great.
tacos. spinach and berry salad
pork chops,
For some reason, I'm having trouble remembering the food stuff. The vegetarian options this year were better than ever.

*What were your personal least favorite meals?*

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Chili on cold days when the vegetarian option was salad (to be fair, this only happened once, but it was a very disappointing time for the vegetarians)
beef stroganoff. Chicken wraps
Sloppy joe, breakfasts without protein
Cereal, bagel, muffins meal
beef stroganoff, pork chops that weren't pre-cut because it was hard for the campers
I know there are some I'm not a fan of but I can't really remember haha... um I don't like the chicken one when the line is still in the chicken.
Asian Chicken because I had to cut all the chicken.
Chinese food, Sunday salad meal
sunday lunch meal. the Mediterranean meal. chinese
Most breakfasts, bring back yogurt and granola
Yellow meal and pork chops
Chinese meals
any breakfast with no protein or fruit, chinese dinners
The Carbs at breakfast have gotten out of control. There needs to be something besides bread products so much chinese food.
Yellow meal
I didn't have any least favorite meals, and found pretty much all the meals appetizing.
bone-in roasted chicken, salad meal after vespers, pork chops
The Greek meal on Sunday after vespers
The Chinese meals
Last Day Breakfast (with no fruit or protein)
Chicken fried rice
Breakfast tacos
Yellow meal. It'll get me every time :/
Most breakfasts involving cereal and other carbs.
Asian food night



The all-grain-and-meat meals, especially breakfasts.
Chinese food
vegetarian/beef stronganoff
The amount of cereal
Tacos, baked ziti
Yellow meal
salad meal on sundays and pork chops and sloppy joes
Small breakfasts without protein were always disappointing.
Full chicken thighs, spinach soup
egg rolls

*What were the favorite meals of your campers?*

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Pasta
yellow meal
Grilled cheese and tomato soup, yellow meal, spaghetti
N/A
pizza, yellow meal, grilled cheese and tomato soup
Yellow meal, grilled cheese and tomato soup,
Yellow Meal
Yellow meal, grilled cheese and tomato soup, tacos, pancakes
yellow meal. wings. grilled cheese. Mediterranean. pasta. chicken tenders.
yellow meal, cheese burgers
Grilled cheese and tomato soup
cookouts, yellow meal, grilled cheese, chicken alfredo
french toast, yellow meal, grilled cheese
Yellow Meal
My campers favorite meals were dirt and worms, yellow meal, and burgers.
oats/grain
yellow meal, pancakes, french toast sticks
Yellow Meal
Mac and Cheese, Chili
Yellow Meal, Orange meal, Donuts, BBQs outside
Yellow, wings
Chinese food and beef stroganoff
N/A
Yellow meal, lasagna.
Anything with lots of variety, but nothing particularly unusual.
Yellow Meal
yellow meal
Yellow meal
Tacos
yellow meal and grilled cheese and tomato soup

Macaroni and cheese, pizza, Italian foods, most breakfasts.

yellow meal, chicken fingers, baked ziti

yellow meal, chicken alfredo, chicken parmesan, wings

*What were the least favorite meals of your campers?*

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Yellow meal. Nobody EVER liked banana pudding, but they like the rest.

beef stroganoff. Chicken wraps

Sloppy joes, salads

N/A

pork chops, beef stroganoff

They complained about there being a lot of chicken

sunday lunch meal.

egg salad

Pork chops

Pork

all of the chinese food, pork chops.

Chicken legs

My campers disliked the Asian food meals and baked ziti.

bone-in roasted chicken, salad meal after vespers, chicken wings (I half-jokingly was yelling "don't let the chickens die for nothing; eat more wings" and one of my Cabin 9 girls ate over 20

Pork or Steak that didn't sit well with picky eaters

Chinese meals, and soups

Rainy Cookouts

Salad on sundays

Salads after vespers

N/A

The Sunday salad meal.

Pizza, burgers, yellow meal, chicken wings

Plain meals or overly fatty/ meaty meals, like sloppy joes and bacon cheeseburgers.

sloppy joes

Chicken breast

tuna salad

Anything involving veggies

salads meal and pork chop and sloppy joes

Fish, oatmeal

egg rolls

## Administrative Evaluation

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

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Change CIT name please. I was told by a camper that I wasn't even a counselor but a CIT. Only makes it harder for me to do my job.

I think it would be effective if the "head of CITs" position became "head of new counselors". This would not only include the CITs, but would also give first year counselors with no previous camp experience a point person who if focused on their transition into GG.

I think the trainee program is something where you get out what you put into it and that clearly showed with the trainees, as some of them were known and loved by people at sessions they had never gone to before. The teen leadership program is also awesome because it gives the older non-trainee campers a chance to do what they had been doing all summer.

The trainee program is a great experience for campers to have. Teen leadership gives campers who may not have been trainees the chance to feel like they are. The CIT program trains amazing counselors.

The trainee program is great - I did see a lot of entitlement in some trainees, which future heads of trainees I think could address and try to prevent. Teen Leadership was great this year - I think Lexie and all of the area heads did a great job. I like that the teen leadership program gives campers that were not able to be trainees a taste of staff. I liked the buddy system that Lexie set up as well. The CIT program was great!

Teen Leadership- I'm so glad it's back! I think it makes the kids feel really big and they loved being involved.

CIT- I think it's a good program. It's helpful for the first time counselors to have a system where they can get help. It's one of the hardest summers though because it's so tiring being with Jr's and Middlers all summer.

Trainee Program- I loved seeing the other side of the program and how much good it did for the kids that went through it this year. I think the program is great to have kids show that they can be here all summer and be in a leadership role (and they grow so much from it too), but for the kids who want it, but are not ready, it can actually hurt their future camp careers. I'm so lucky I wasn't selected for trainee because I would've had a rough summer which would've put a damper on my staff career. I think only kids who are ready for this challenge should be accepted (we should set them up for success), even if it means that we have less trainees, I'd rather see less trainees that have summers that build them up than more trainees with a few that have summers that tear them down. Trainee summer should be one of the best summers.

I also really struggled with how much attention and favoritism the trainees got during World Friendship (tree-top to treeline, the trainee overnight, the trainee song, the trainees signing the wall). I think all of those things are important and should be continued but they also made the non-trainee campers feel very excluded.

Each program is great in different ways. The trainee program, however, can be really hurtful to campers who applied and didn't get it. It seems silly to not allow any camper to go to areas with kids. If they want to take on that leadership role, they should have the opportunity to. My idea is to still have the Trainee Program as is, but maybe add to the Teen Leadership Program and give older campers an afternoon to shadow a counselor. That way we aren't taking away from the Trainee program, but we are still giving the other campers the opportunity to do what they wanted to do! I also think the trainees get a lot of recognition. Yes, its deserved! But since the counselors get to know the trainees the best, I think we, as a staff, should strive to get to know other campers and recognize THEM as well! I also think we could try to change how court works, and make it so that if you get on court once you can't get on again. That way more people can be recognized for the leaders they are, and there is less drama with those who don't get on!

I didn't work with the older campers too much, but the trainee program and especially the teen leadership program seemed to provide exactly what we are trying to emphasize within camp: making the campers feel big.

The CIT program was extremely helpful to me and I cannot express how grateful I was for the guidance and support of my bosses and junior and senior counselor co-ing counterparts.

Teen leadership went well!

Trainee program needs a clearer outline of its ultimate goals. then should be tailored for kids to actually meet those

As for the Teen Leadership program, I think that it is great and a perfect way to show campers the ropes of areas and being a counselor. I really think that we should push a better emphasis of it at the start of the summer and be sure to not let it become something that we either cast aside or just quickly make little trinkets for campers at the end of the session. However, each of my campers that participated in it in some manner loved it and were so happy to have such an opportunity. That being said, we should also see to it that the things teen leaders learn are not just throwaway tasks or cleaning jobs that the area head doesn't want to do, another thing which should be emphasized and perhaps put into the Job Description of each area.

I believe all three of these programs are much needed, in aiding the development of certain strengths that many of the people undergoing these positions can attain.

I love the Trainee Program, but I think the biggest way that it could be improved would be to add an "outcome" or "goal" that is clearly stated to the Trainees. Are they primarily here to spread the love of camp, to offer a hand to counselors, to learn how to work areas, to learn how to effectively counsel? And more importantly, how are we measuring this growth? I'd suggest providing the Trainees with clear objectives prioritized by importance and then giving them time to reflect in writing how the summer is going. This would go beyond Trainee meetings so that each child in the program was actually able to record good and bad counseling moments, learn from their favorite counselor's techniques, and self-monitor their own progress. I think the Trainee heads can also have a more hands on role during this process by actually forming some of these questions that would help cause inner reflection in the Trainees and the heads can also get reviews from the counselors that have worked with the Trainees and can pinpoint areas for improvement. Lastly, making the Trainees run actual creative programming at areas rather than just knowing the rules of the area itself would help the Trainees get more experience as to what it's like to be a staff member. Collecting area checklists from area heads for the Trainees to complete by the end of the summer would help this process so that the Trainee head could actually regulate and help enforce the Trainee's development at each area rather than just hope that they have a positive experience at the area they chose.

I loved the way that teen leadership blossomed this summer! I think that Lexie did a great job at making many of the older kids feel big and like they had a more important role at camp that made it so the trainees were not always the star of the show. The other two I feel like I didn't have that close of a look at, but I feel like all of the trainees and CITs managed to really thrive despite whatever small problems might have surfaced from time to time.

The trainee program has the opportunity to grow in its leadership development aspect. I think it would be beneficial when choosing future trainee directors to think about individuals who have leadership development skills/experience, and would be willing to reimagine this training arc for our last year campers. Having a more deliberate framing for trainee expectations and goals would overall benefit the way trainees make sense of their roles.

Similarly, there is opportunity within the CIT program to implement similar intentional spaces for leadership development. Something that I have seen work well within the context of my current workplace is conducting "Leadership Labs" where issues can be workshopped peer-to-peer. What this would look like for the CIT program would be using the CIT meeting space for constructive problem-solving related to counseling. As it stands now, the CIT program essentially consists of intentional one-on-one check ins from the CIT Heads, grounded in emotional support. This is a wonderful feature of the program, but I think there is significant opportunity in using the entire CIT cohort for productive discussion and growth.

The CIT program was solid this year- the meetings after movie night were always a good way to spend time as a group and take a step back. Jackie and Troy were great, and I think it's an important program.

From what I saw of Teen Leadership, it made campers feel really big and give them more confidence and ways to connect with staff. That should be really encouraged again next year!

The CIT program was solid this year -- the meeting after movie night were always a great way to spend time as a group and take a step back from counseling for a moment. I think this is an important program, although definitely difficult to have only younger kids.

From what I saw of Teen Leadership, it made campers feel really big and gave them more confidence and ways to connect staff. This should be really encouraged next year!

The Trainees were a great group this year and always a nice asset when they had time with me and my kids.

I think it is important to emphasize training in specific areas early so that campers already have information/knowledge when they come onto staff.

The Teen Leadership Program was much improved this summer -- go Lexie!!

I have very mixed feelings about the Trainee Program. I think that it is given to campers that don't necessarily deserve it, and that other campers feel small because of trainee privilege. I think that other campers should be able to have meaningful leadership roles, and that they shouldn't feel like they have no opportunity of being on staff because they aren't a trainee.

I think the CIT program is great and really helps the new counselors with support and shows them they can do it and they will be good at it. The trainee program is good but I think it tends to make the campers think they are better than everyone else.

I was really pleased with how these programs ran this summer. As an aside, I feel that the "big buddy/little buddy" program was not very effective and might require more time for the Teen Leadership Program director than is worthwhile.

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

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Courtney McKnight coming back to barn this summer was so so appreciated. In terms of effective and quality equestrian programming, she was able to train and work with Jake, Mady, and I to help us reach our full potential in our positions. Her endless support and guidance gave me all the confidence in the world to lead an area that is fast paced and often unpredictable. She let us run the barn on our own, while always being an invaluable resource for when we had questions or concerns. Her tips helped us create a barn that was safe, effective, and fun. We got more butts in saddles and had more kids learning quality horsemanship because of her. Words can not accurately articulate how much I look up to Courtney and how thankful I am to have had the opportunity to learn from her.

I would have loved to be able to spend more time with the kids I sat with during the day.

Make a separate more clear job description for Cupcakes. Going into the summer I had a very vague view of what I was actually doing during the summer. I know that this task is nearly impossible because the job is being shaped year by year and is ever developing but just a small description that says something like "You work with the Mountain Berry Cooks to prep food and prepare meals in the kitchen is your main job. You also may do small tasks involving store. Your daily schedule is dependent on the meal and what is being made." Just knowing that officially would have made me more confident in myself for the summer because I was just going off of what I thought a cupcake was from being a camper when I went into the position.

All great! Krew and the cupcakes were super helpful!

I love how involved they all got! I felt like every evening play they were there!

Dish and Work krew did a really good job dealing with the challenges that came their way this summer, I think they all grew a lot.

A+++ to Katlyn and Josie. They slayed it.
I thought the cohesiveness of this crew group this year was much more noticeable, more so than crew in past summers. I was astonished by the help and generosity I received from off hill staff.
I think having a smaller crew is more successful- cap at 20 and you have a better chance at more cohesive workers and more efficient work
I thought the "Lodge Supervisor" position was invaluable this summer and I would hope to see it continue in some form.
I don't have much to say for the Krews or off hill staff, but I think that they did a great job
N/A
I think the Crew bosses should be harder on all crew members right away and practice the "ice-cream theory" even on crew. I think this would help restrict rebellious behavior and help the crew kids have more respect for their bosses.
Okay, honestly, I think that this year's Crew was kind of crummy in general. There were a few wonderful kids like Ethan Meyer, Liz Fehr, Sam Bryson, Carly Broady, Zach Triplet, and Noah Schwalger; but overall I really did not find the Crew to be as helpful or eager to help as they should have been. When I would ask for help unloading a car or carrying a bunch of stuff somewhere around camp, many of them would try to make an excuse not to or kind of role their eyes and do it anyway. I think that they were a little bit entitled and really did not care as much as they should have.
I will submit this in a separate document. -- Danny Chase
The head wranglers were awesome and ran the barn so well. They were a huge joy and source of learning for me at barn this year, but I think there needs to be more assessment of what wranglers can actually handle and more training for them on how to ride and do the small things that are often brushed over during orientation.
I really liked how crew was able to work areas this year!
I do not have any.
Zach Triplet impressed me this summer. He always seemed to be working hard and was a strong leader.

*Any comments on the hiring process:*

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Possibly giving any first time staff member particularly crew a shot at an interview. While I'm sure administrative staff already has this in mind going into hiring at least letting everyone feel like they had their best shot at a staff position.
I do wish that there was more of a conversation about potential jobs before a decision is made. I know that it is impossible to cater to everyone's potential job interests, but asking more in interviews about why someone wants to be an area head or what their vision is for that area, etc. would add some important insight into job placement. Also a lot of people do not receive leadership roles so that they can "prove themselves," but I think that they would be able to "prove themselves" even more if they were given a leadership role.
I think the hiring process is fine. I wish there was some sort of reason given as to why a person is not given a job they were qualified for and really wanted. In personal experience, it's very hard to run a business and have a family atmosphere if there isn't that line of communication where counselors/crew/ other camp staff are turned away for certain jobs with seemingly no reason. It really gets in their head and could potentially interfere with their counseling.
I thought it was really helpful that the hiring decision was emailed to me really quickly, and then the nitty gritty stuff came a little later. It helped me focus on what I needed to focus on and not be overly consumed and thinking about the ambiguity of the hiring process.
just keep people in the loop! don't leave anyone hanging until the last minute!
I love camp and I love everyone there, yet I have to say that this past summer I feel as though I was left in the dark for too long and was not contacted as early as my peers. I know that there are good intentions behind

everything done at camp, and that there might have been an issue with just scheduling, yet I feel as though I waited for so long just to hear from anyone and then had to call myself to even hear about what was going on for the summer along with some other things I feel that should have made clear earlier.

Interview everyone, and then choose who you would like.

I do not have any.

I was very happy with the back-and-forth communication this summer.

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

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I had no issues with the following days!

Great! It felt like we were really efficient this year during in services and check outs which was great.

I wish counselors had more time to prepare before campers came, or if they sessions had a day in between so that campers and staff could actually come back 100% ready! I also think Check out days are really hard on staff because we're constantly doing stuff the whole day, and lifting heavy things and cleaning on very little nutritious food (all sugar).

I thought that everything with check in and check out days prepared me or got me excited for the next session. I never went into a session feeling less than pumped (other than when I was sick for WF) and it really set the tone for the sessions to come!

Next summer I will be able to be tripped trained so EH OH!!

Much like I said in my area evaluation, I think that Orientation could honestly be condensed down to allow for more free time with staff and fun around camp by pushing the importance of the before camp trainings.

Other than that, I can't think of anything off the top of my head at the moment.

N/A

Bed lotteries DEFINITELY help the check-in process go more smoothly from my experience. It was also very helpful to have so many willing crew members to move counselors into their new cabins on check-out Saturdays! The only bad thing with check-in Sundays is how hungry we get with only one meal- perhaps having snacks during check-in could help? Or suggesting staff to eat before vespers and then camp serving lunch?

The way we ran Check-in this summer I think worked really well because we were able to be more effective with more of Ad staff in other places rather than at step one. I also think that airport runs went pretty well aside from one time not having enough time budgeted because Johnny wanted the kids to get to go to council ring the morning of check out - otherwise it usually ran really smoothly.

The hump went well, In services felt smooth.

Orientation is great but so is Sunday staff Vespers!

Sunday Vespers is the actual best thing

I think they all went very well this summer

In-Services were AMAZING this year.

none.

In-service was so much better this year. They all went quickly and they were focused but not overly wordy. Made everyone more attentive because we knew that everything being said was really important.

## 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

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## *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

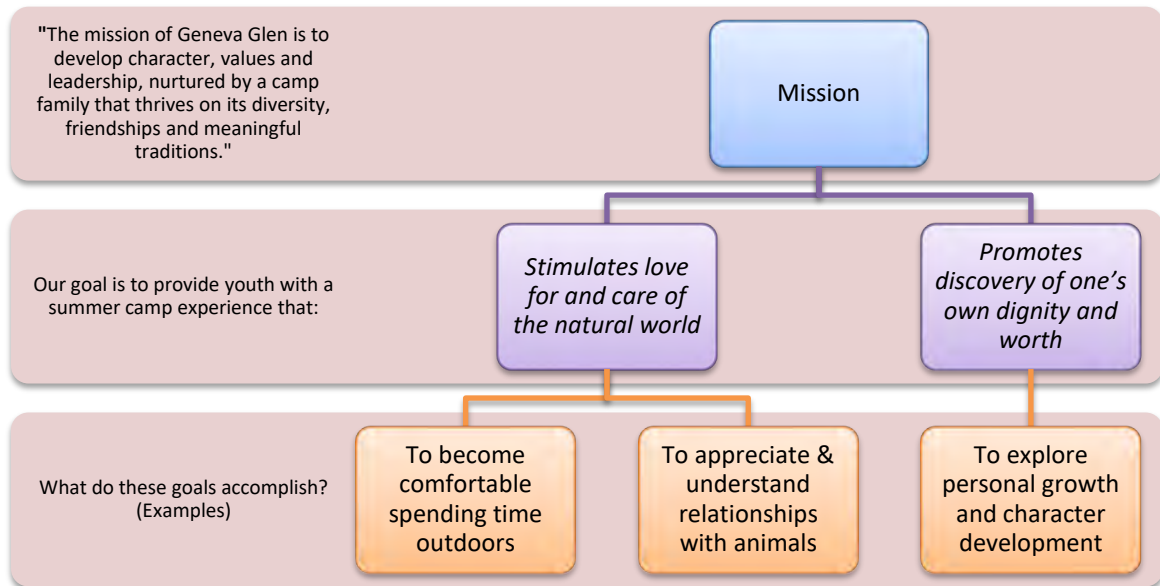
*This will create a cohesive way to run the business (Board side) with infringing on the summer operation!*

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**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."*

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## 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.

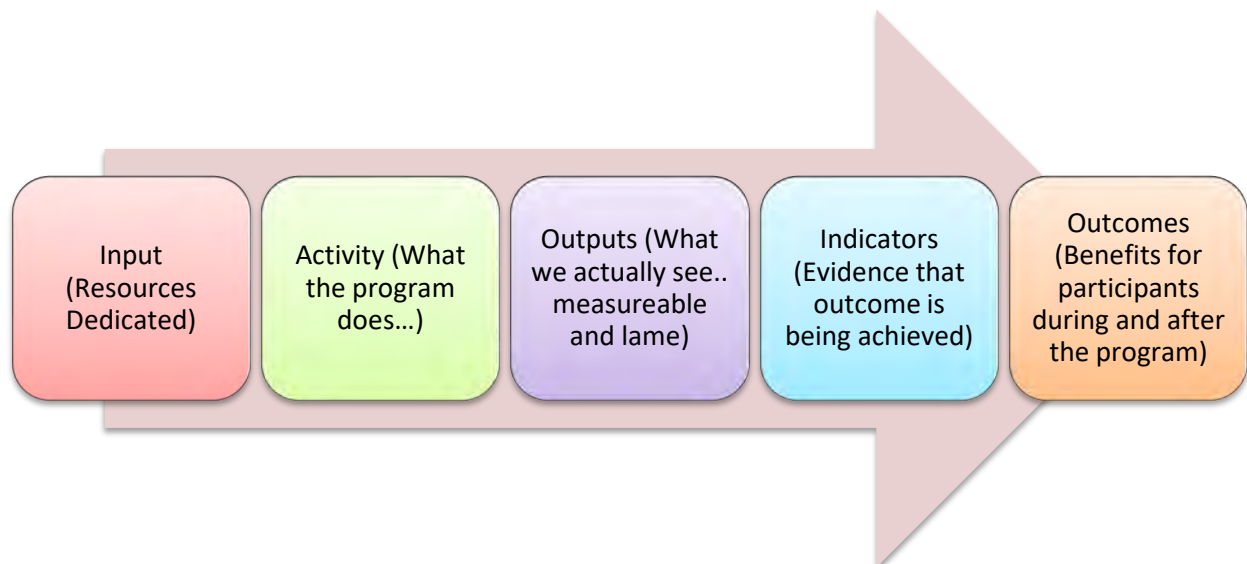
## Geneva Glen's Outcomes

- 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*

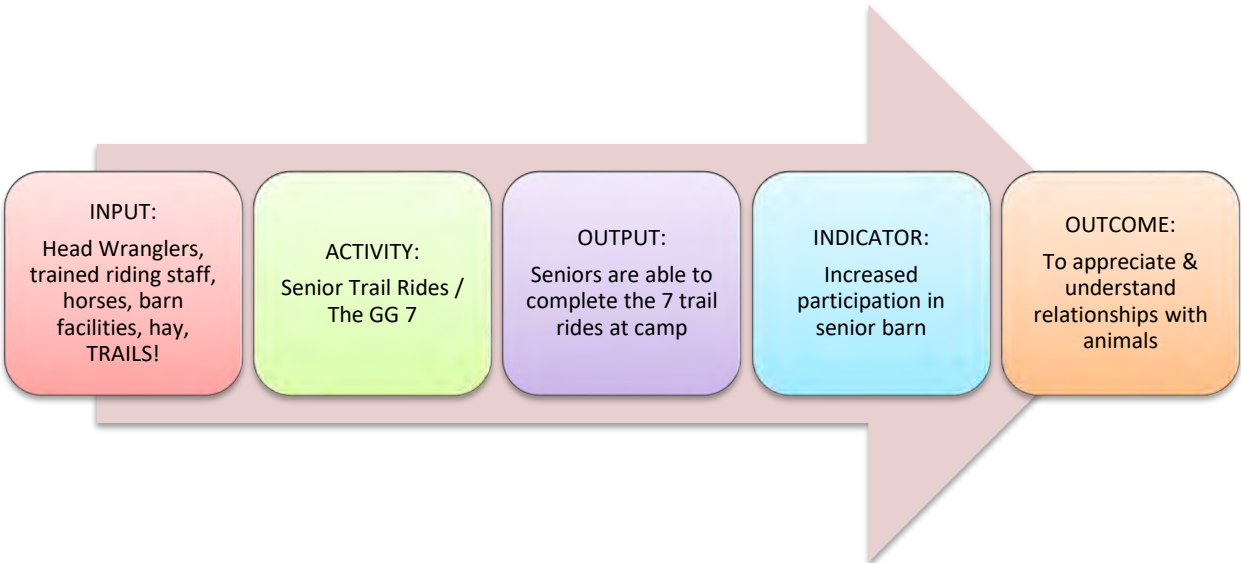
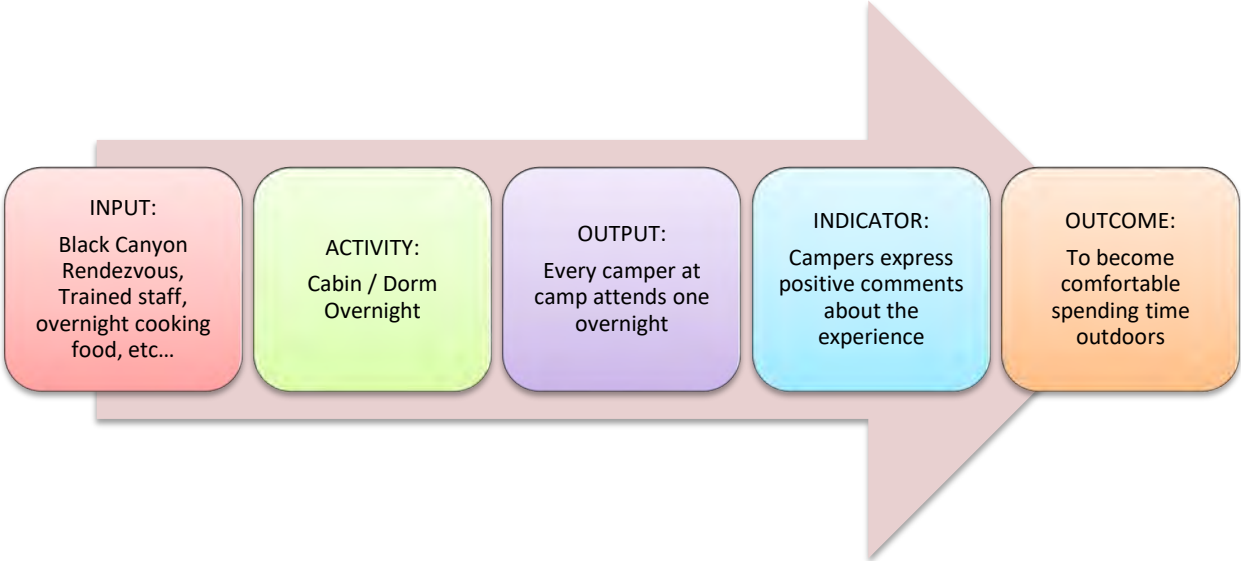


## Elements

- 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.”*

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## 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](#)