



10:15am Registration, snacks and coffee, all in Camp Bethel's Ark Dining Hall

11:00am Welcome & Introduction - *Maile S. Armstrong, Armstrong Unlimited*

11:15-12:45 Panel Discussion on **Firing a Staff Member.**

*Alex Barge (Camp Easter Seals UCP); Jean Holt (ODU); Doug Phillips (Brethren Woods).*

How to document? How to manage departure? How does it affect other staff, and what to tell staff? How does it affect camp operation and campers, and what to tell campers?

12:45-1:30 Lunch and Table Sharing: **Lessons Learned from Summer Emergencies**

**1:30-2:30 Breakout Session A: Choice of 3**

**Ticks and Tick-borne Illnesses 101:** *Lexi White, Senior Ecological Sciences PhD student at ODU.*

We will discuss all things tick! We will talk about tick ecology, tick species you may encounter in Virginia and the MidAtlantic, and how to ID these ticks. We will also talk about the illnesses and conditions associated with each of these ticks and what symptoms to watch for if someone does get bitten. We will go over ways to protect yourself and campers from tick bites, and what to do in the event you do get bit. Finally, we will give a brief overview of the ongoing research of the Old Dominion University Tick Research Team.

**Mental Health of Campers:** *Hannah Oakes, Total Action for Progress, Roanoke City.*

Join us to discuss issues you may face, how we can approach mental health with juveniles, and legal implications. We'll make time to discuss specific situations, fears, or questions you may have.

**Virginia Employment Law: Ask a Lawyer:** *Joel Branscom, Commonwealth Attorney for Botetourt County.*

2:30-2:45 Afternoon break & snack

**2:45-3:50 Breakout Session B: Choice of 3**

**Bat in the Cabin! Risk, Response, Insurance & the VDH:** *Barry LeNoir, Camp Bethel Director.*

What do you do when you discover a bat in the (pick one) cabin/lodge/dorm/bunkroom? You'd better know what to do, because the Bat Sh\*\*..., um, *GUANO* is about to hit the fan. And, *NO*, your liability insurance does *NOT* cover \$20,000 rabies vaccinations. *Yep, \$20,000... per person!* Lessons from 3 harrowing bat tales.

**Child Abuse: Training, Responding, Reporting:** *Anna Muller, Westview Operations Director.*

An average of 1 in 4 girls and 1 in 6 boys becoming victims of abuse before the age of 18. Are you ready to help protect them? As a group, we will help identify different types of abuse, how to recognize the signs, and what we should do about it.

**Mental Health of Staff:** *Hannah Oakes, Total Action for Progress in Roanoke City.*

Join us to discuss mental health among summer staff, from the hiring process to the conclusion of summer. We will talk about issues you may face, how we can approach mental health with staff, and legal implications. We'll make time to discuss specific situations, fears, or questions you may have.

3:50-4:00 Turn in your completed Evaluation for inclusion in to Door Prize Drawings!  
Door prize drawings, Wrap up, and Depart (and coffee to go!)

**Mark your calendar: Monday, October 15, 2018: Crisis Management Workshop**

*Share YOUR lessons learned from crises or emergencies in 2018! Contact Maile Armstrong to be a presenter in 2018.*

## **PRESENTERS**

**Maile Armstrong** is a former camp director for Girl Scout Camp Potomac Woods, Camp Fire Camp Mawavi, and Camp Virginia Jaycee. Maile has also directed a day care center and managed a Christian Education program. She holds a Bachelor's degree from Old Dominion University and is a Certified Camp Director from the American Camp Association. She is also a Visitor, a Standards Instructor & Instructor-Trainer and served as Standards Chair for more than 20 years for the American Camp Association-Virginias. Maile's business, *Armstrong Unlimited* teaches First Aid and CPR, provides staff training and development workshops, sells Automated External Defibrillators and advises camps and facilities on safety issues, training staff and supervising risk management.  
**mailearmstrong@verizon.net**

**Alex Barge** has been the Camp Director for Camp Easterseals UCP for 10 years. Prior to that he worked in many different roles during the summers of 2001-2006 at an Easterseals Camp in Tennessee. He earned a bachelor's in accounting from Louisiana State University and a master's in recreation therapy from Middle Tennessee State University. **alex.barge@eastersealsucp.org**

**Dr. Jean Holt** is the Assistant Director of Recreation & Wellness at Old Dominion University and the founding director of the ODU Big Blue Summer Camp. She was a camper, camp counselor and is now a camp director. **jholt@odu.edu**

**Barry LeNoir** has worked in camping and education for 34 years. He is currently Camp Director at Camp Bethel in Fincastle, VA (2002-present). His previous work includes: Teacher and 3-sport Coach in Roanoke County Schools, and Summer Camp Staff at Camp Alta Mons, YMCA Camp St. Croix, and Camp Occohannock on the Bay. Barry served on ACA VA's Local Council of Leaders from 2005-2017, and he is an ACA Visitor. He is a 1992 Virginia Tech graduate. Barry and his family live at Camp Bethel. **barry@campbethelvirginia.org**

**Anna Muller** holds a Bachelors of Science in Outdoor Recreation Leadership from The University of Tennessee at Chattanooga and a Masters of Science in Outdoor Education from Southern Adventist University. She started her camp career at a Boy Scout Camp in Arkansas, then moved in to various roles at Camp Lookout in North Georgia while in college. Anna was the Coordinator of Outdoor Recreation at UTC for 7 years and is now the Operations Director at Westview on the James.  
**wvsummercamp@gmail.com**

**Hannah Oakes** is an alumni staff member at Camp Bethel. She holds a Bachelors of Social Work from Radford University (2016), and she is currently a social worker at TAP (Total Action for Progress) in Roanoke City, serving the adolescent population. **hannah.marie131@gmail.com**

**Doug Phillips** holds a Bachelors Degree in Social Work and in Camping Recreation and Youth Ministries from Eastern Mennonite University. He began as the Camp Manager at Brethren Woods Camp and Retreat Center in 1983. He has had several title changes over the years; currently it's Associate District Executive for Outdoor Ministries, but he has never changed camps! He is finishing his 35<sup>th</sup> year at Brethren Woods and looks forward to the next with excitement. Doug and his family live a short distance down the road from camp, close enough yet far enough away!  
**director@brethrenwoods.org**

**Alexis White** is a student in the Ecological Sciences PhD program at Old Dominion University working in Professor Holly Gaff's lab. Lexi is part of the ODU Tick Research Team; a joint venture between Professors Gaff and Hynes who take a multidisciplinary approach to understanding ticks and tick-borne pathogens in VA. She completed her Bachelor's in Wildlife Biology at Unity College (ME). Her dissertation research is focused on exploring local, finite time control of ticks using both mechanical and biological means. **awhit130@odu.edu**

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