

Geneva Glen Program Outcomes

Summer



2018

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 2018
Summer

Table of Contents

- Youth Outcomes Battery2
- YOB Introduction2
- Youth Outcomes Battery Analysis and Recommendation (2010-2016).....3
- Young Camper Survey.....3
- Older Camper Outcomes Basic Version.....3
- Older Camper Outcomes Detailed Version4
- Overall Recommendations5
- YOB Result Analysis7
- Young Camper Survey Analysis.....7
- Basic Older Camper Survey9
- 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
- Satisfied Word Trends 44
- Unsatisfied Word Trends..... 44
- Trends and other notes 44
- Feedback Word Clouds..... 45
- Registration Statistics 71
- Staff Program Evaluation..... 73
- Administrative Evaluation 106
- Appendix A – Outcomes Based Program Design..... 113
- Appendix B – Additional External Resource List..... 119
- ACA Youth Outcomes Battery 119
- YOB Outcomes Data Table and Analysis Charts 2016 119

Youth Outcomes Battery

YOB Introduction

From Overview of the ACA Youth Outcomes Battery V2

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

The YOB can help camp and youth program staff:

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

Specific Youth Outcomes Measured by the YOB

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

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

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

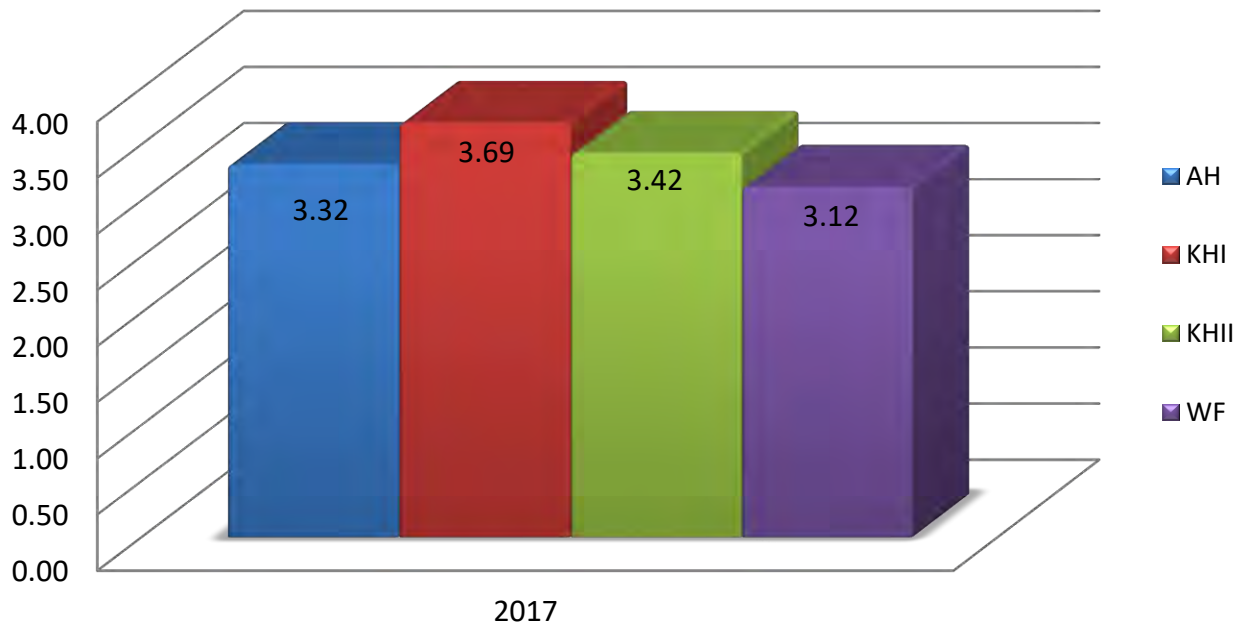
YOB Result Analysis

Young Camper Survey Analysis

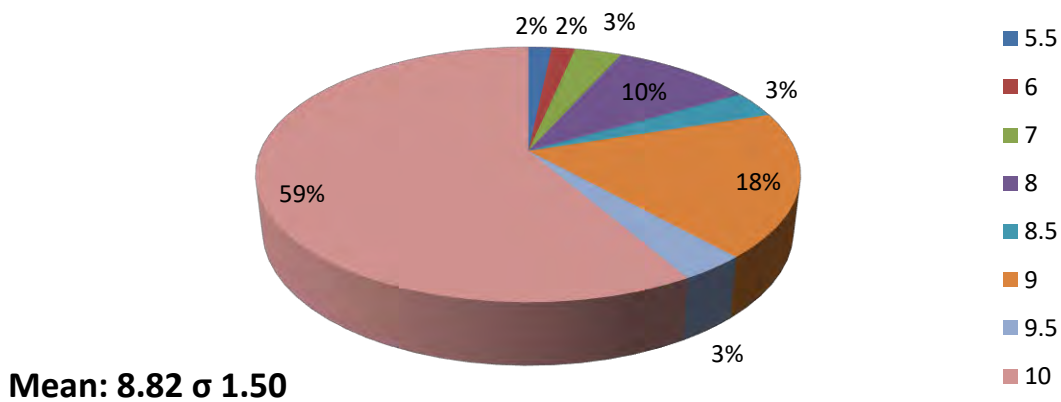
- 60 Campers were interviewed representing approximately 21% of that demographic (285 Campers)
- 14 Question Survey Yields a “Total Result” (not module/outcome based)
- Grades 2-5
- σ of .32 on Total survey (Compared to .35 in 2017)

88.33% 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. (-1.4% from average 2010-2016)

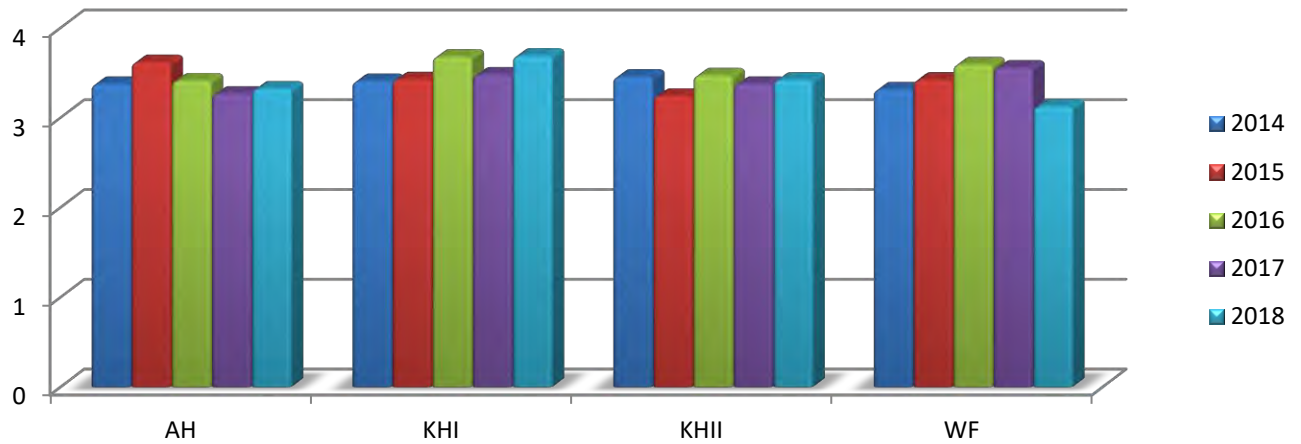
Average Scores by Session - 2018



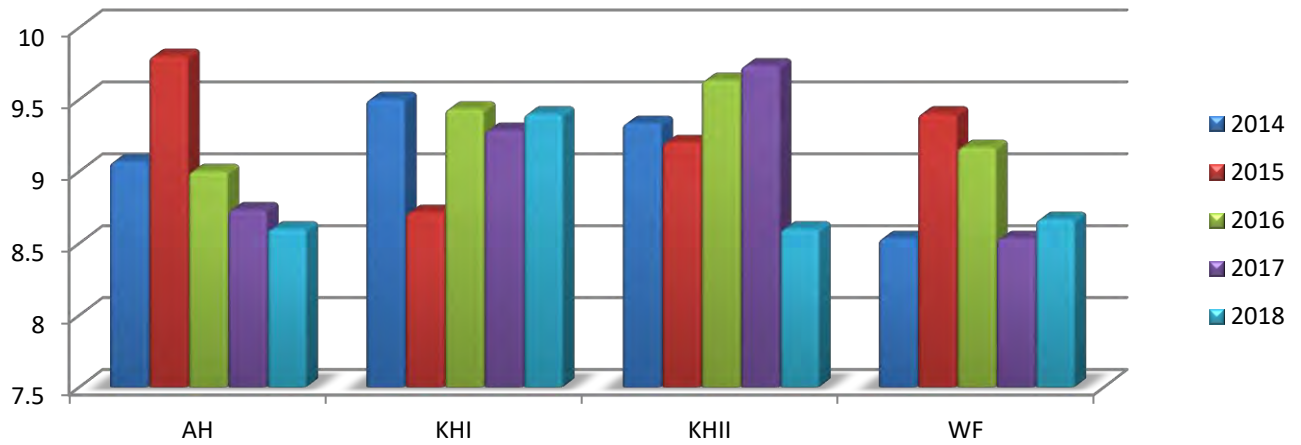
Satisfaction Results - 2018



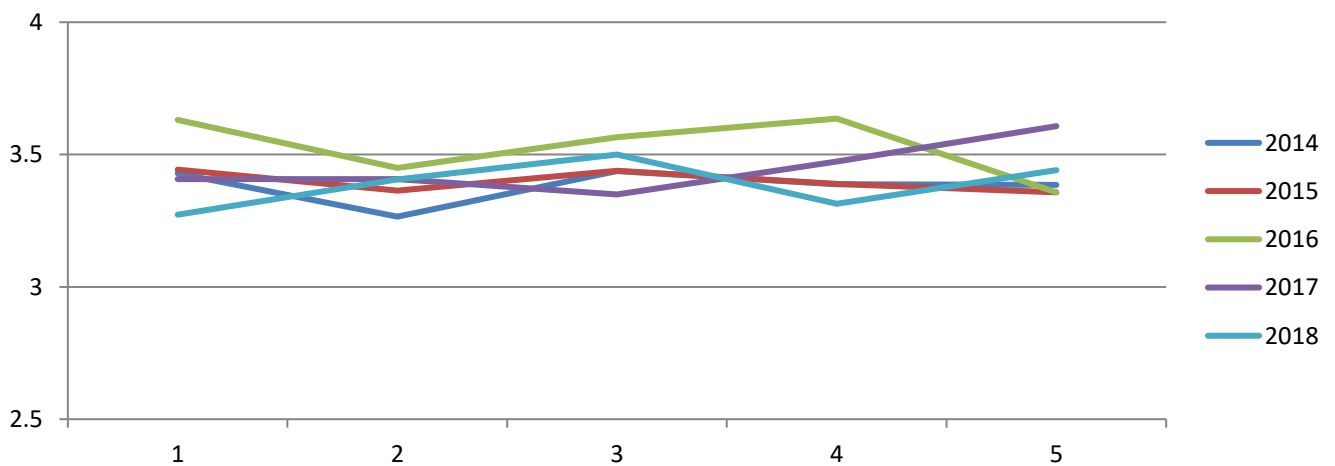
Average Score - 5 Year Comparative



Satisfaction - 5 Year Comparative



Avg Score by Year at Camp - 5 Comparative



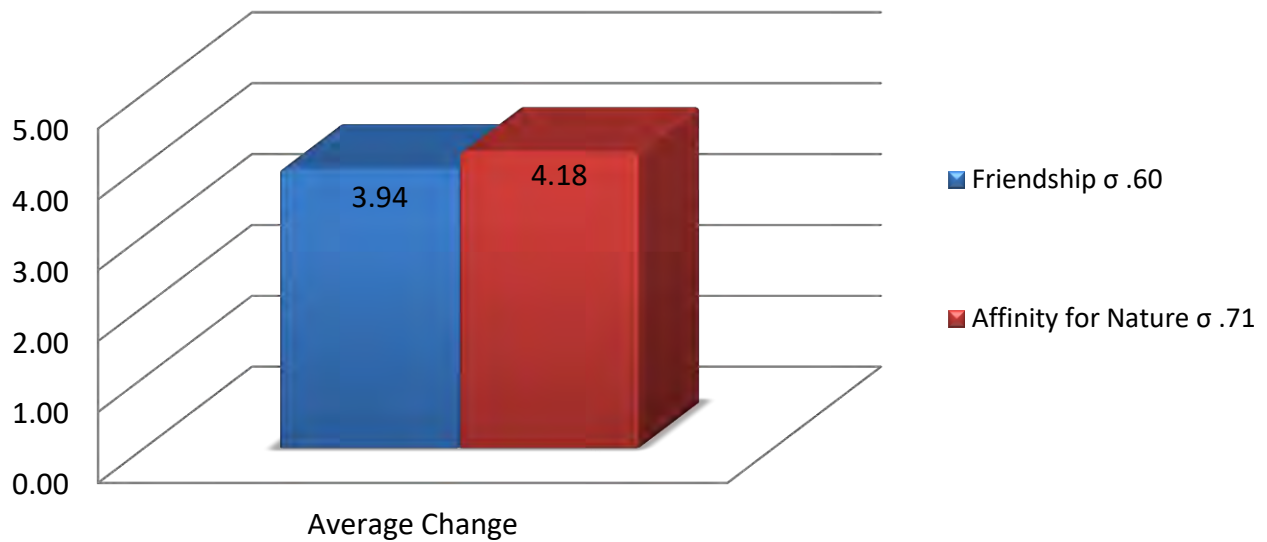
Basic Older Camper Survey

Basic Older Camper Demographic

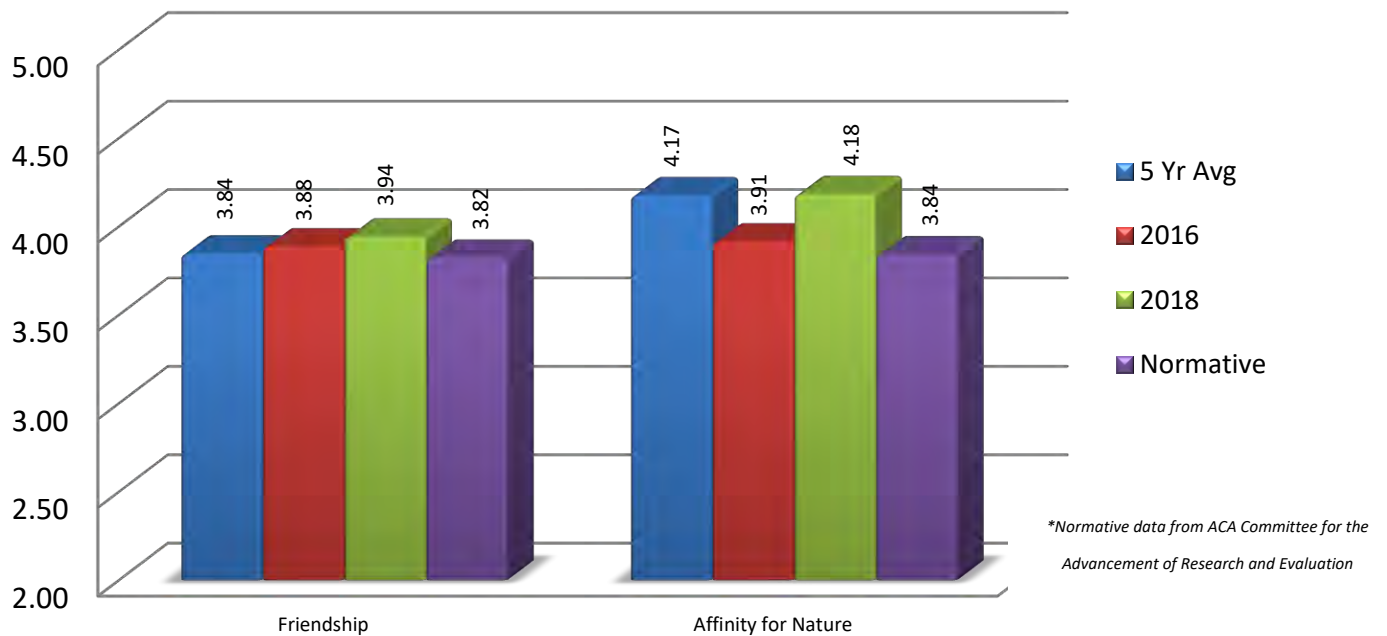
- 76 Campers were interviewed representing approximately 25% of that demographic (303 Campers)
- Cycle 2 Survey (2018): Friendship; Affinity for Nature
- Excluded Family Citizenship and Interest in Exploration
- Grade 6-8; Cabins, 14, 15, 10, 9; Dorms G, B, H

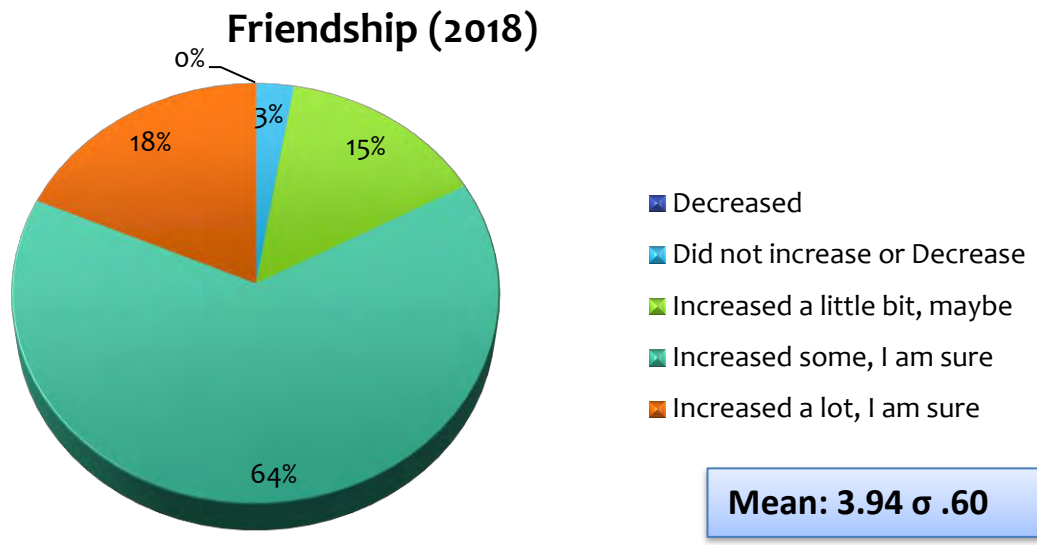
Basic Older Camper Survey Analysis

Average Scores by Outcome



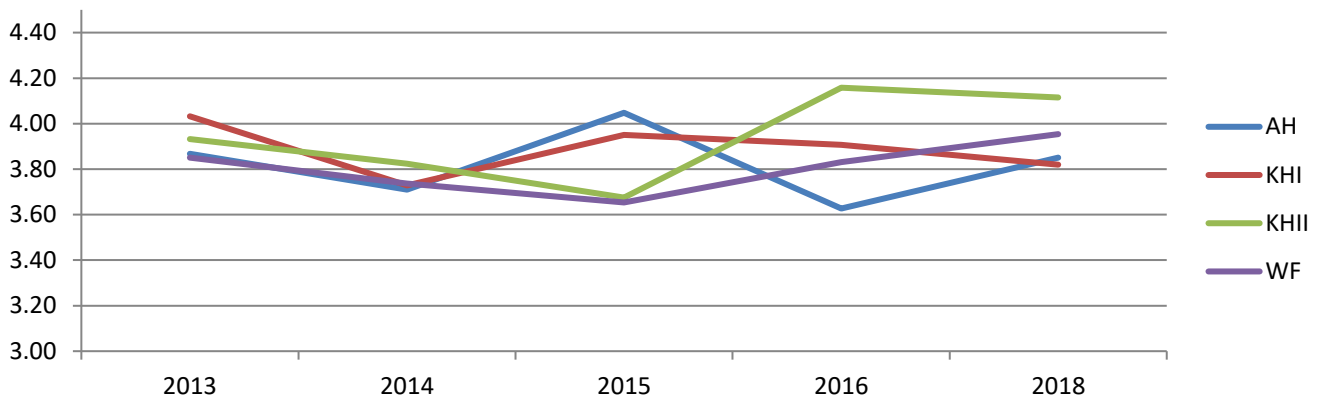
Average Scores by Outcome



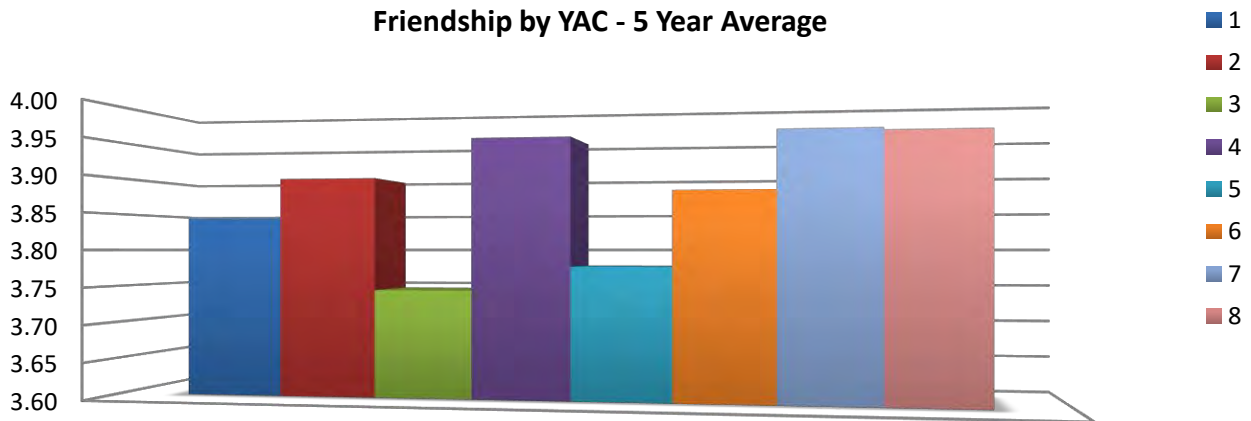


- 97.4% felt that camp helped increase their friendship skills (-2.6% from 2016)
- ACA Normative Values: 40-50th Percentile (3.82 Mean / σ .89 National Norm)

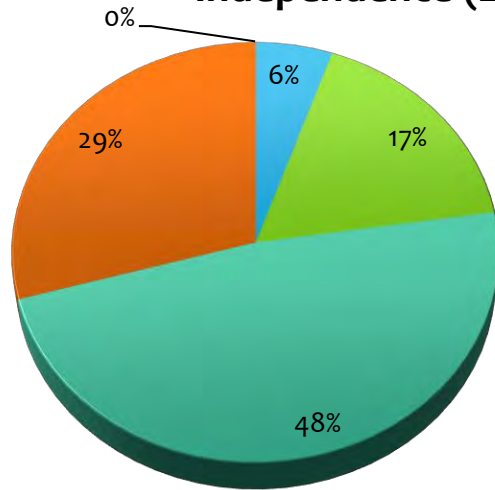
Average of Friendship by Session



Friendship by YAC - 5 Year Average



Independence (2017)

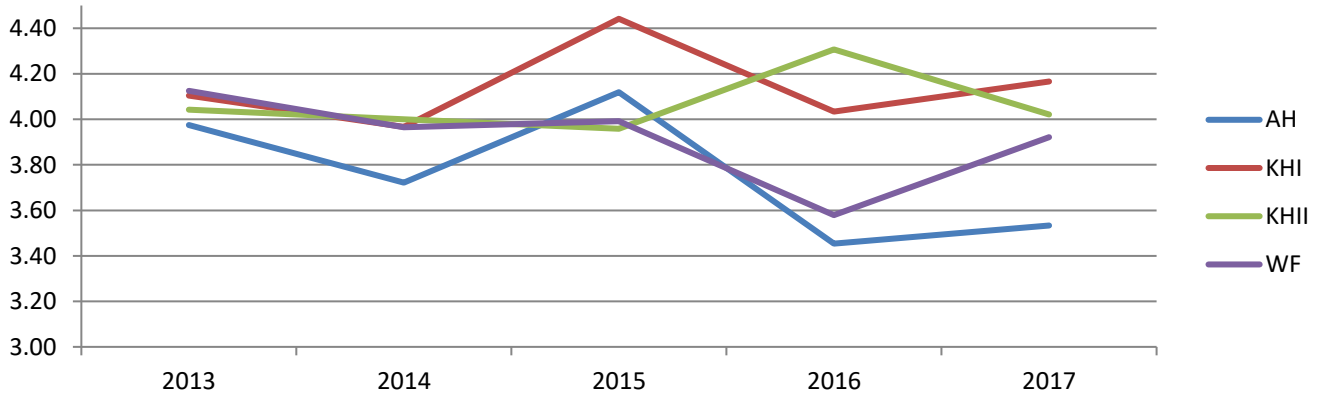


- Decreased
- Did not increase or Decrease
- Increased a little bit, maybe
- Increased some, I am sure
- Increased a lot, I am sure

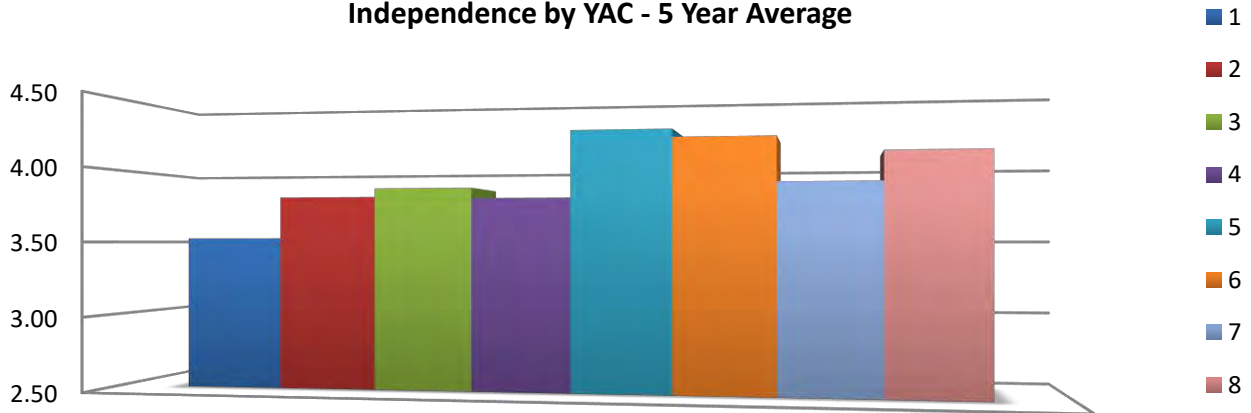
Mean: 3.90 σ .79

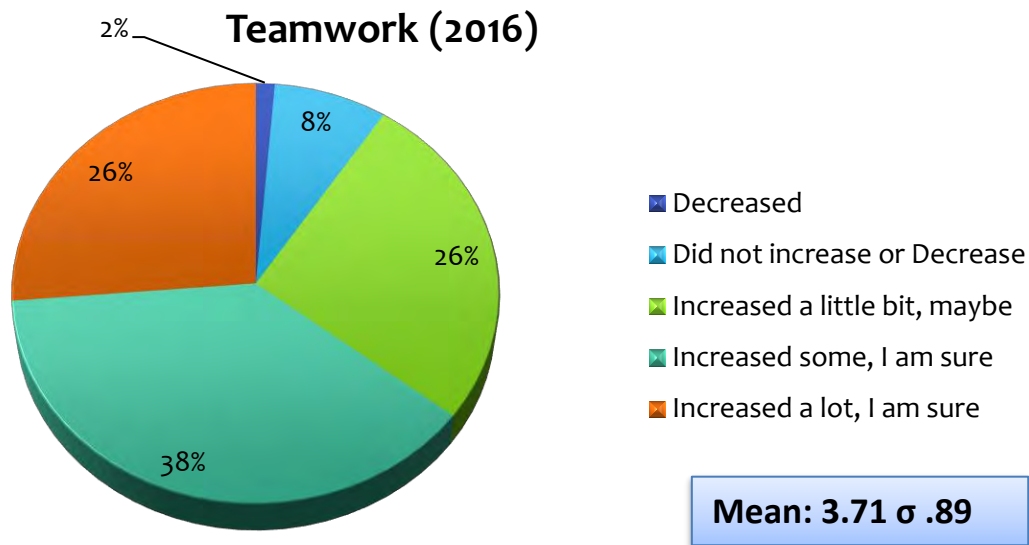
- 94.7% felt that camp helped increase their independence (4.3% increase from 2016)
- ACA Normative Values: 50-60th Percentile (3.64 Mean / σ .96 National Norm)

Average of Independence by Session



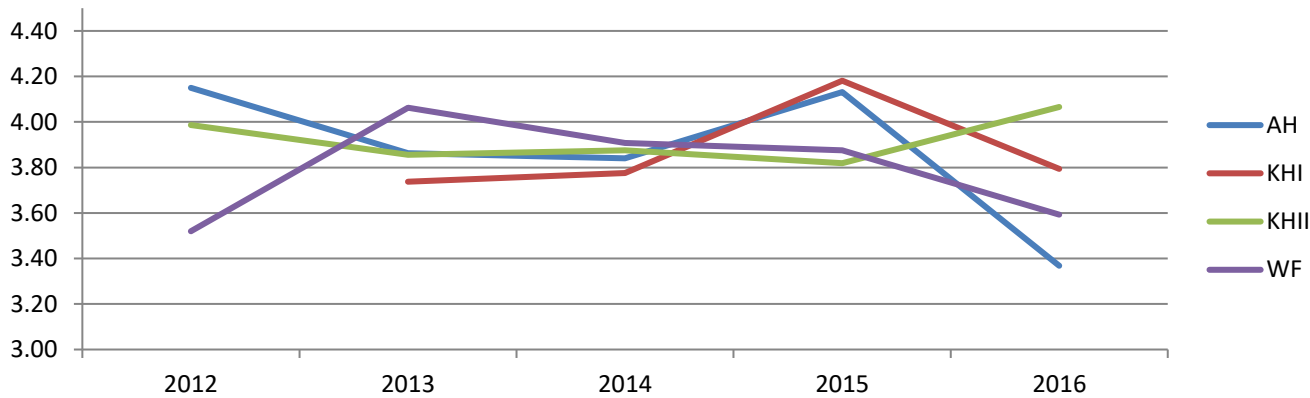
Independence by YAC - 5 Year Average



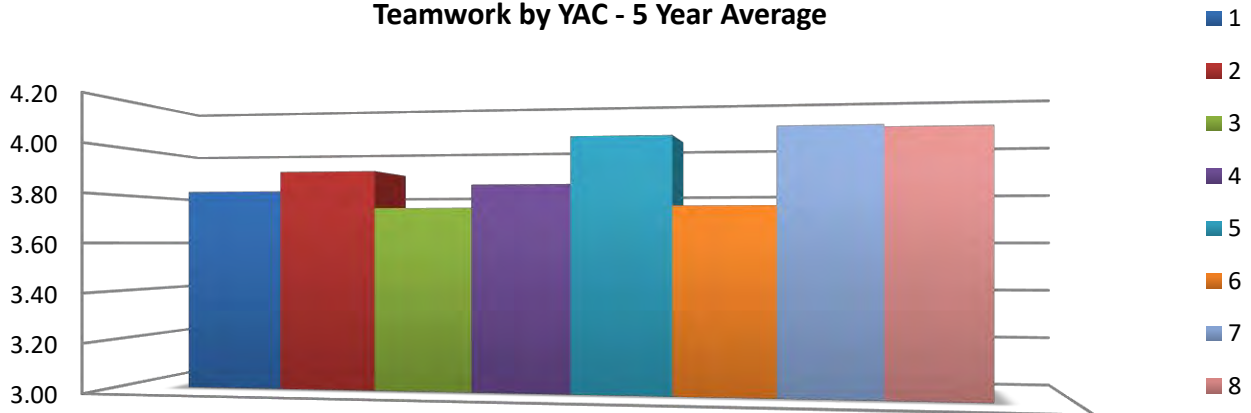


- 90.8% felt that camp made them better team players (-4.5% from 2015)
- ACA Normative Values: 50-60th Percentile (3.52 Mean / σ .95 National Norm)

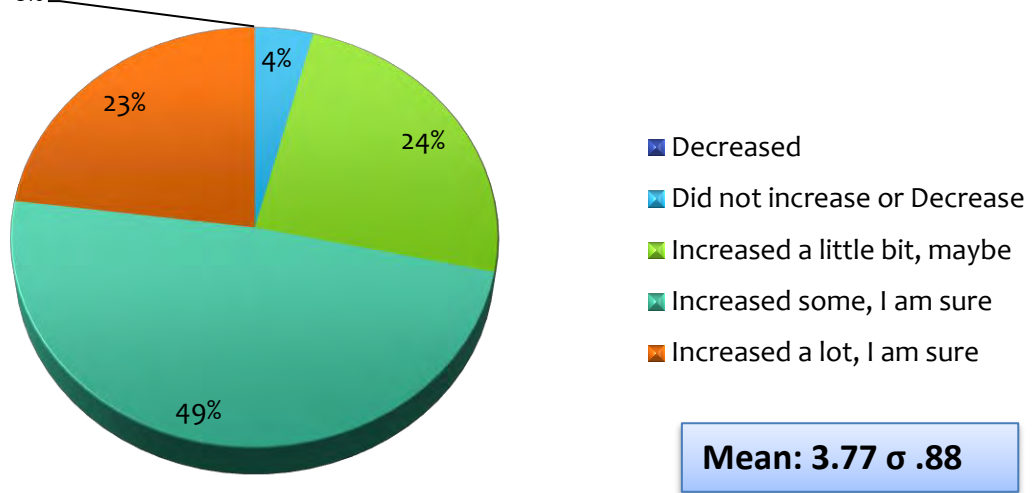
Average of Teamwork by Session



Teamwork by YAC - 5 Year Average

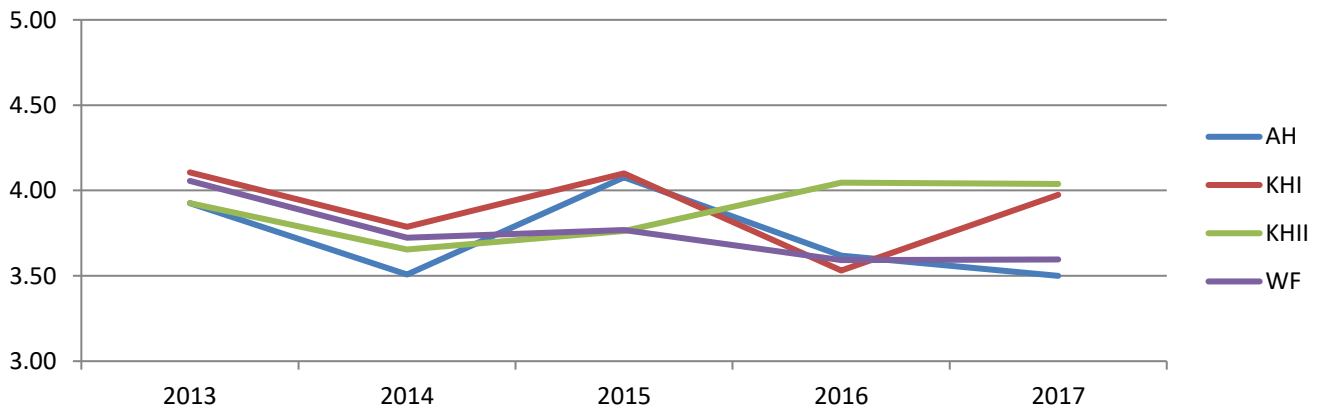


Perceived Competence (2017)

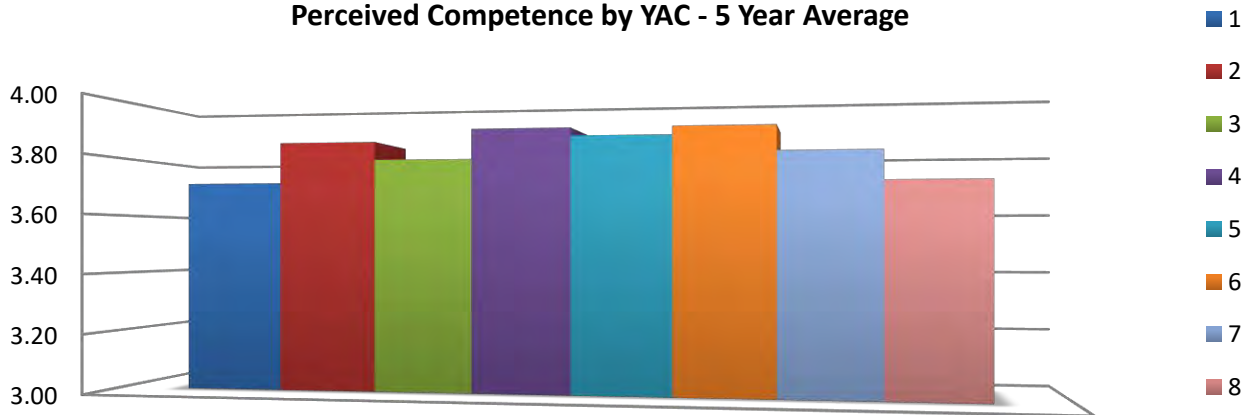


- 95.9% felt more confident about themselves after camp (4.2% increase from 2016)
- ACA Normative Values: 50-60th Percentile - Decreased from 2015 (3.57 Mean / σ .86 National Norm)

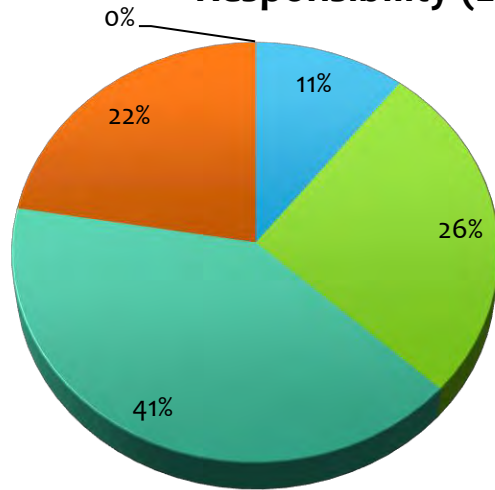
Average of Perceived Competence by Session



Perceived Competence by YAC - 5 Year Average



Responsibility (2016)

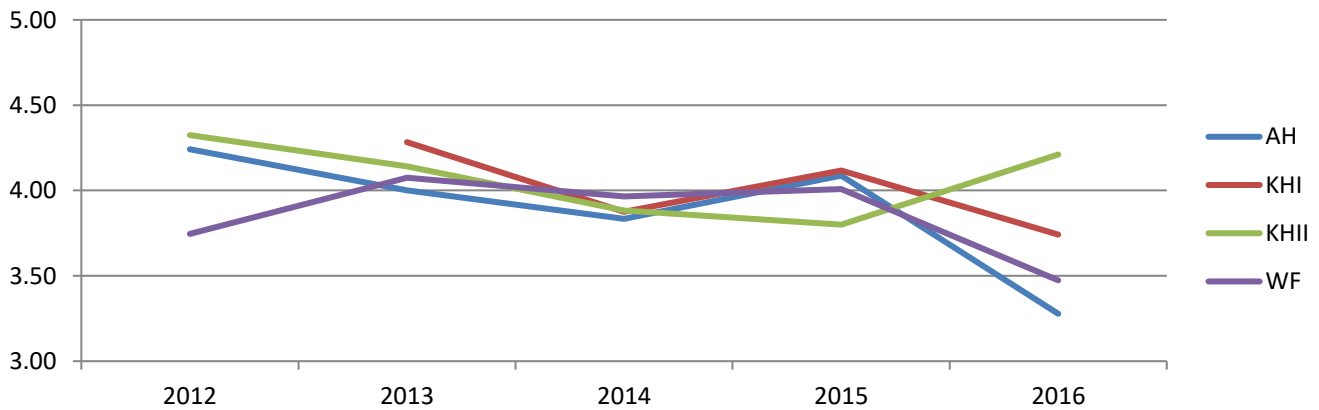


- Decreased
- Did not increase or Decrease
- Increased a little bit, maybe
- Increased some, I am sure
- Increased a lot, I am sure

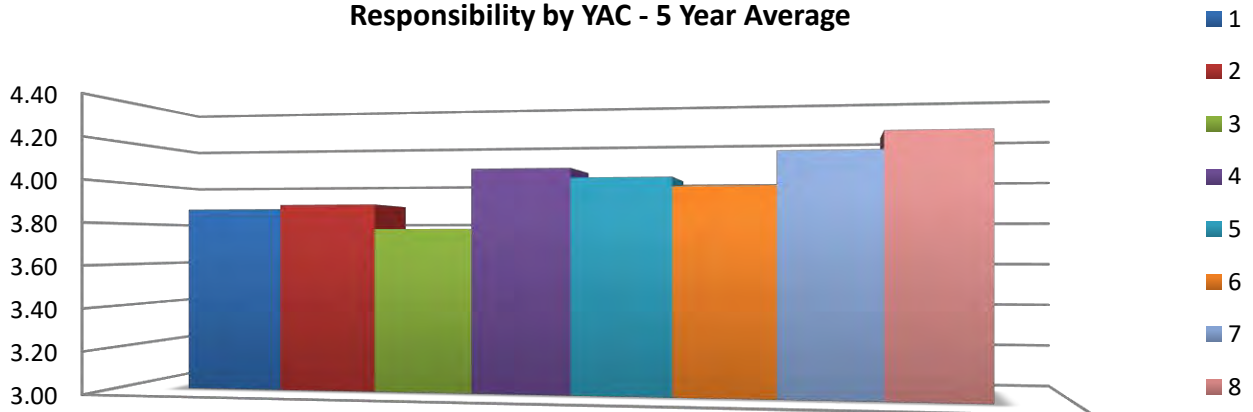
Mean: 3.68 σ .90

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

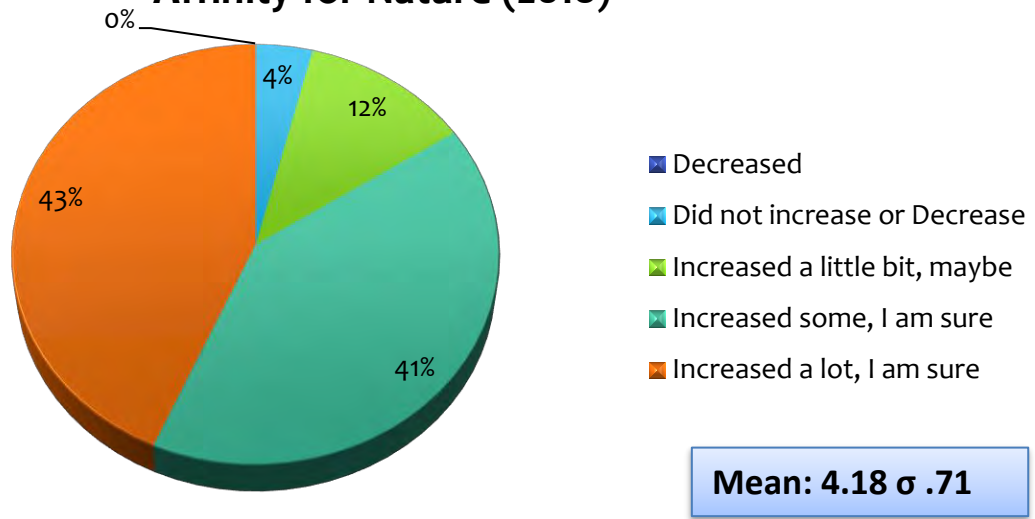
Average of Responsibility by Session



Responsibility by YAC - 5 Year Average

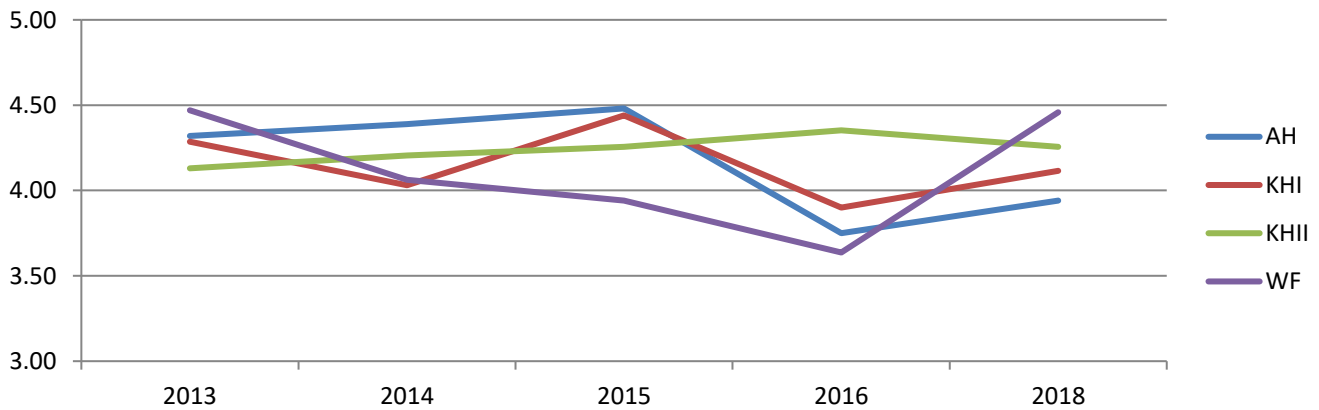


Affinity for Nature (2018)

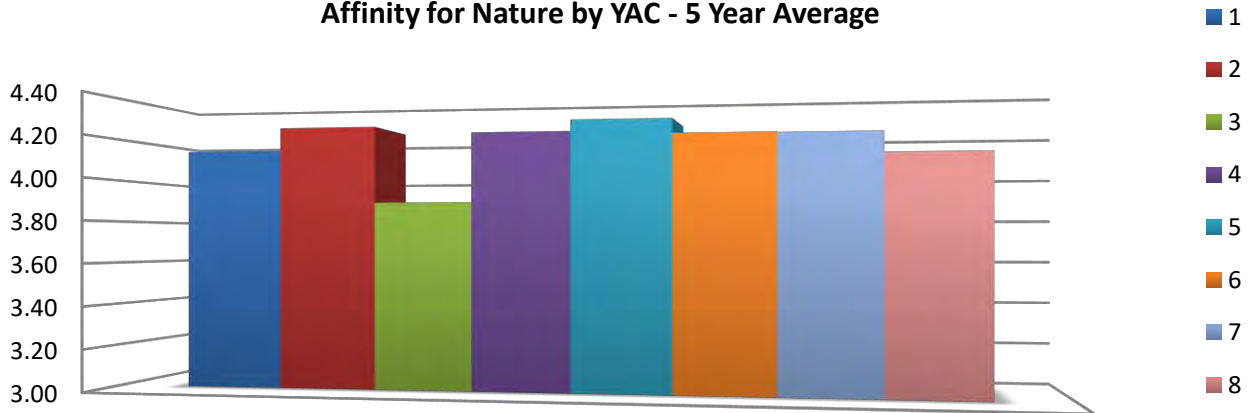


- 96.1% had a greater appreciation for nature as a result of camp (+9.2% from 2016)
- ACA Normative Values: 50-60th Percentile - Increased from 2016 (3.84 Mean / σ .05 National Norm)

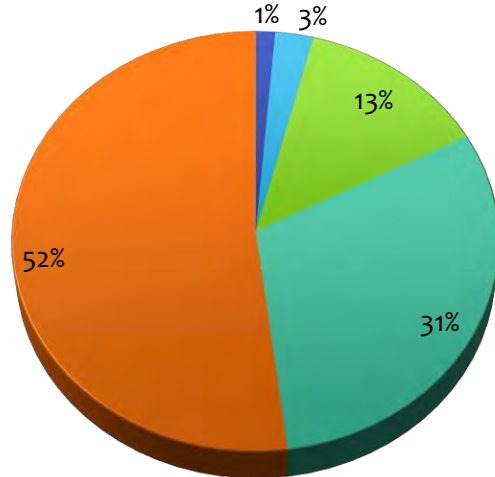
Average of Affinity for Nature by Session



Affinity for Nature by YAC - 5 Year Average



Camp Connectedness (2017)

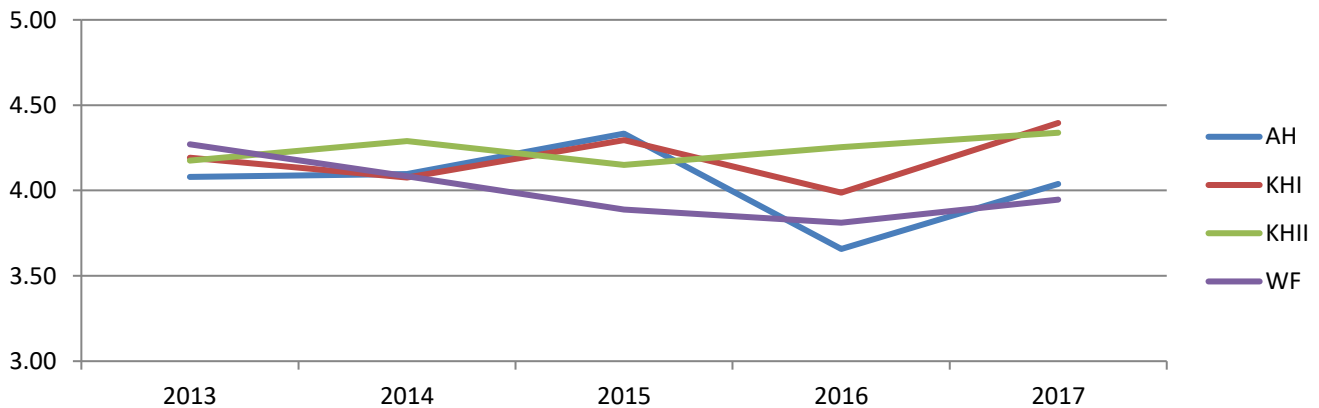


- Decreased
- Did not increase or Decrease
- Increased a little bit, maybe
- Increased some, I am sure
- Increased a lot, I am sure

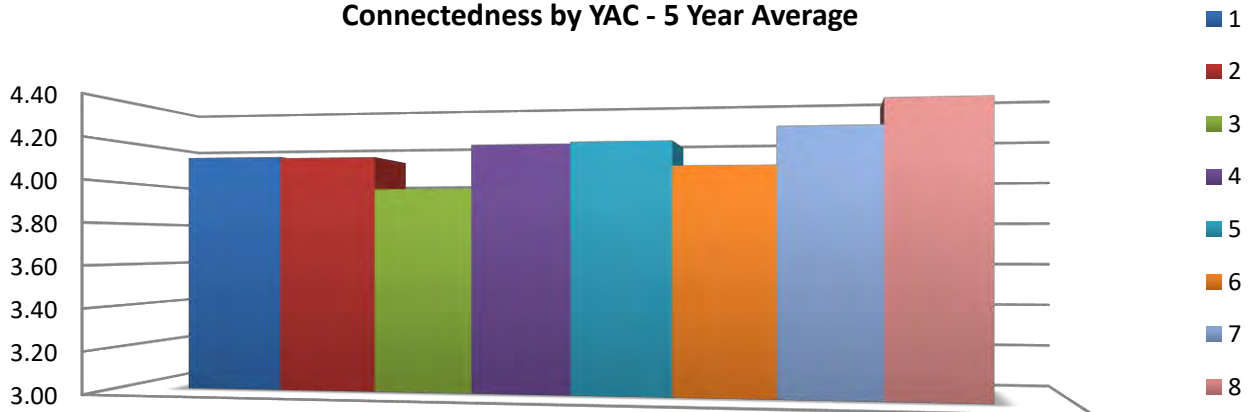
Mean: 4.18 σ .80

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

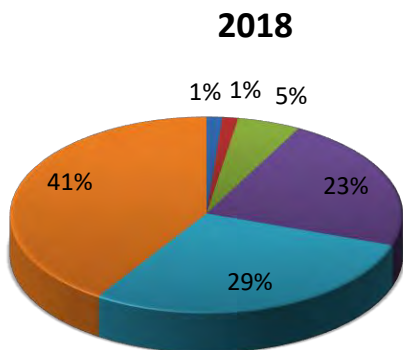
Average of Connectedness by Session



Connectedness by YAC - 5 Year Average

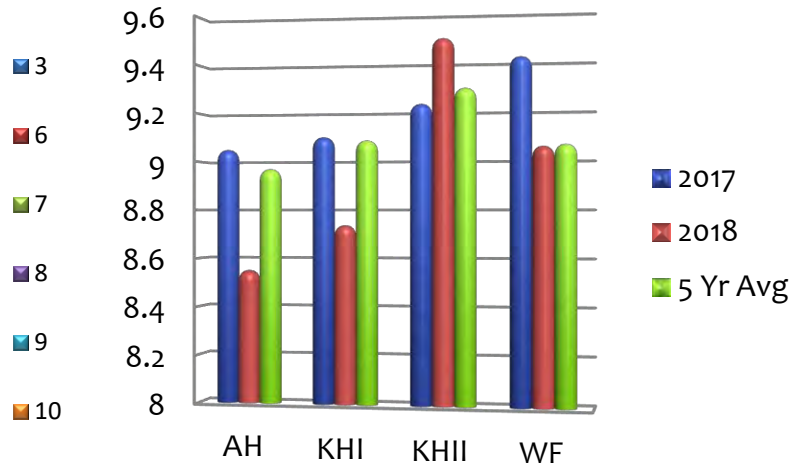


Satisfaction Survey Results and Other Analysis



Mean: 8.96 σ 1.20

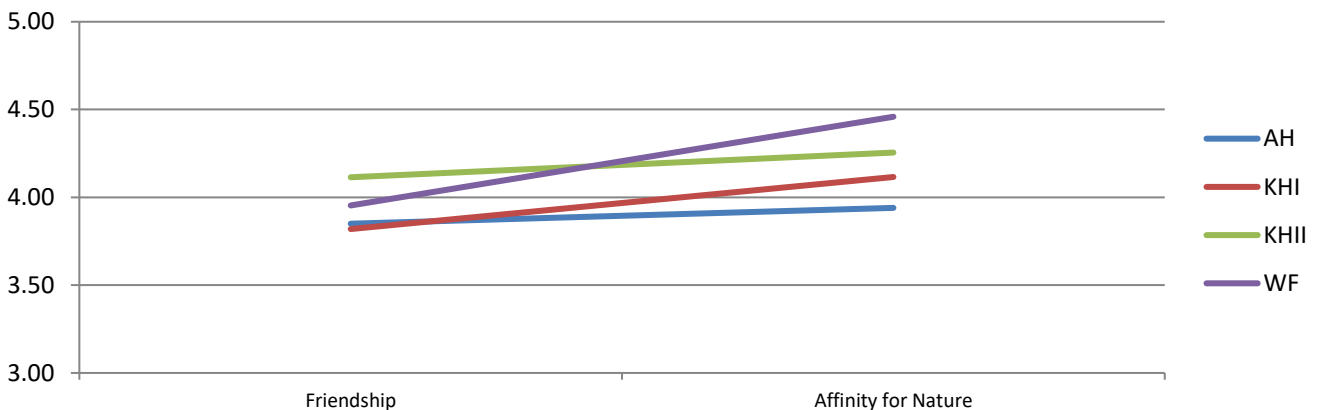
Session/Year Comparative



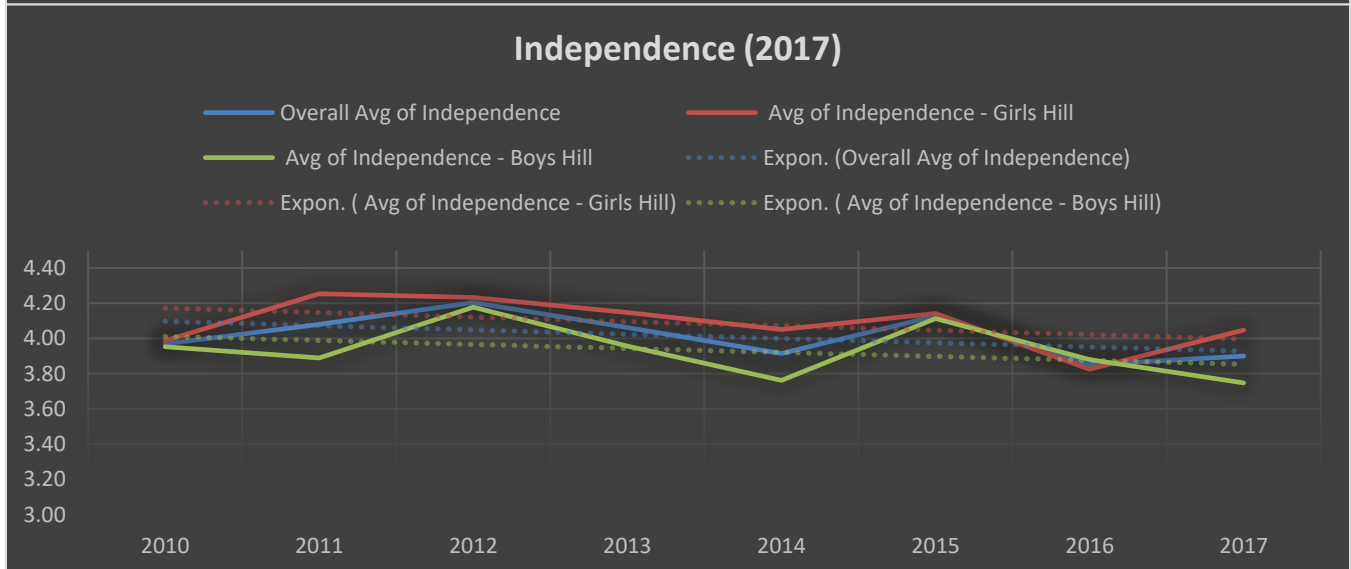
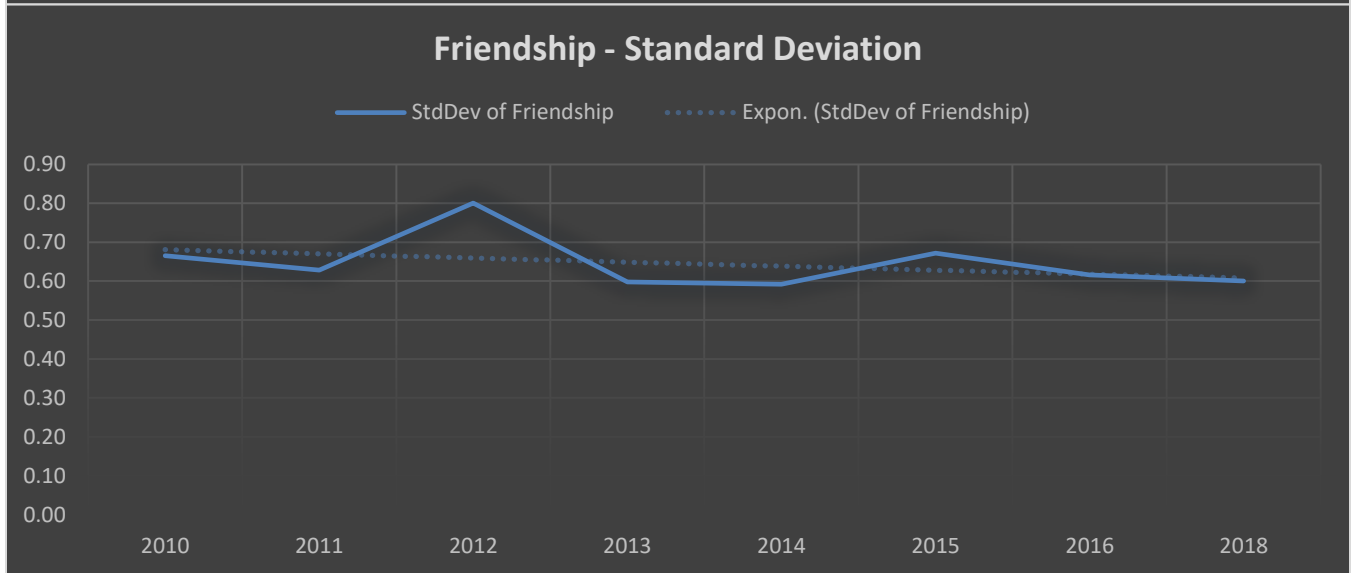
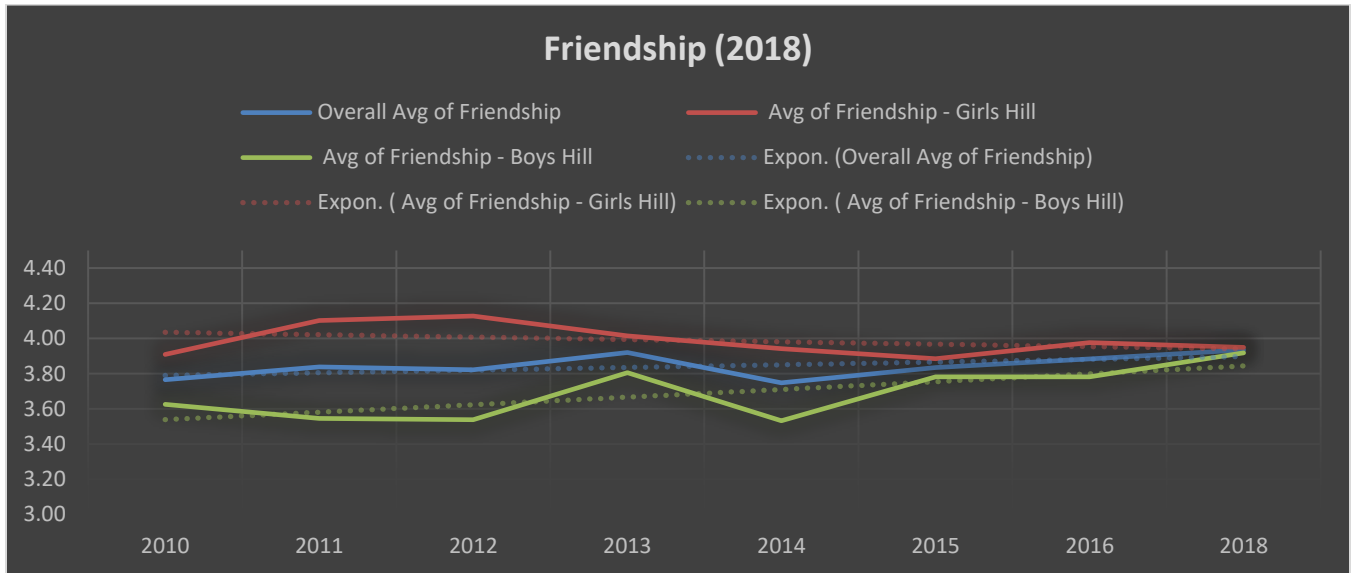
- Slight drop from 2017 (-.66%)
- 2018 Satisfaction rating 1.55% lower than 5 Year Average)
- Knighthood II was the highest rated – World Friendship had the highest effect on campers
- American Heritage had the lowest effect on campers and was the lowest rated session (2 years in a row)
- Girls rated slightly higher than boys (1.7% overall average)
- Favorite Activities: Pool, Barn, Ropes
- What do they want to change?
 - 57% wrote nothing down
 - 30% wrote random programming changes
- What did they NOT LIKE about camp?
 - #1: Nothing – It was great (21% of comments)
 - #2: Overnight (14% of comments)
 - #3 Food (5% of comments)

What else should we know?
 2018 had the lowest mean satisfaction rating in the history of this survey.

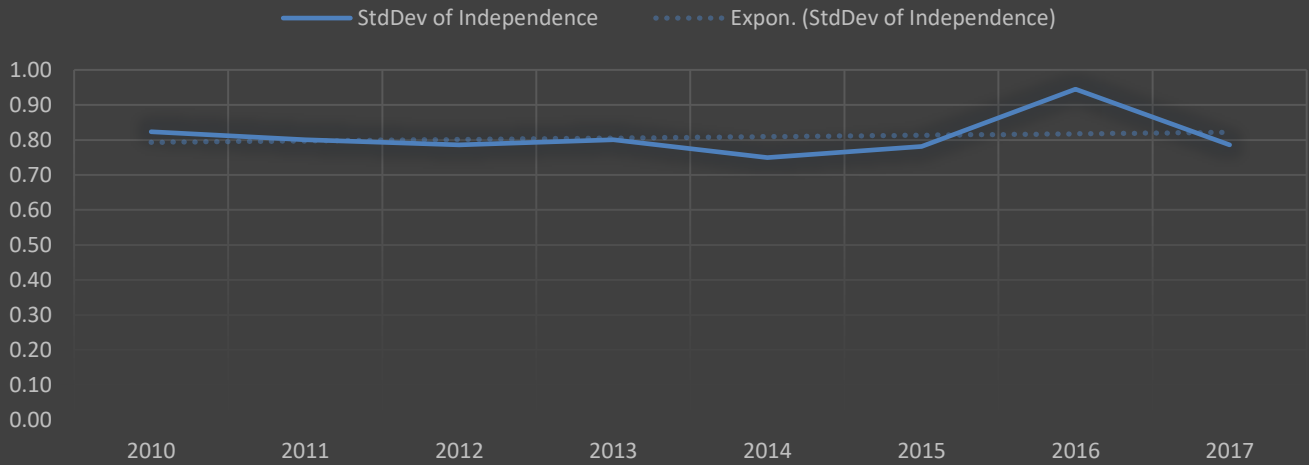
Average of Outcomes by Session



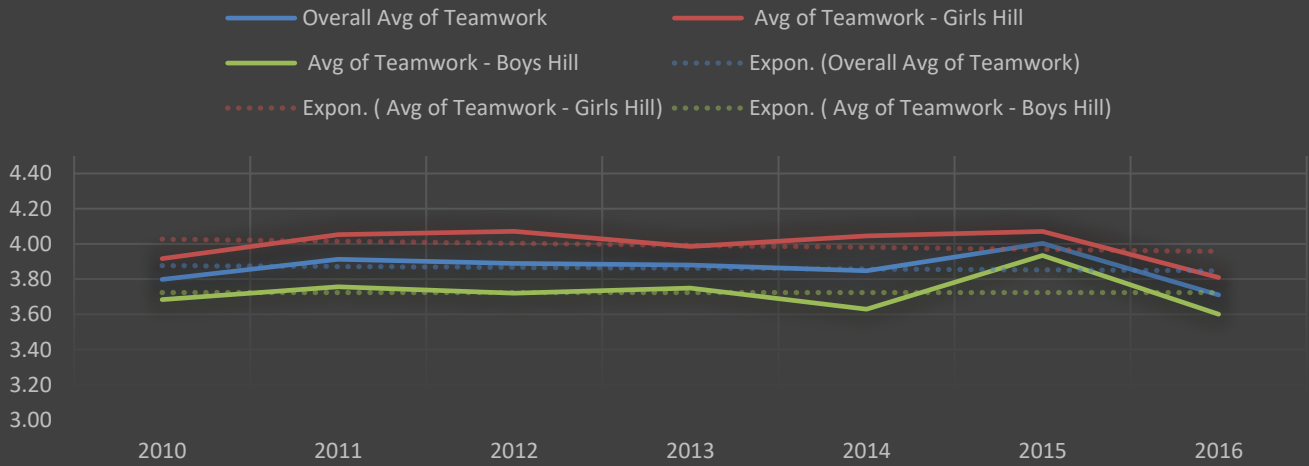
Outcome Yearly Trends – Basic Older Camper



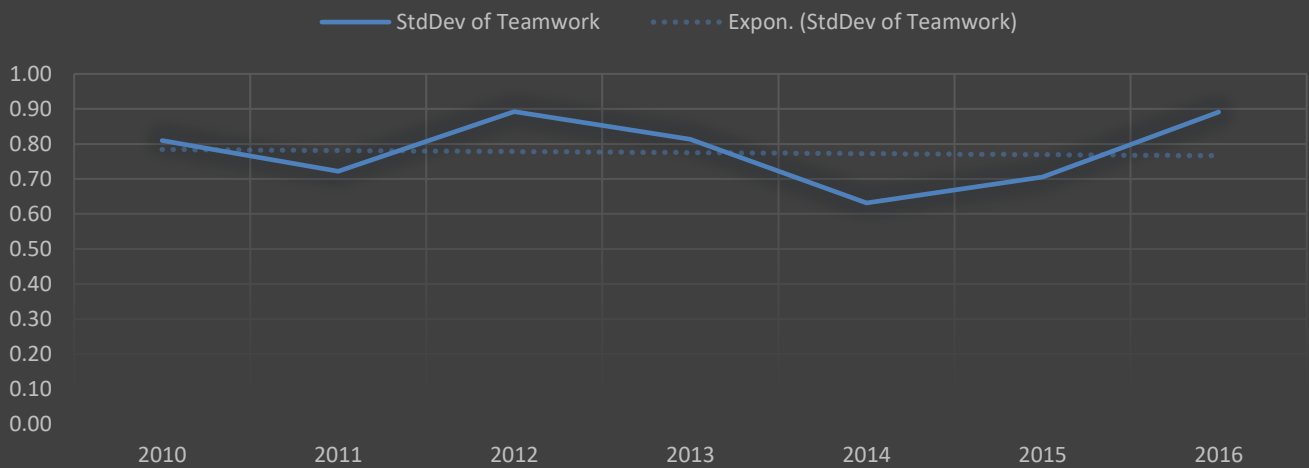
Independence - Standard Deviation (2017)



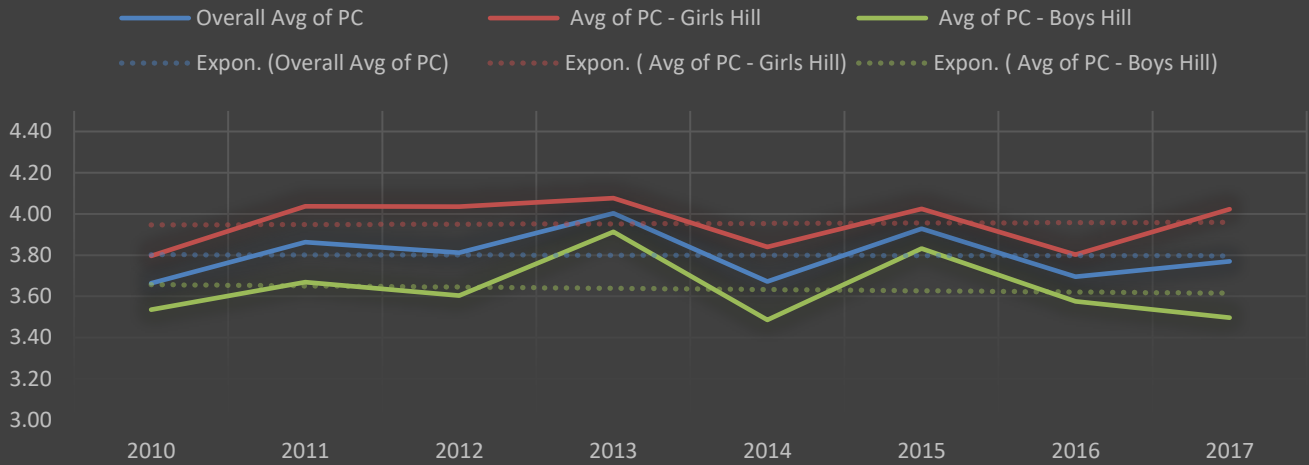
Teamwork (2016)



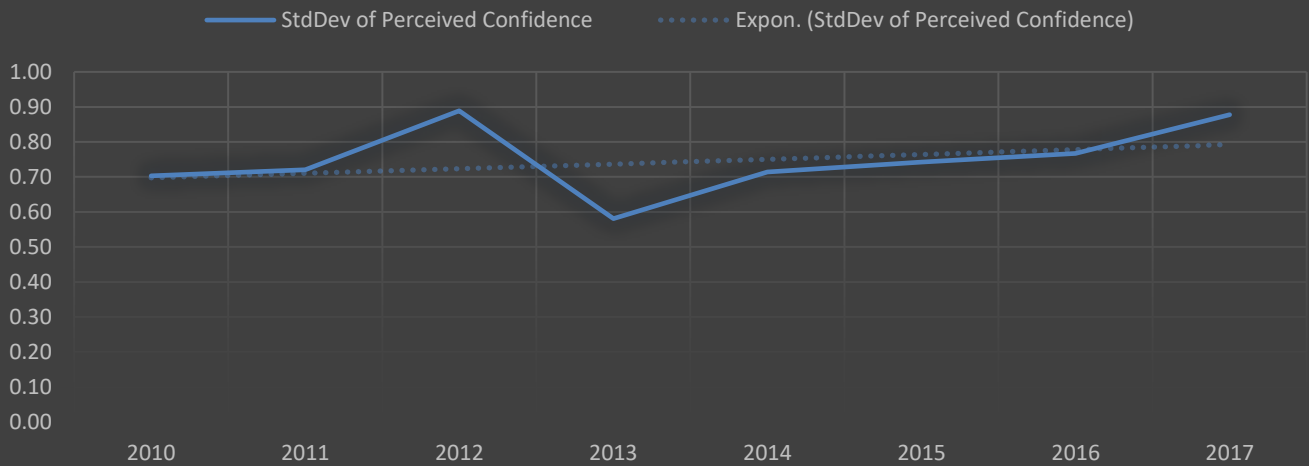
Teamwork - Standard Deviation (2016)



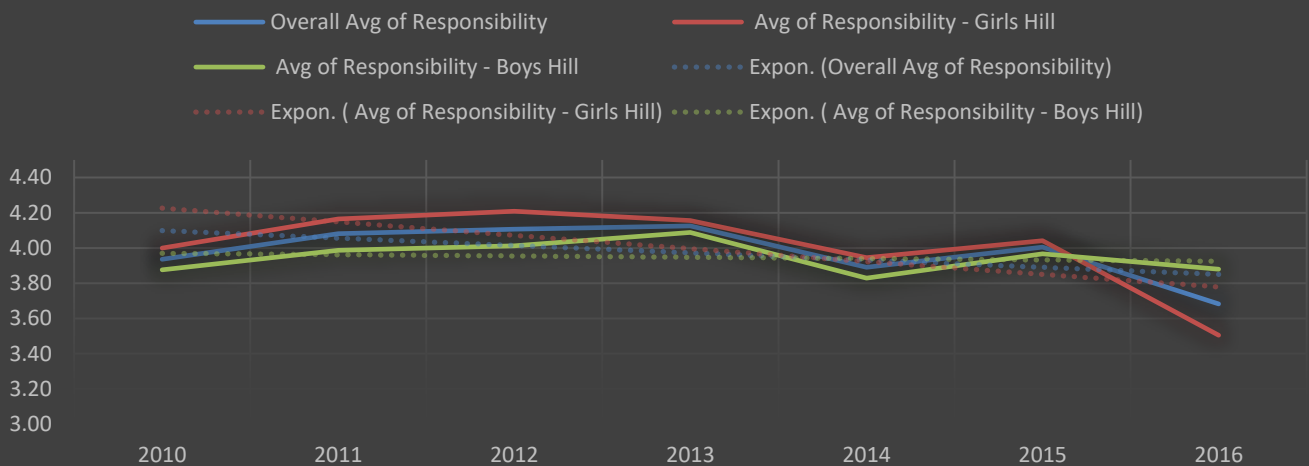
Perceived Competence (2017)



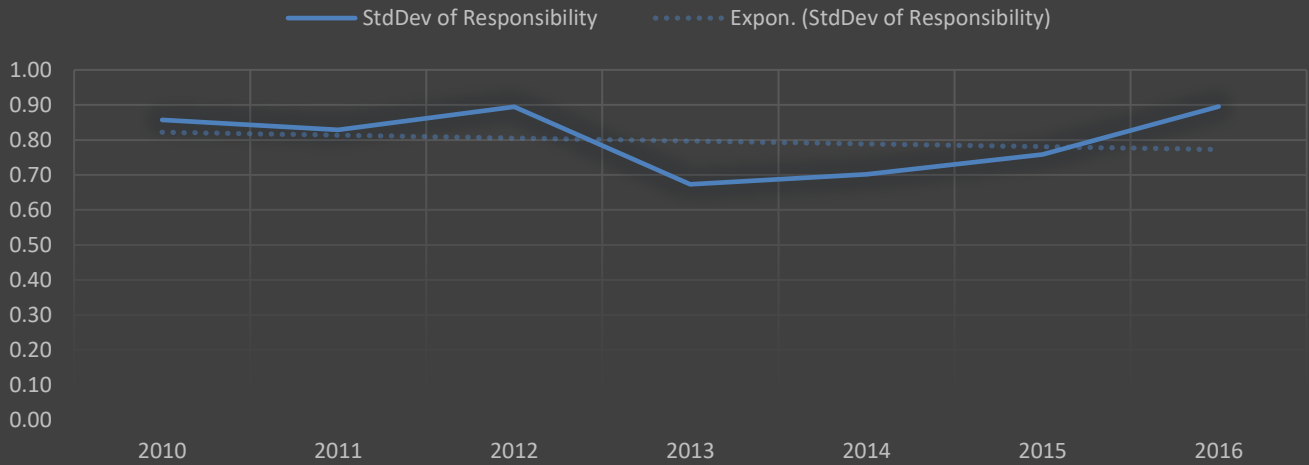
Perceived Competence - Standard Deviation (2017)



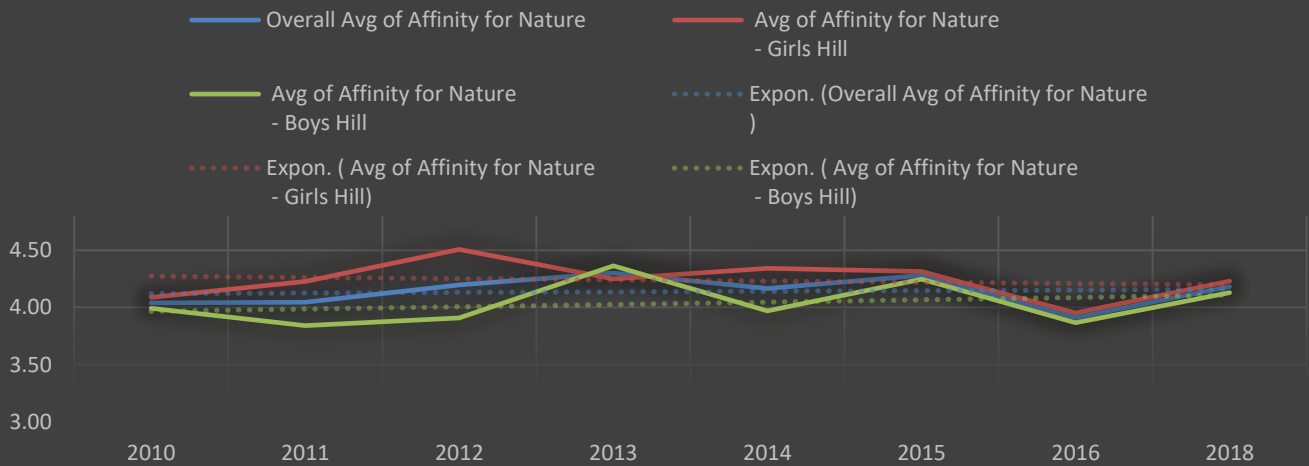
Responsibility (2016)



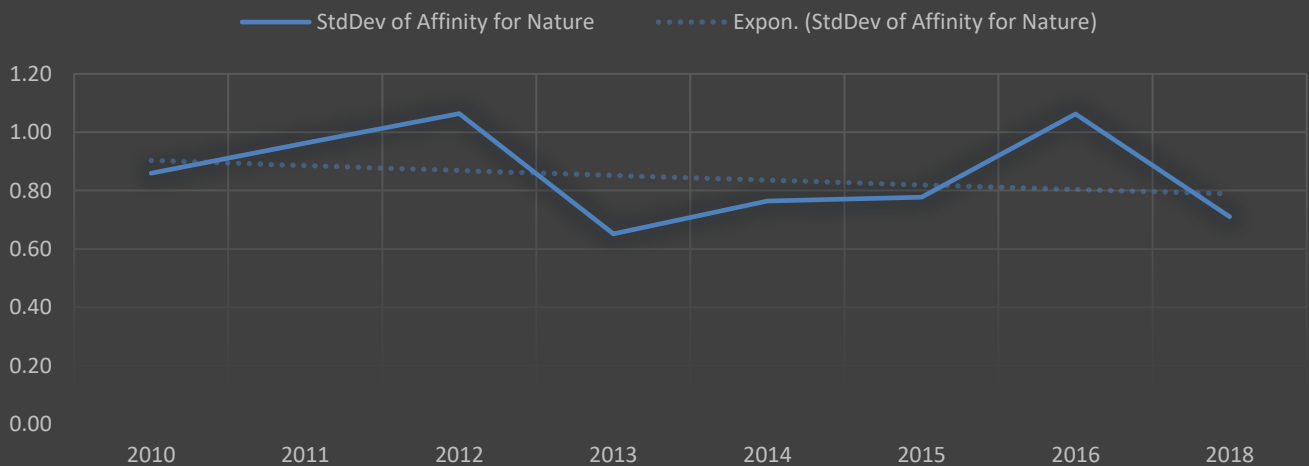
Responsibility - Standard Deviation (2016)



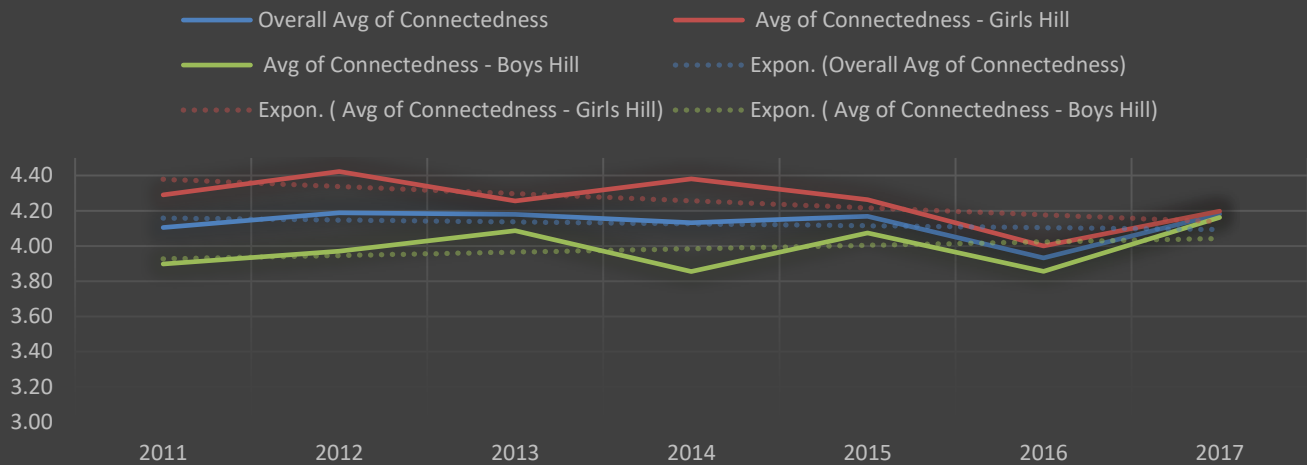
Affinity for Nature (2018)



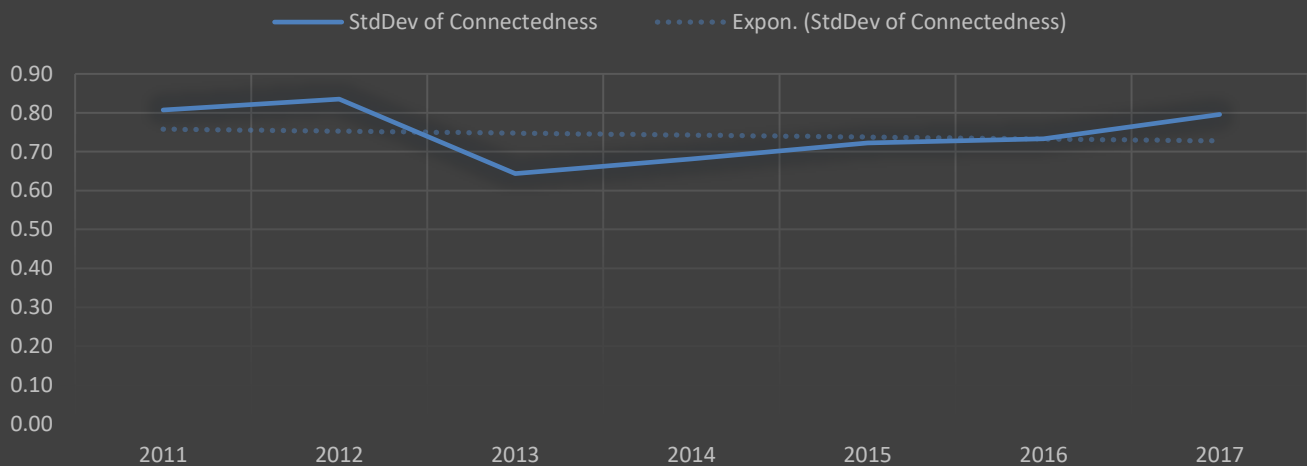
Affinity for Nature - Standard Deviation (2018)



Camp Connectedness (2017)



Camp Connectedness - Standard Deviation (2017)

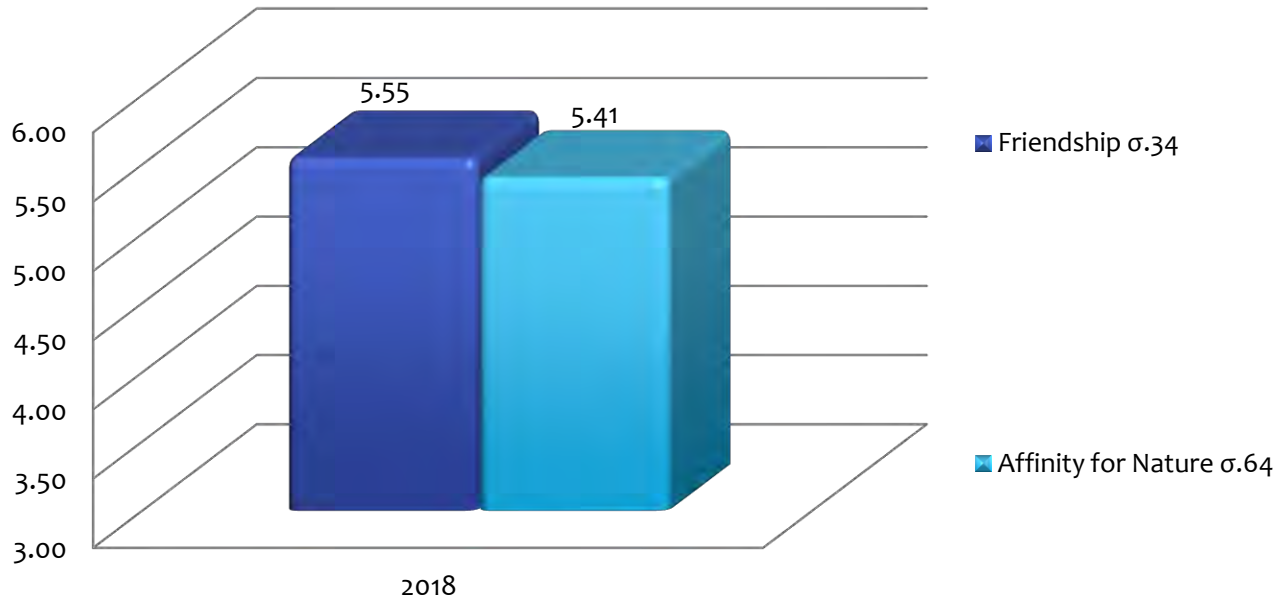


Detailed Older Camper Demographic

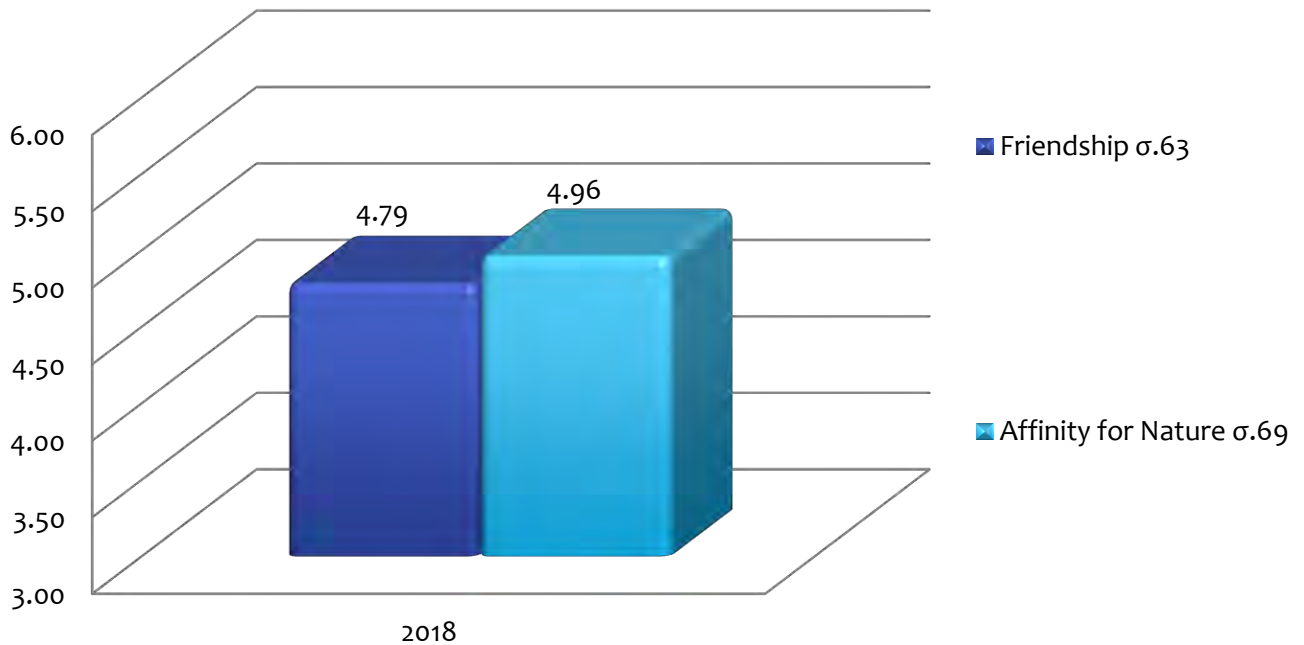
- 78 Campers were interviewed representing approximately 21% of that demographic (366 Campers)
- Cycle 2 Survey (2018): Friendship; Affinity for Nature
- Grade 8-11; Cabins 2, 4, 5, 7, 6; Dorms A, E, F

Detailed Older Camper Overview

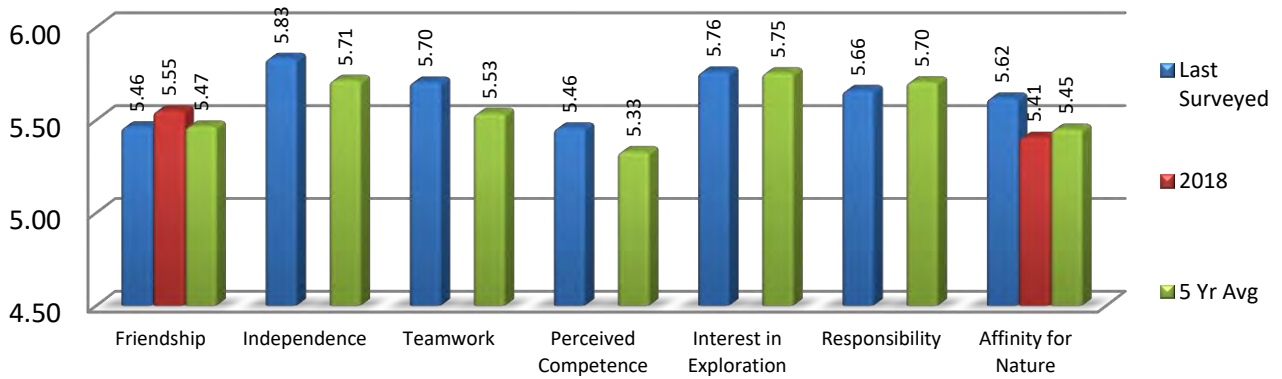
Average "Status" by Outcome



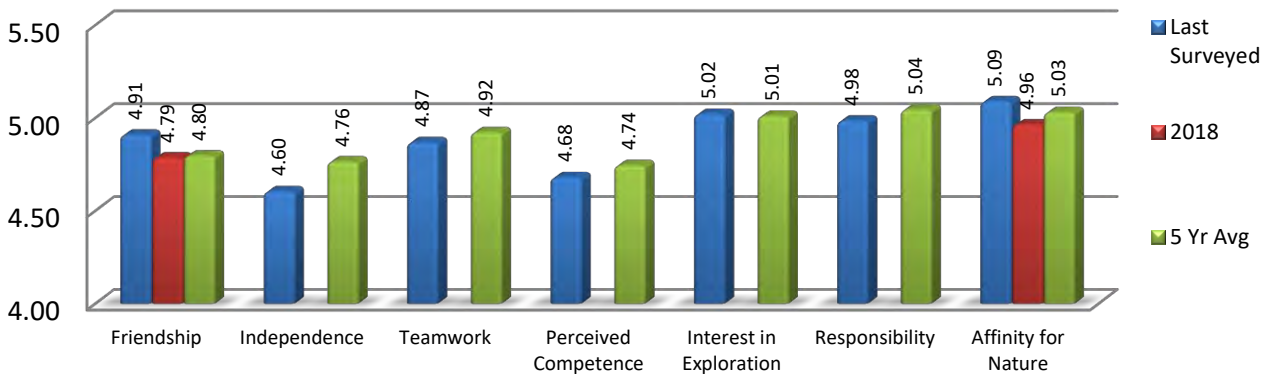
Average "Change" by Outcome



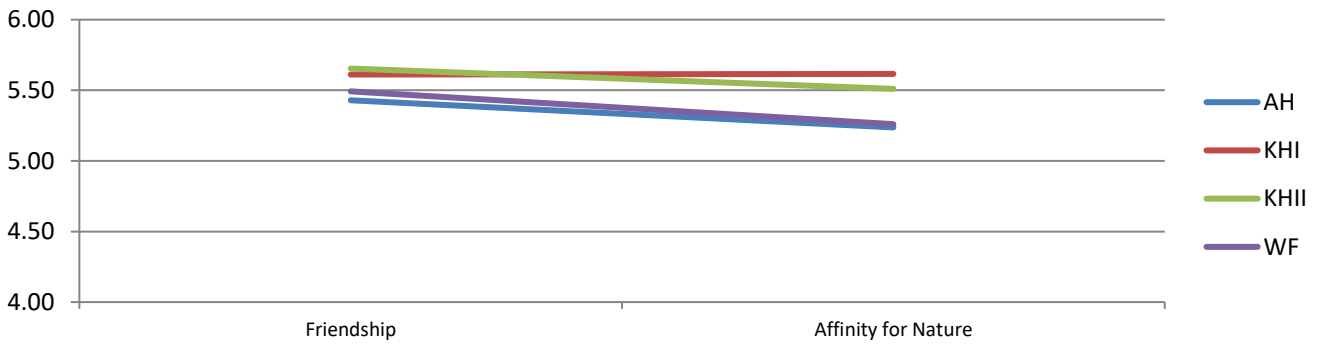
Average "Status" by Outcome



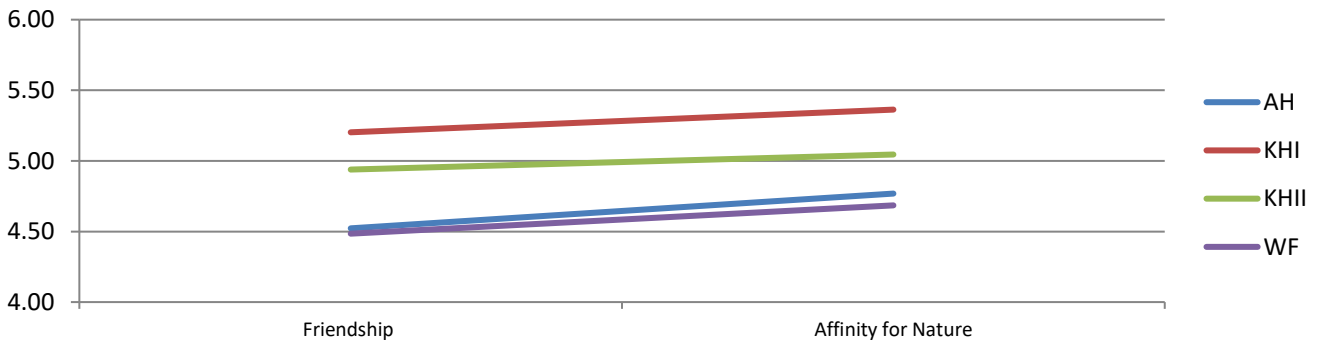
Average "Change" by Outcome



Average of "Status" by Session - 2018

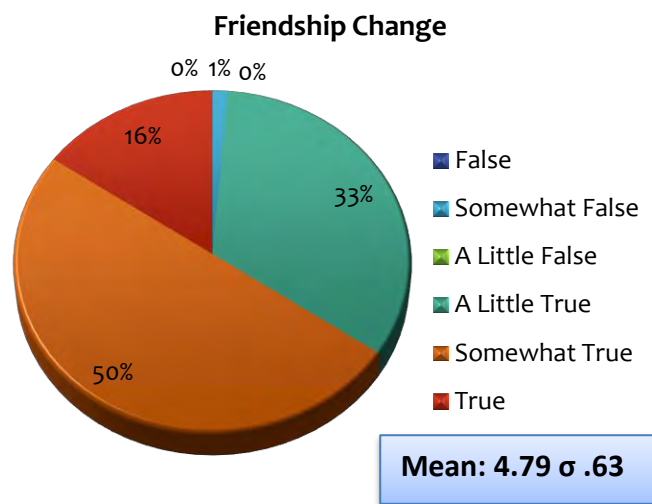
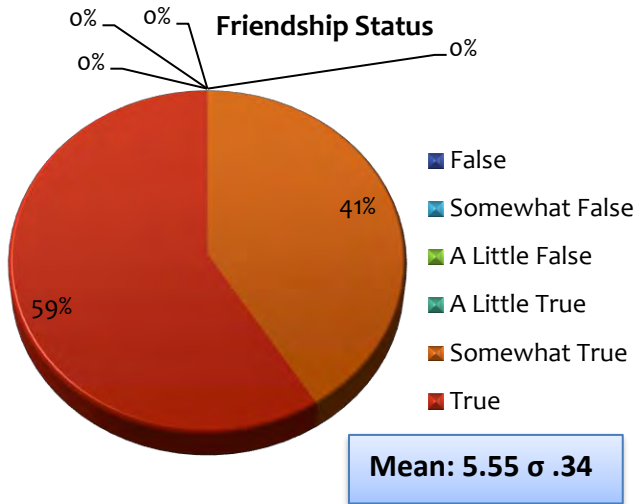


Average of "Change" by Session - 2018



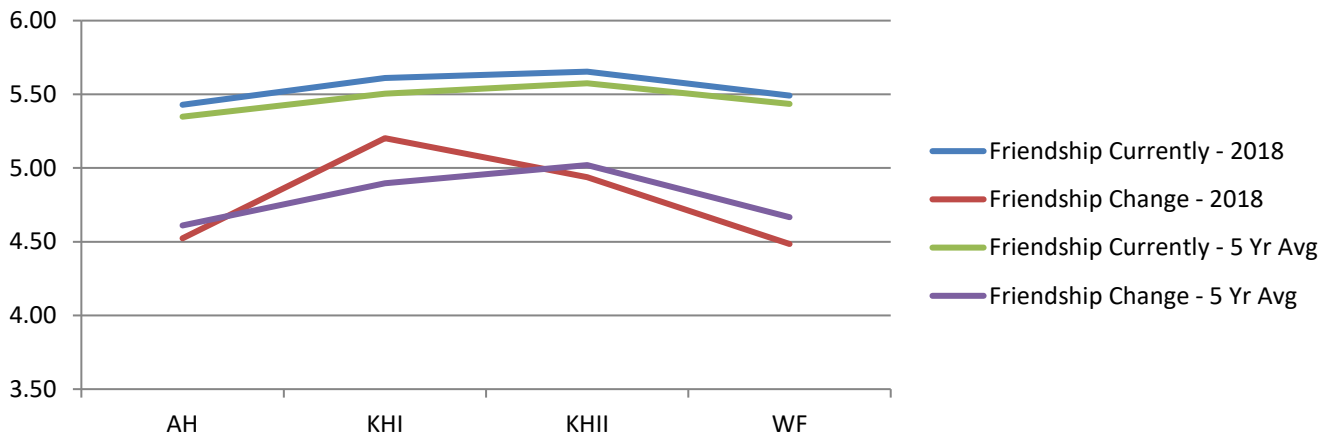
Detailed Camper Survey Analysis by Outcome

Friendship (2018)

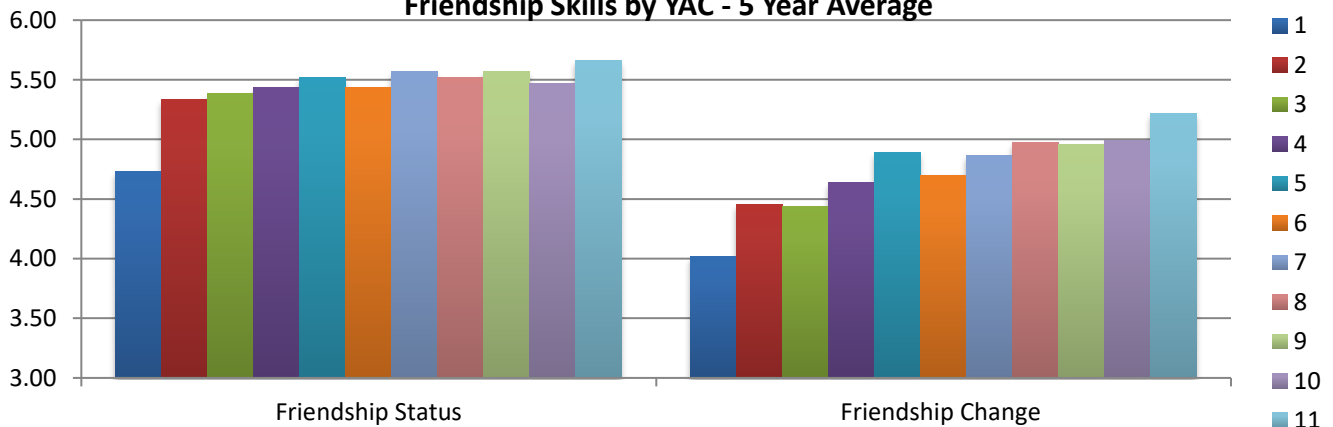


- 100% felt “I have good friendship skills” was a least a little true (+0% from 2015)
- 65.4% felt that camp significantly improved their friendship skills (-9.5% from 2016)

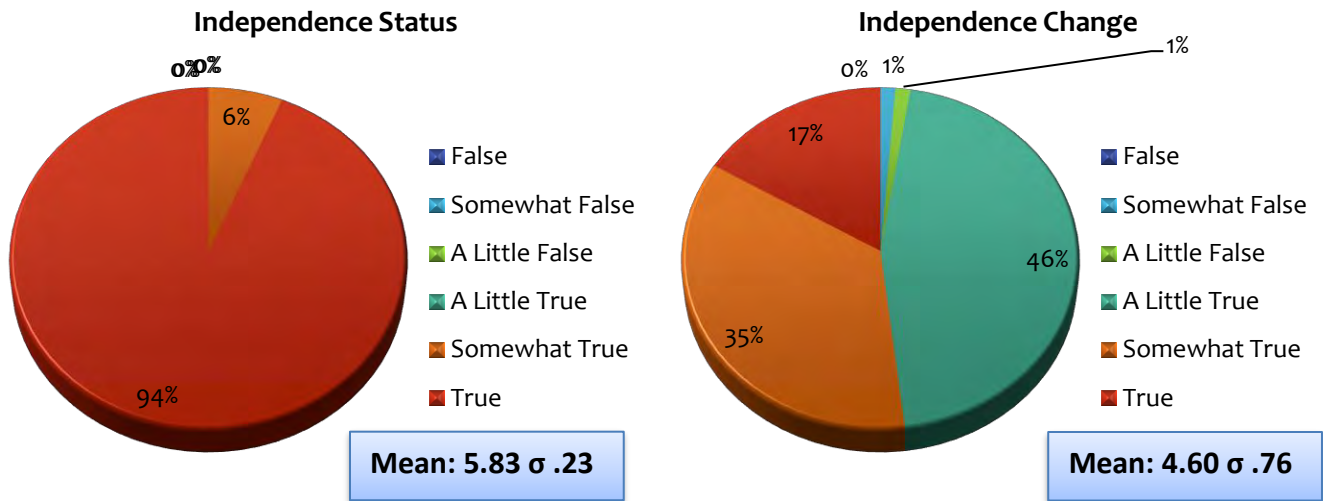
Friendship Change & Status by Session



Friendship Skills by YAC - 5 Year Average

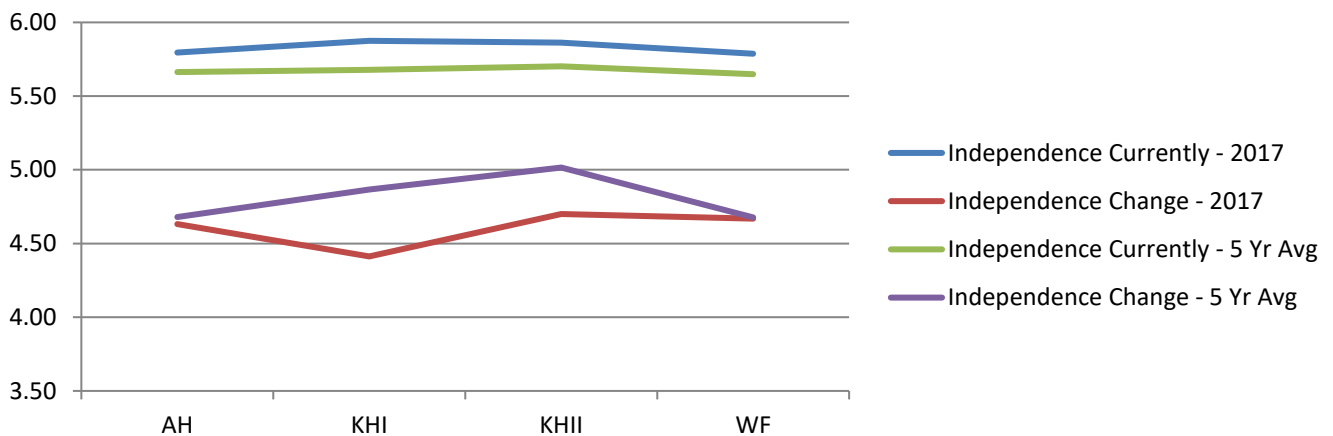


Independence (2017)

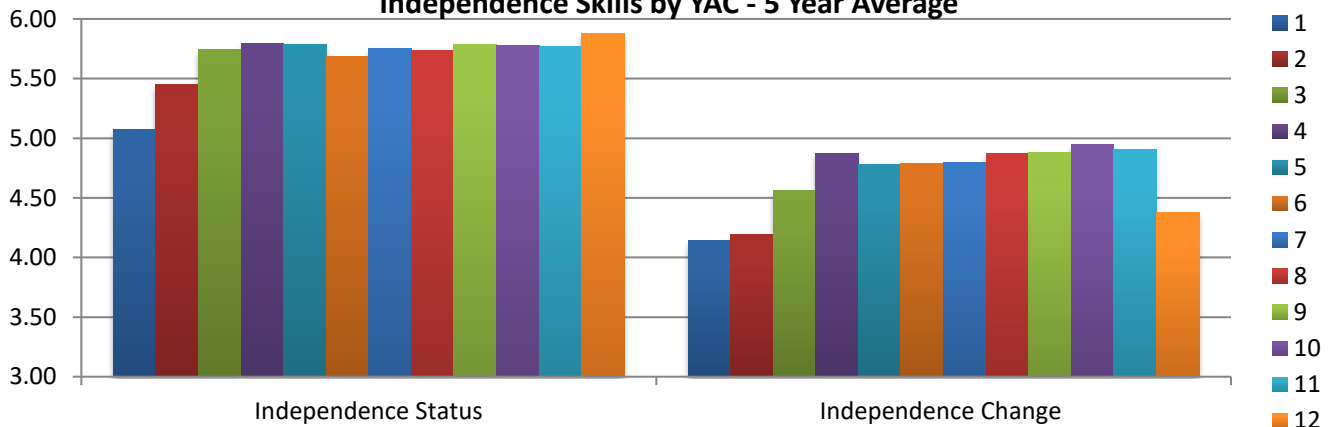


- 100% felt “I have good independence skills” was a least a little true (No change from 2016)
- 52% felt that camp significantly improved their friendship skills (30% decrease from 2016)

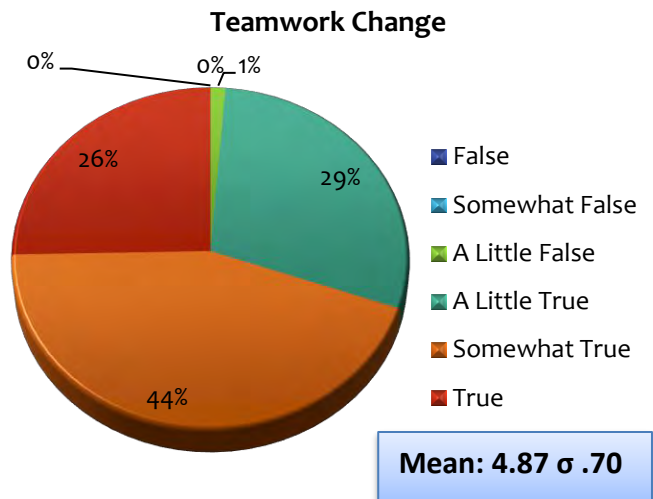
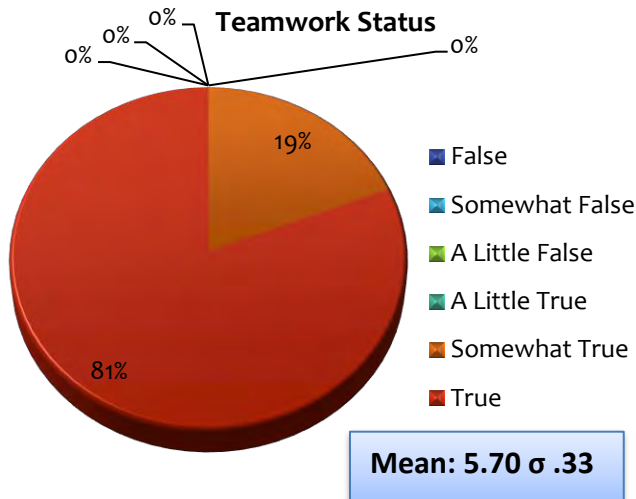
Independence Change & Status by Session



Independence Skills by YAC - 5 Year Average

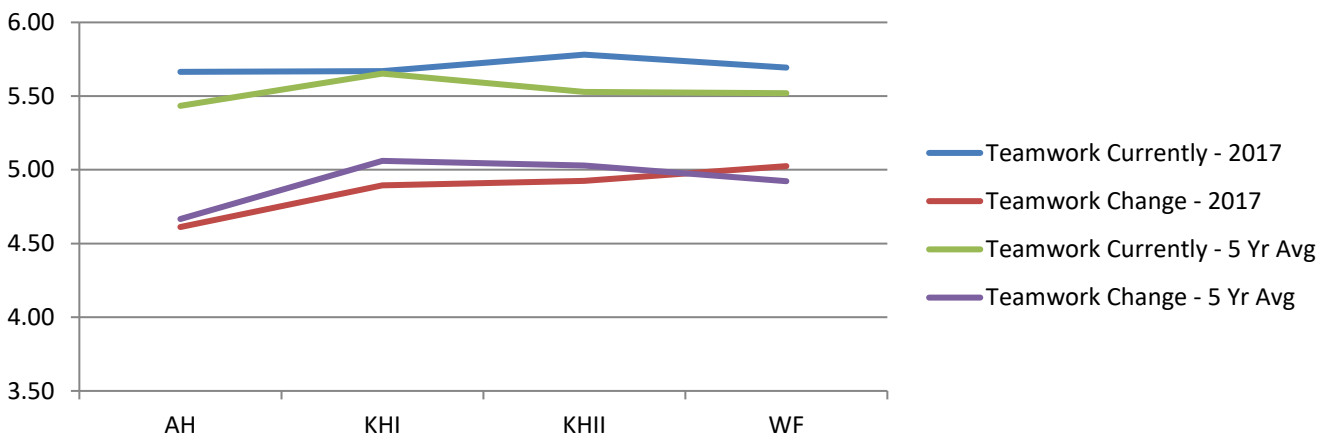


Teamwork (2017)

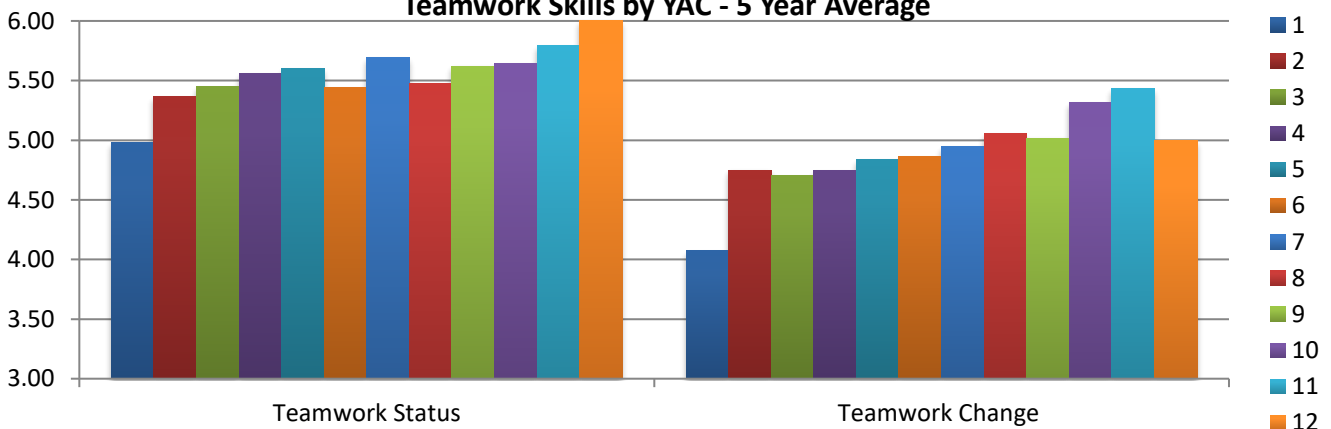


- 100% felt “I have good teamwork skills” was a least a little true
- 69.6% felt that camp significantly improved their teamwork skills (6.7% decrease from 2016)

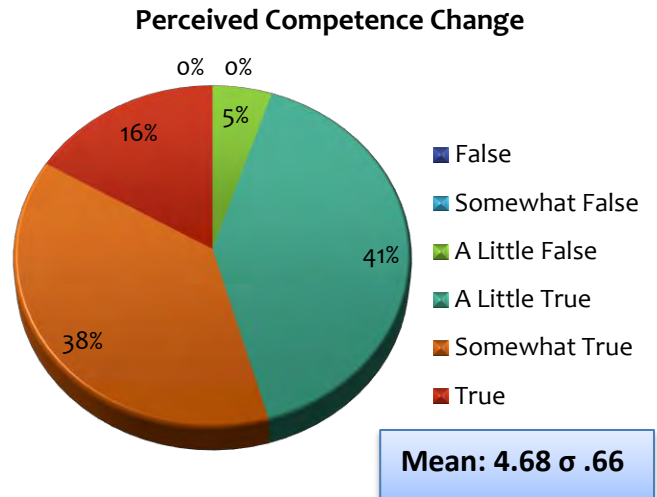
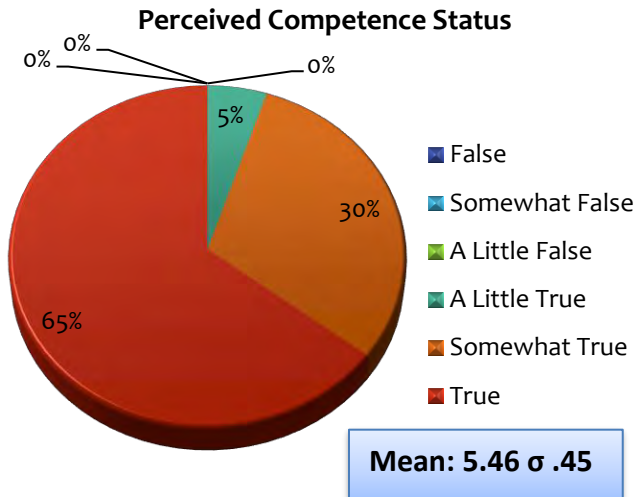
Teamwork Change & Status by Session



Teamwork Skills by YAC - 5 Year Average

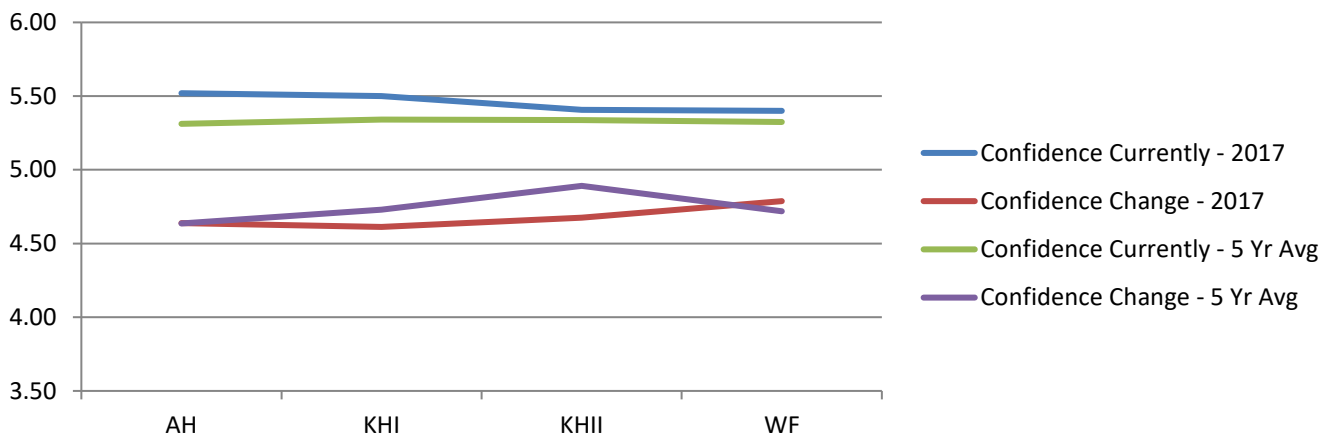


Perceived Competence (2017)

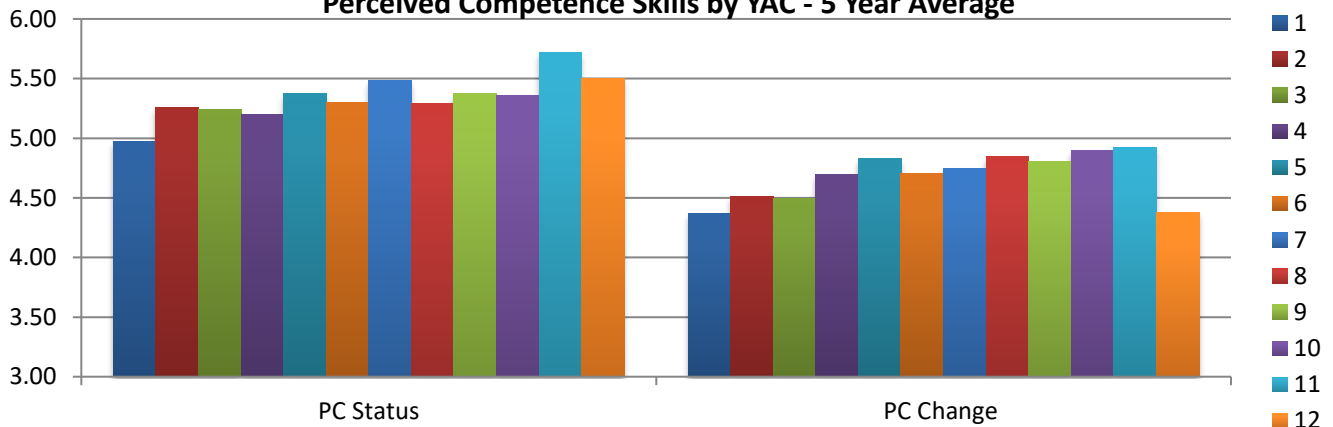


- 100% felt "I am confident in myself" was a least a little true (+0% from 2016)
- 54.4.4% said that camp made a big difference in how they feel about themselves (-21.1% from 2016)

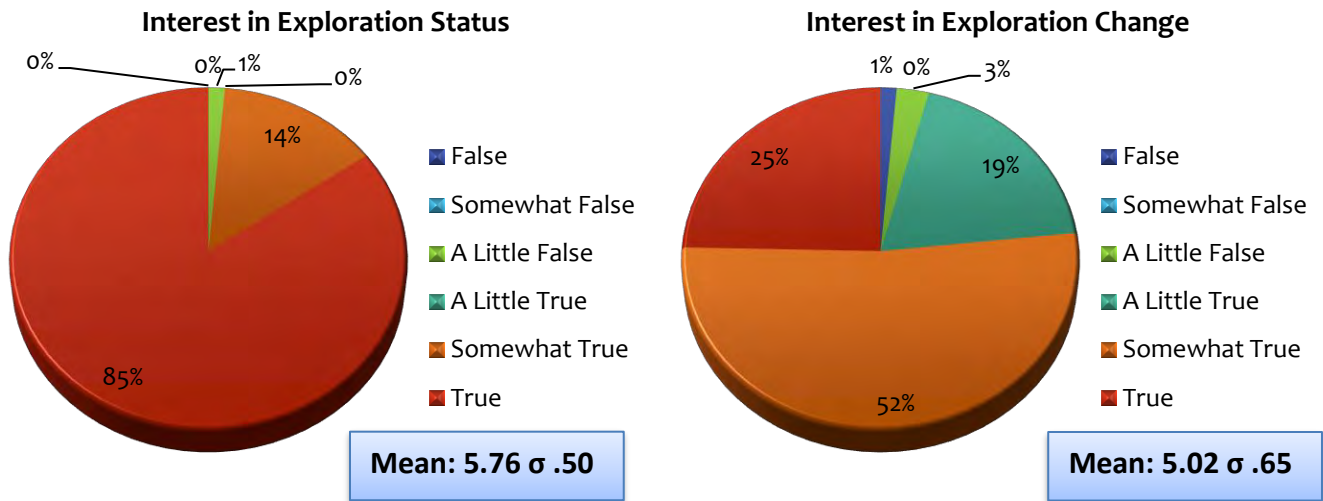
Perceived Competence Change & Status by Session



Perceived Competence Skills by YAC - 5 Year Average

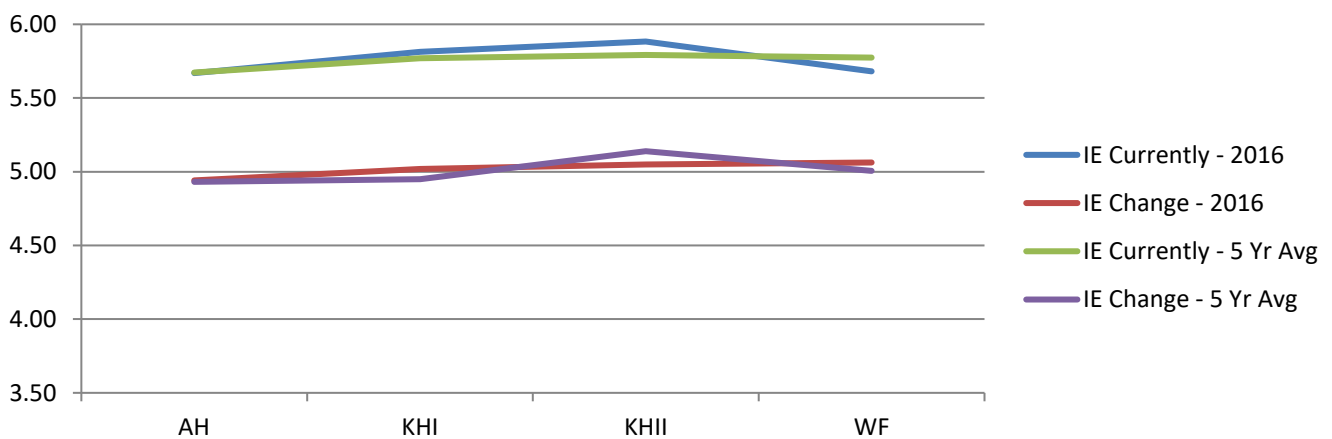


Interest in Exploration (2016)

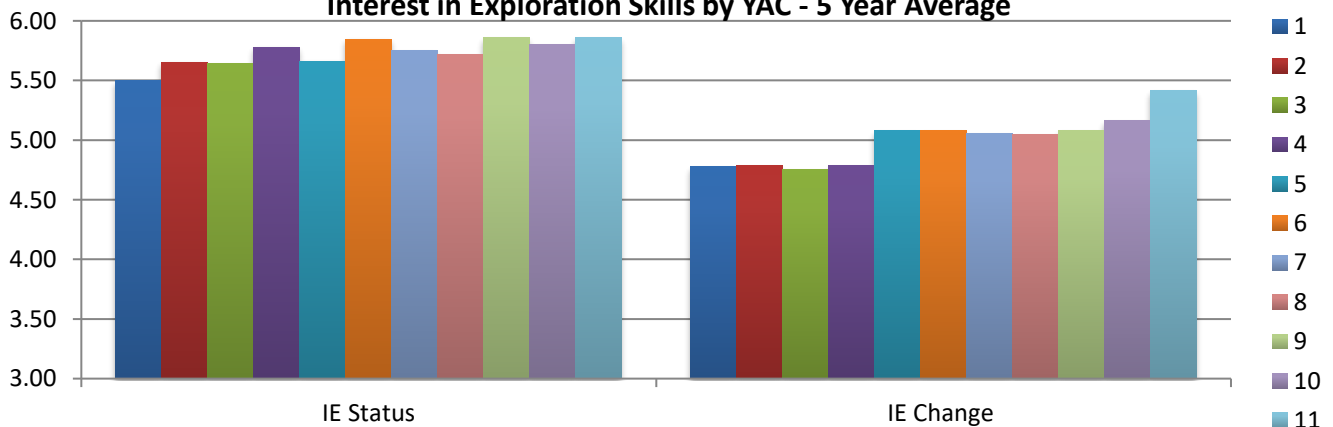


- IE defined: Learning Skills, Citizenship Skills, Nature and Outdoor Adventure
- 98.6% felt "I have an Interest in exploration" was a least a little true (-1.4% from 2015)
- 76.7% said that they far more interested and prepared to learn and try new things as a result of GG (3.7% increase from 2015)

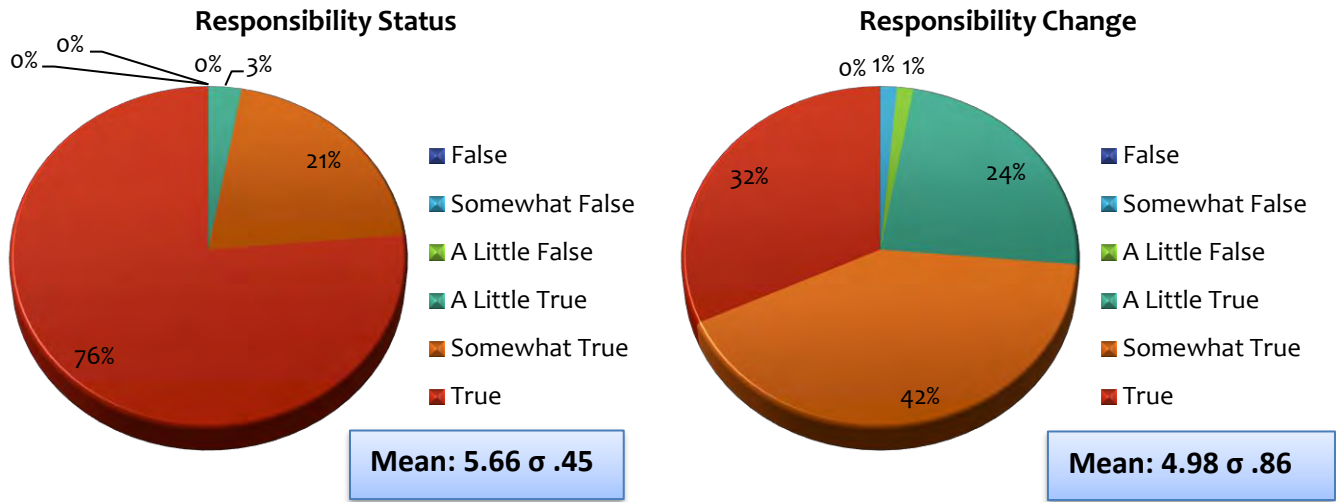
Interest in Exploration Change & Status by Session



Interest in Exploration Skills by YAC - 5 Year Average

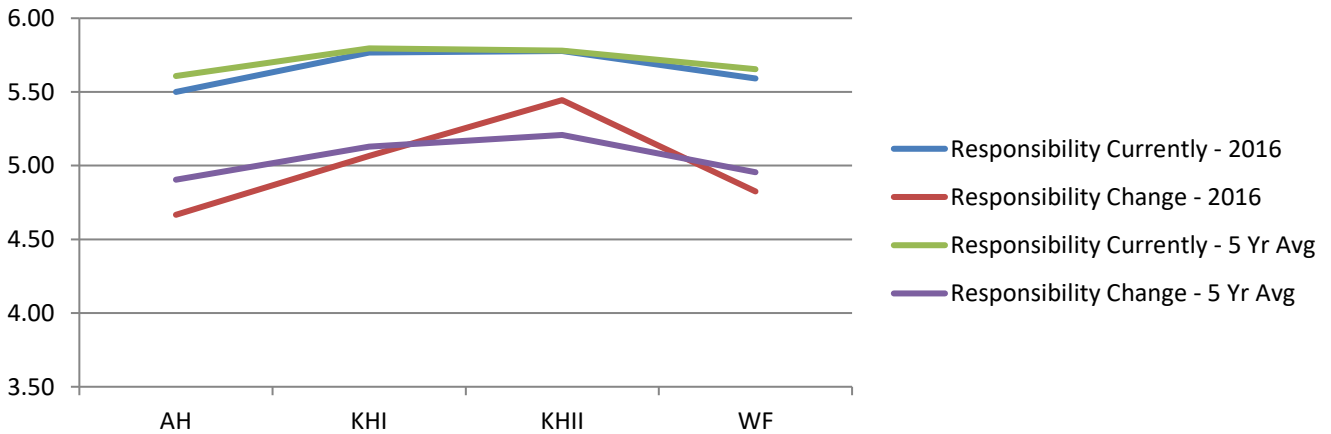


Responsibility (2016)

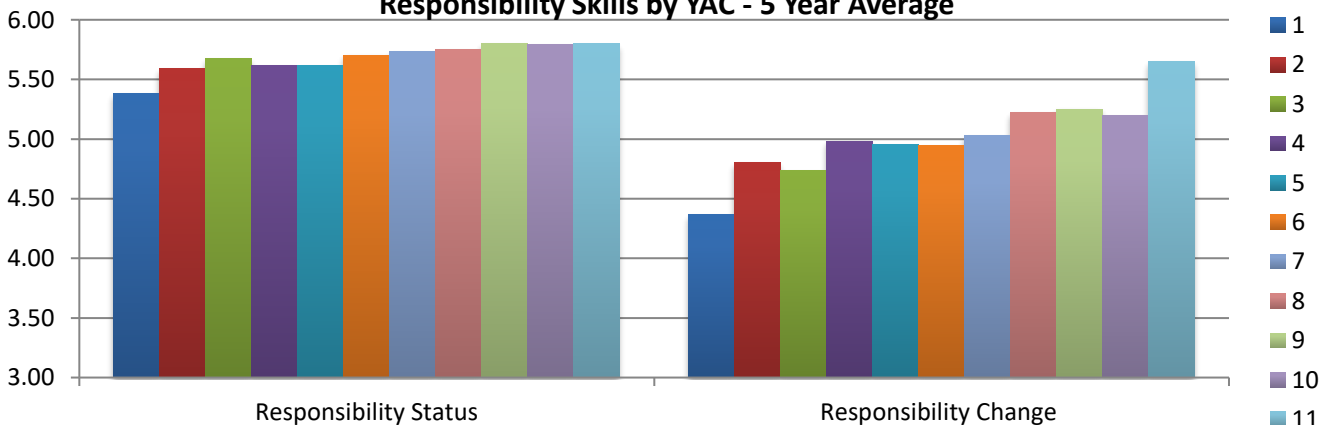


- 100% felt “I am responsible” was a least a little true (+1.4% from 2015)
- 73.6% said that camp has made them considerably more responsible (-1.9% from 2015)

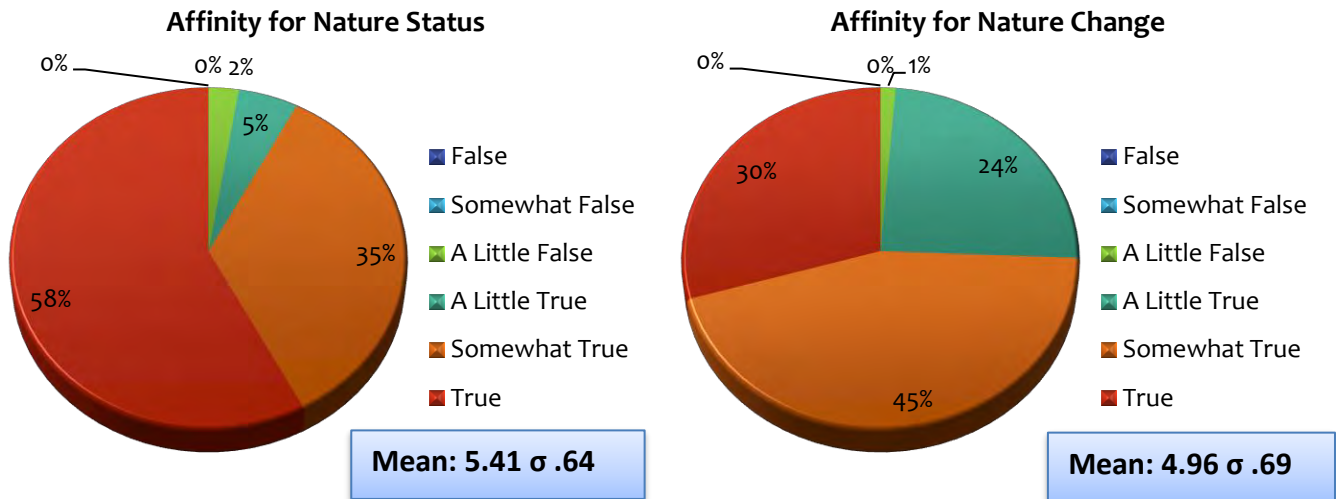
Responsibility Change & Status by Session



Responsibility Skills by YAC - 5 Year Average

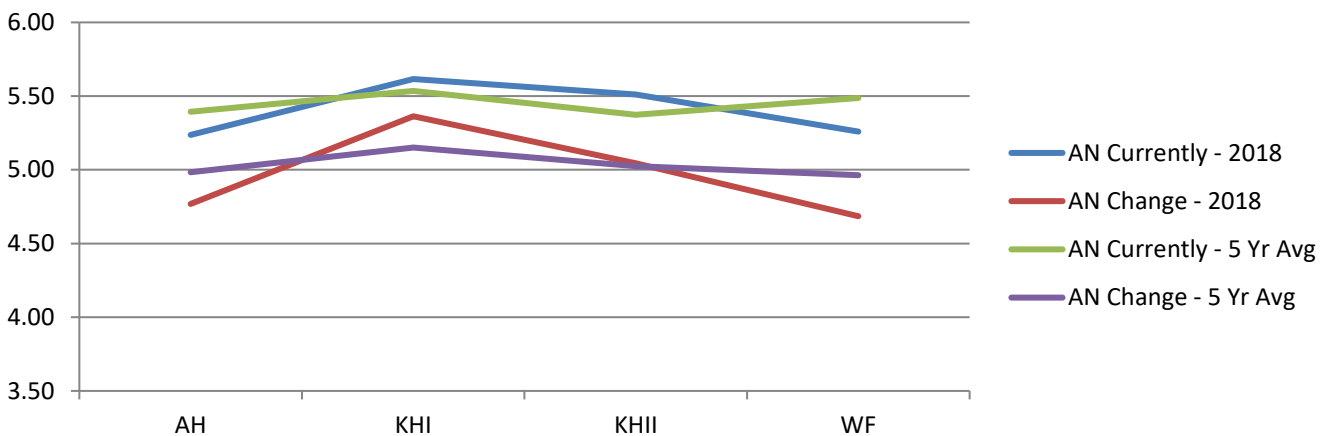


Affinity for Nature (2018)

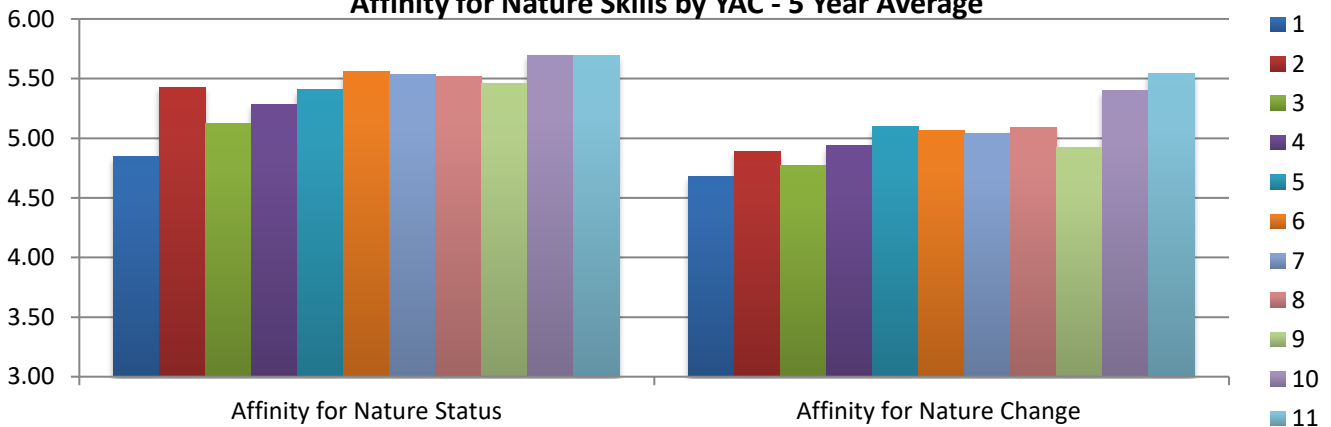


- 97.4% felt “I have an affinity for nature” was a least a little true (-1.2% from 2016)
- 92.3% have a significantly better affinity for nature as a result of Geneva Glen (-2.3% from 2016)

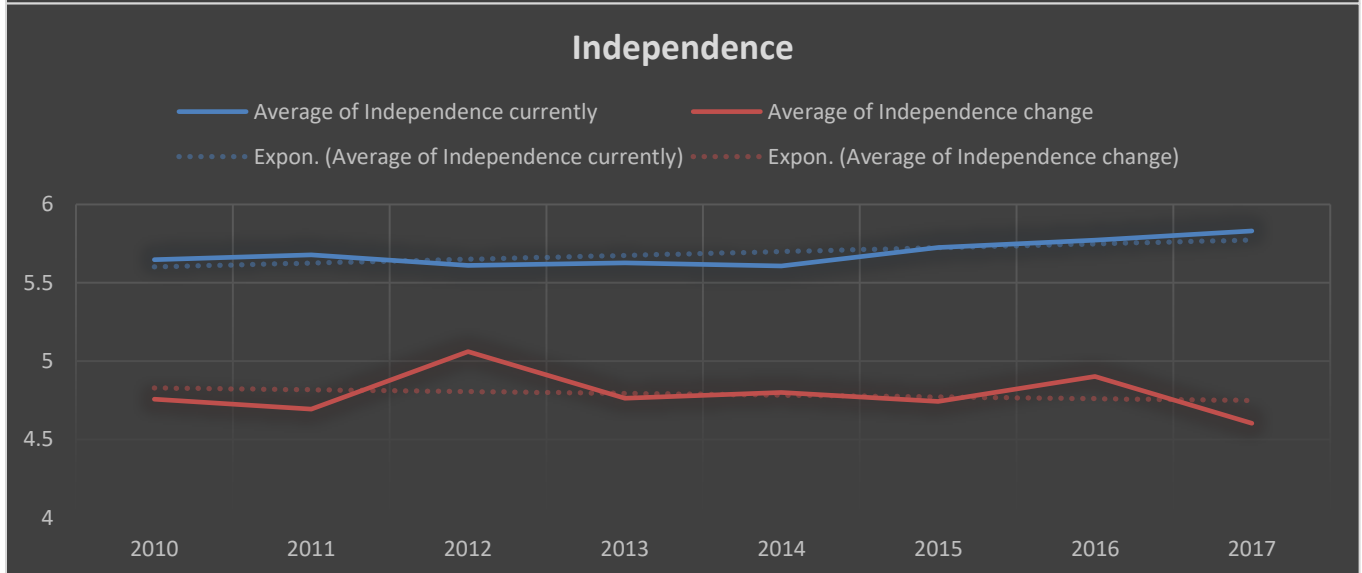
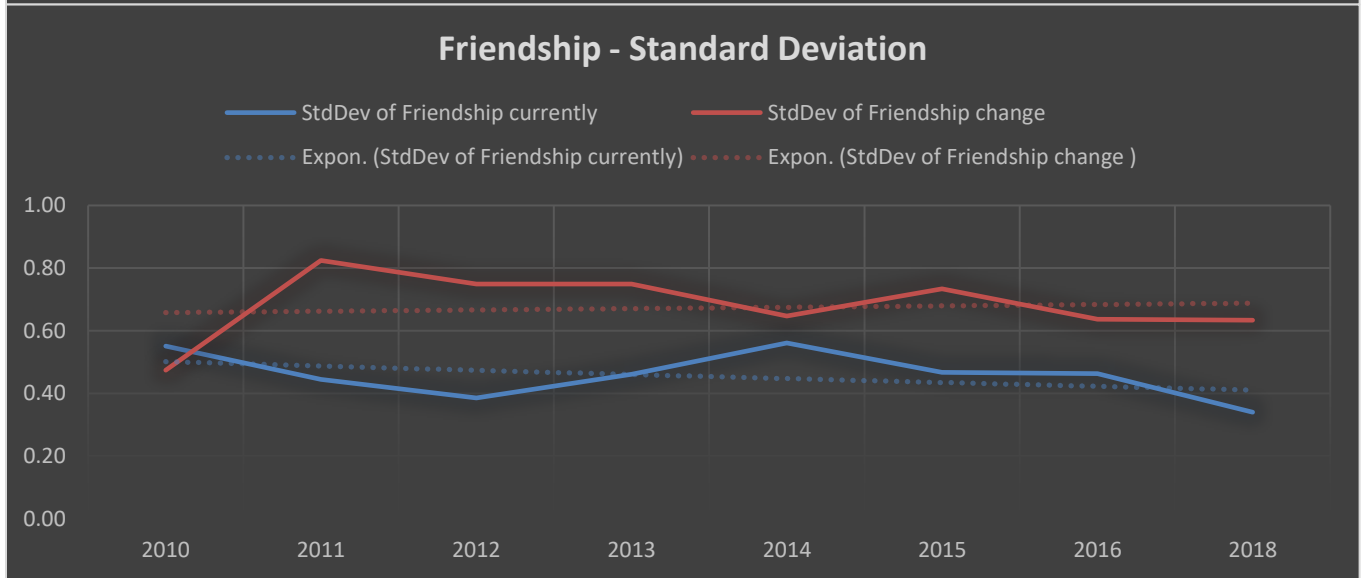
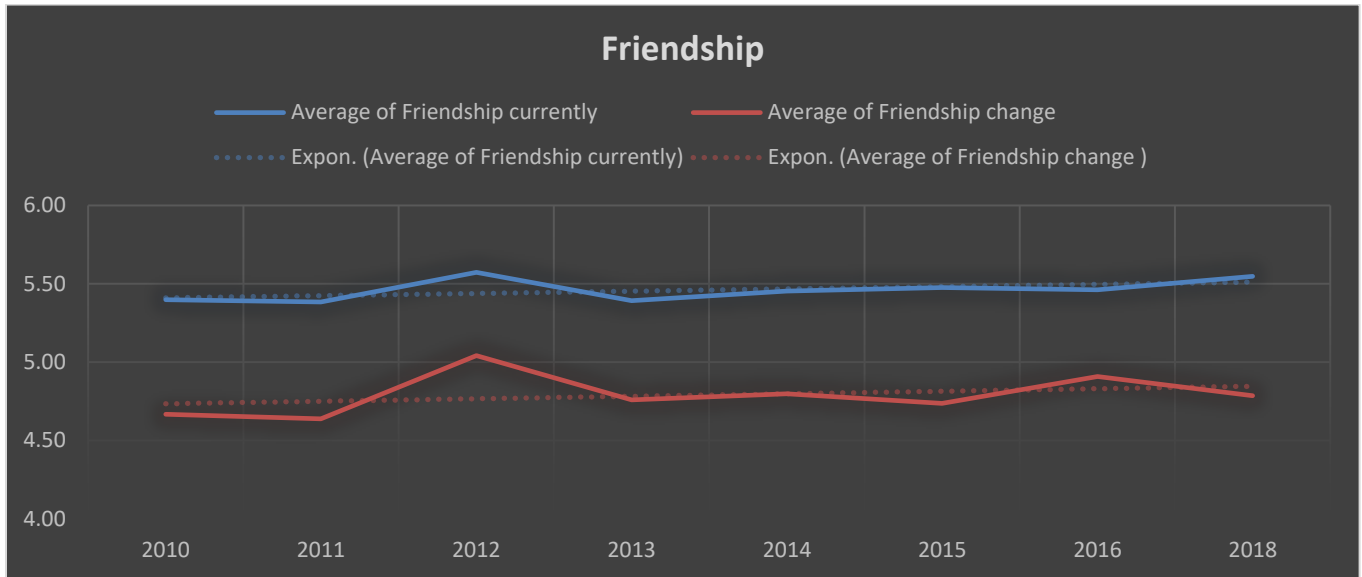
Affinity for Nature Change & Status by Session



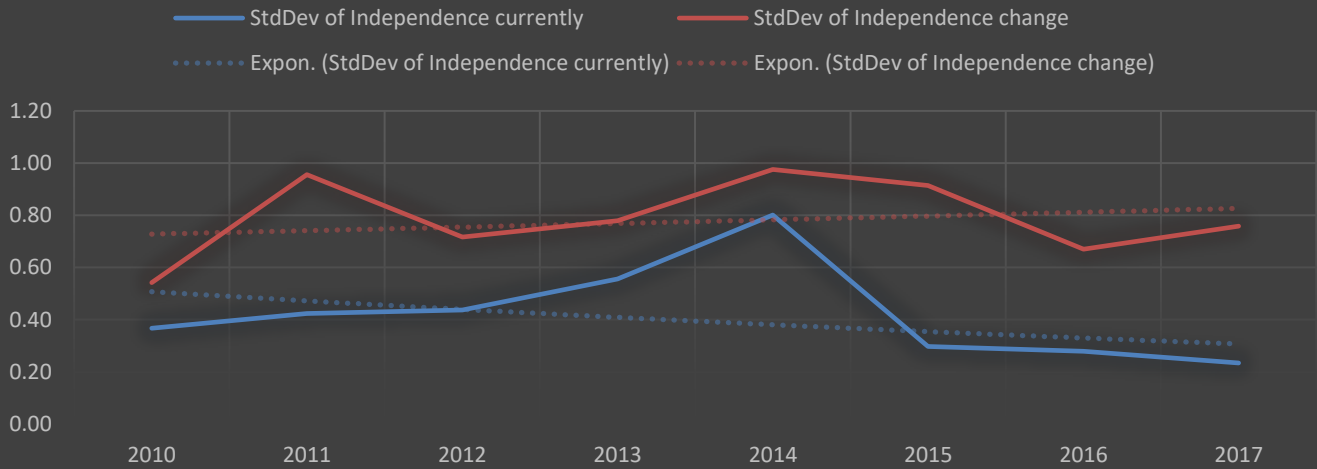
Affinity for Nature Skills by YAC - 5 Year Average



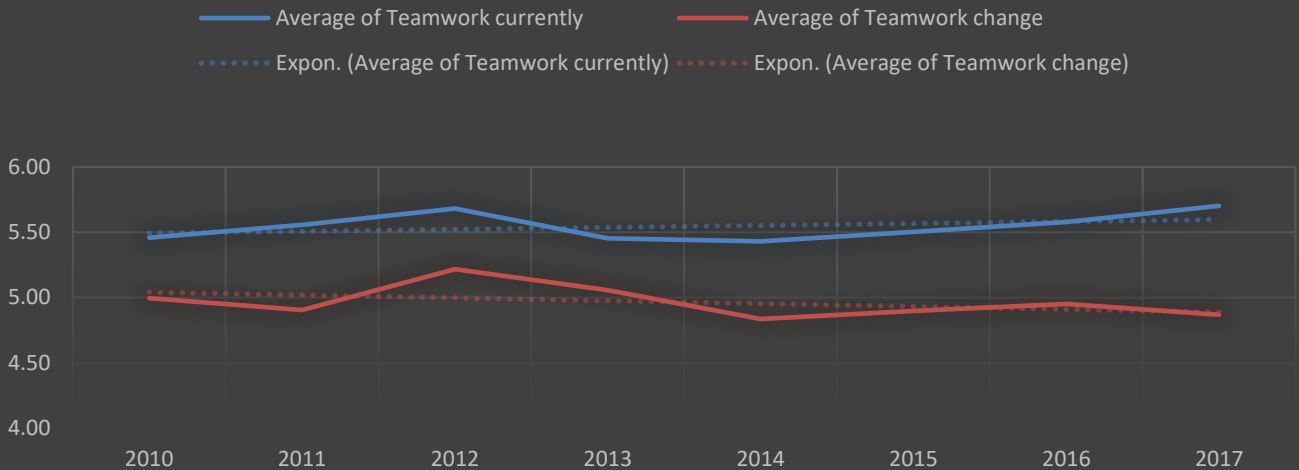
Outcome Yearly Trends



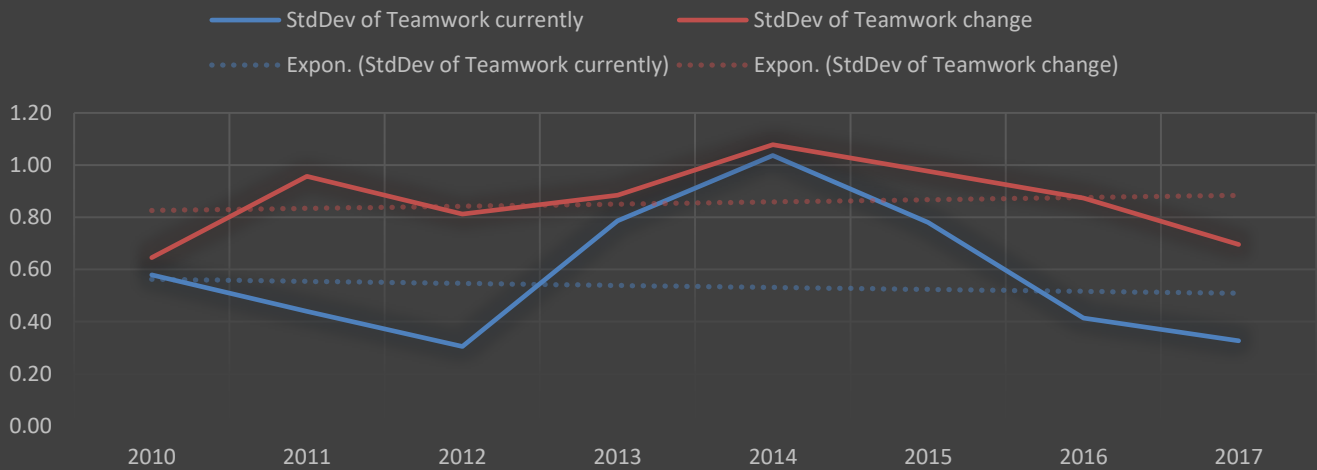
Independence - Standard Deviation



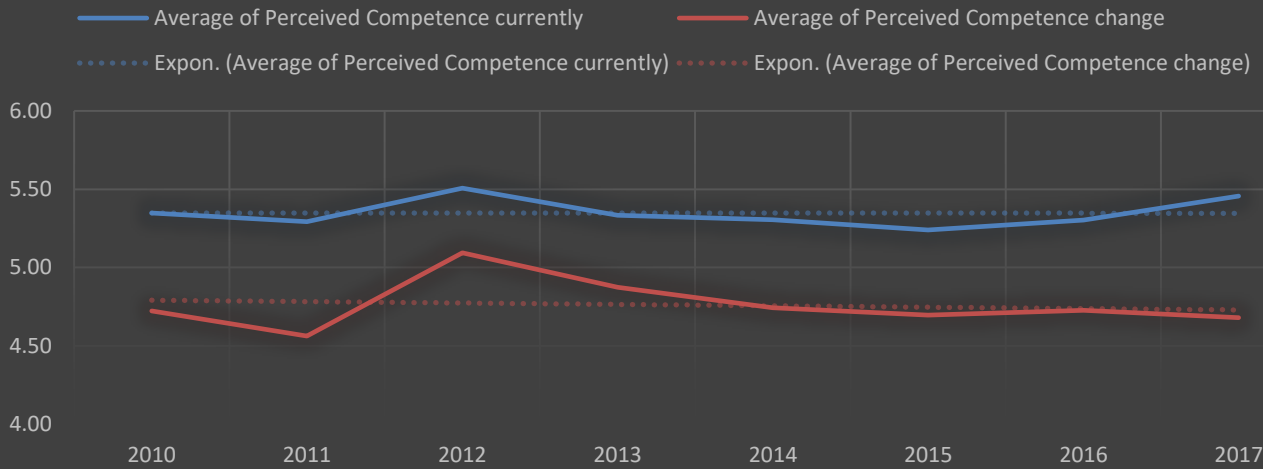
Teamwork



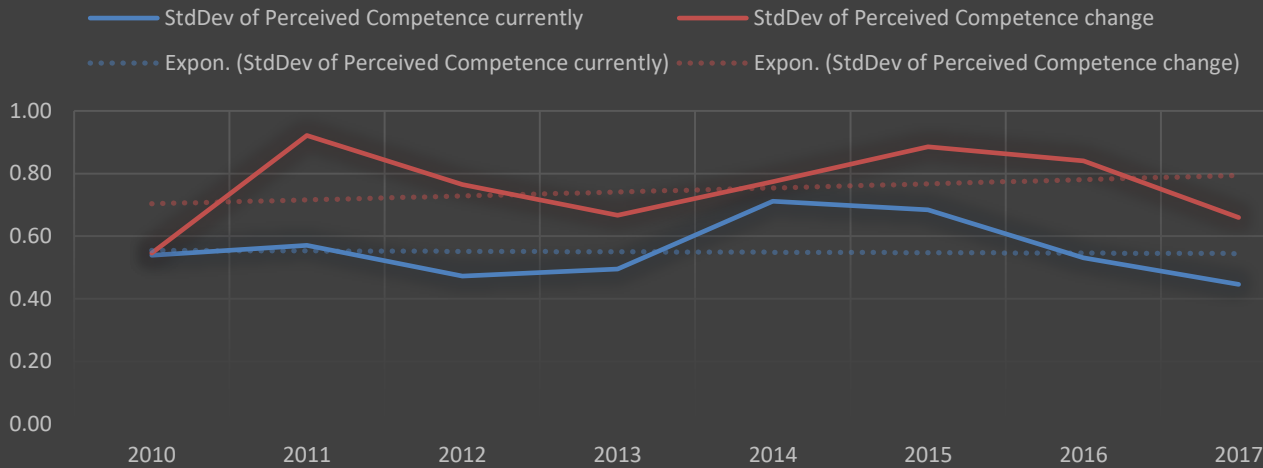
Teamwork - Standard Deviation



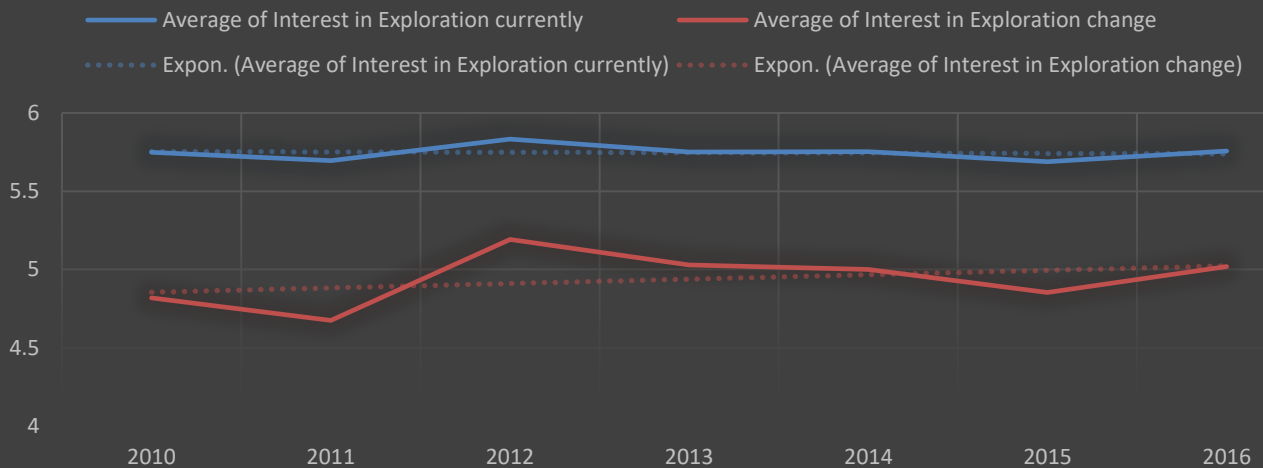
Perceived Competence



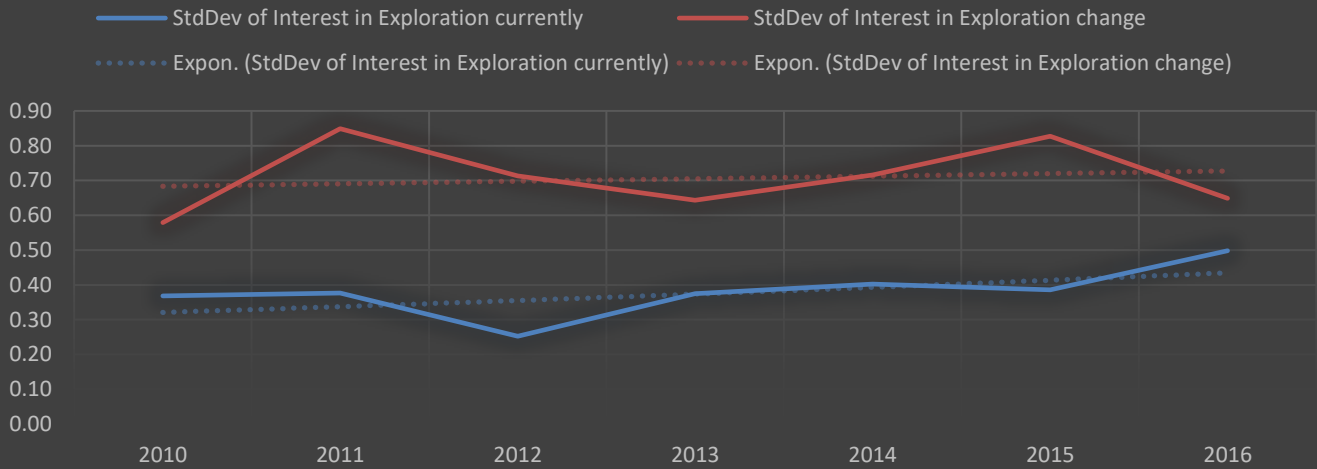
Perceived Competence - Standard Deviation



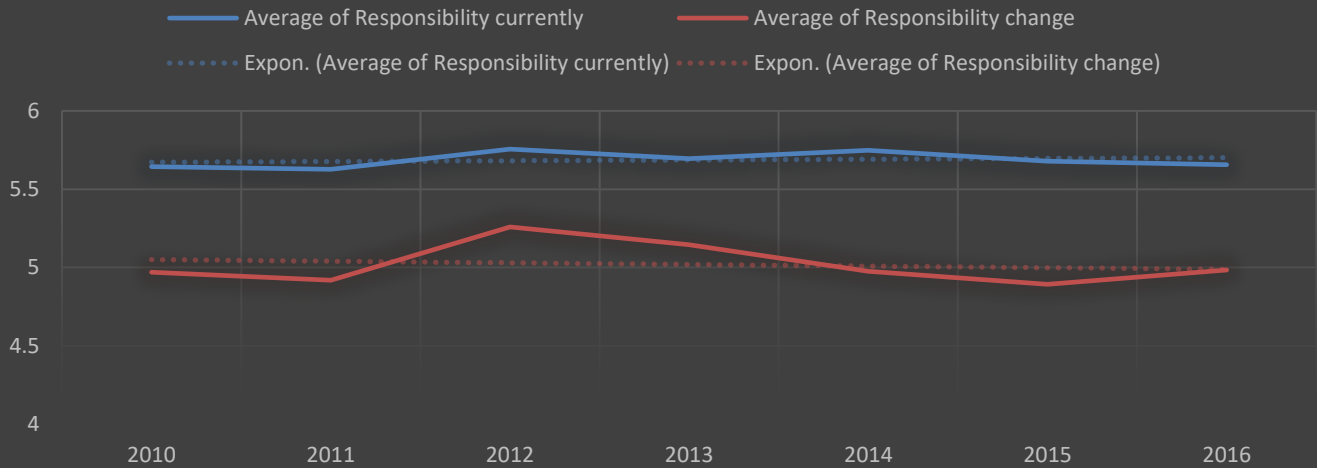
Interest in Exploration



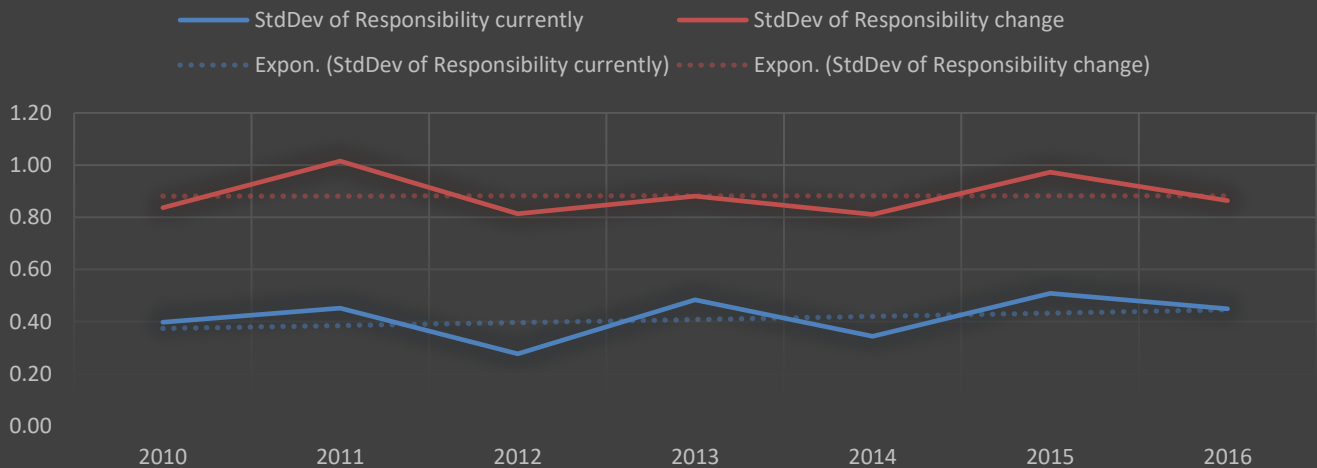
Interest in Exploration - Standard Deviation



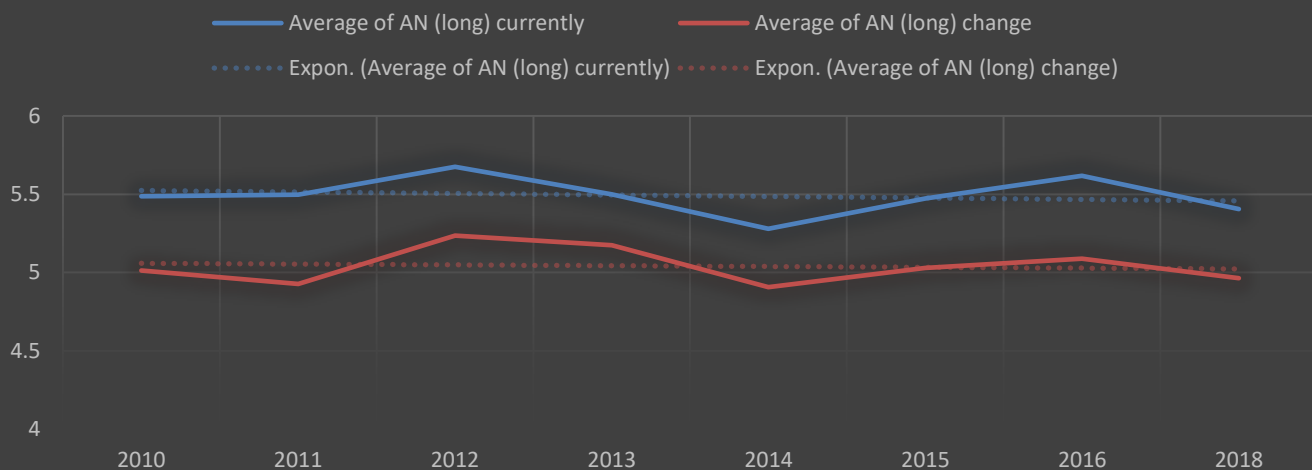
Responsibility



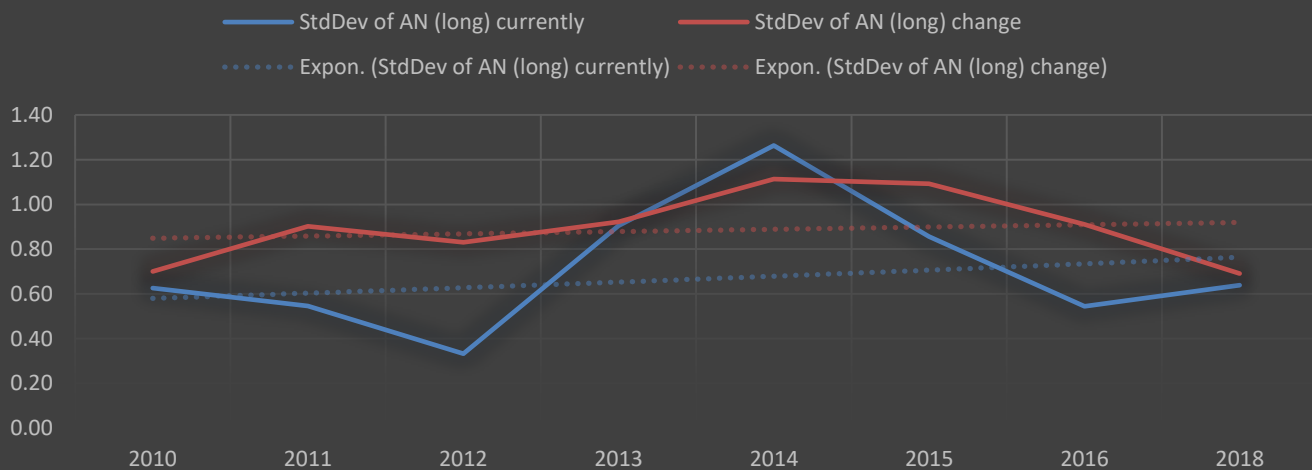
Responsibility - Standard Deviation



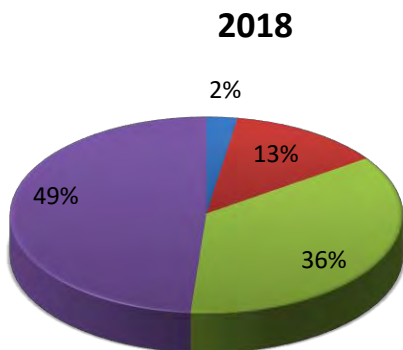
Affinity for Nature



Affinity for Nature - Standard Deviation

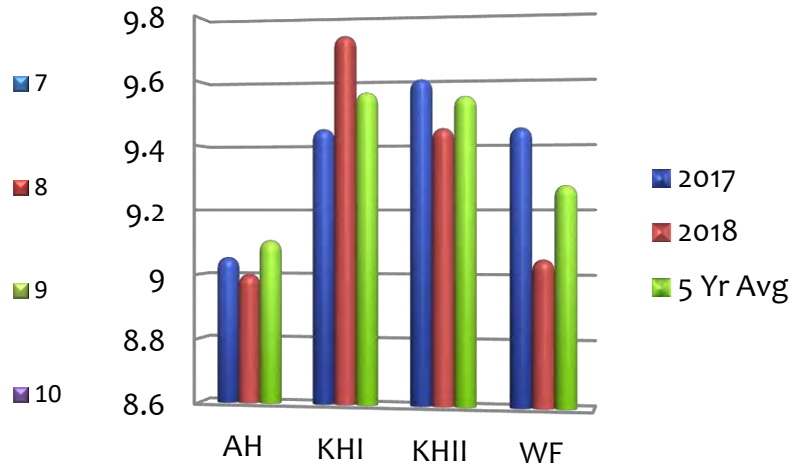


Satisfaction Survey Results and Other Analysis



Mean: 9.30 σ .79

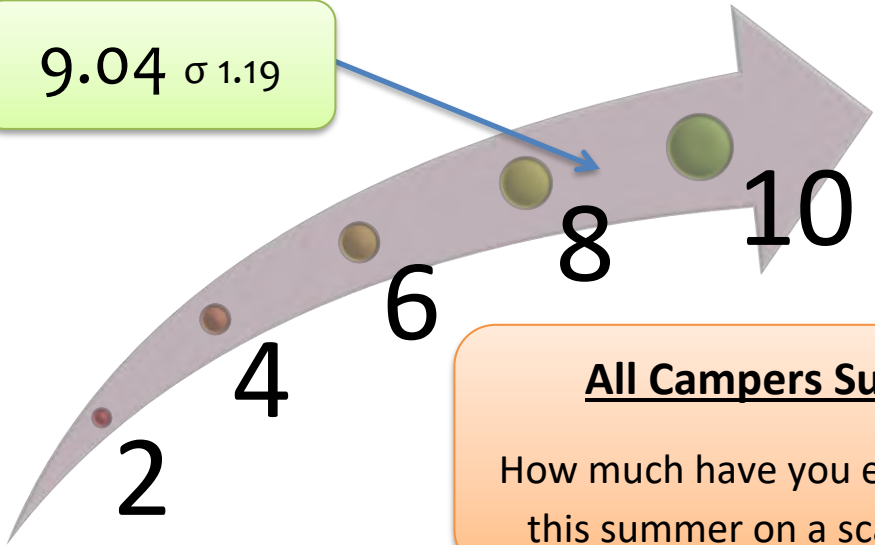
Session/Year Comparative



- Satisfaction rating of camp decreased .9% from 2017 (Slightly lower than 5-year average)
- Knighthood I was the highest rated and had the highest effect on campers
- World Friendship had the lowest effect on campers. American Heritage was the lowest rated session
- Females rated slightly higher than Males in both change and status (4.2% change, 2.3% status)
- Favorite Things: Friends, Barn, Pool
- 21% have suggestions for changes to the program
 - Most common change: More Activities
- What did they NOT LIKE about camp?
 - #1: Nothing or blank (27%)
 - #2: Misc Program Comments (14%)
 - #2: Food (18%)
 - #3: Overnight & Food (10%)

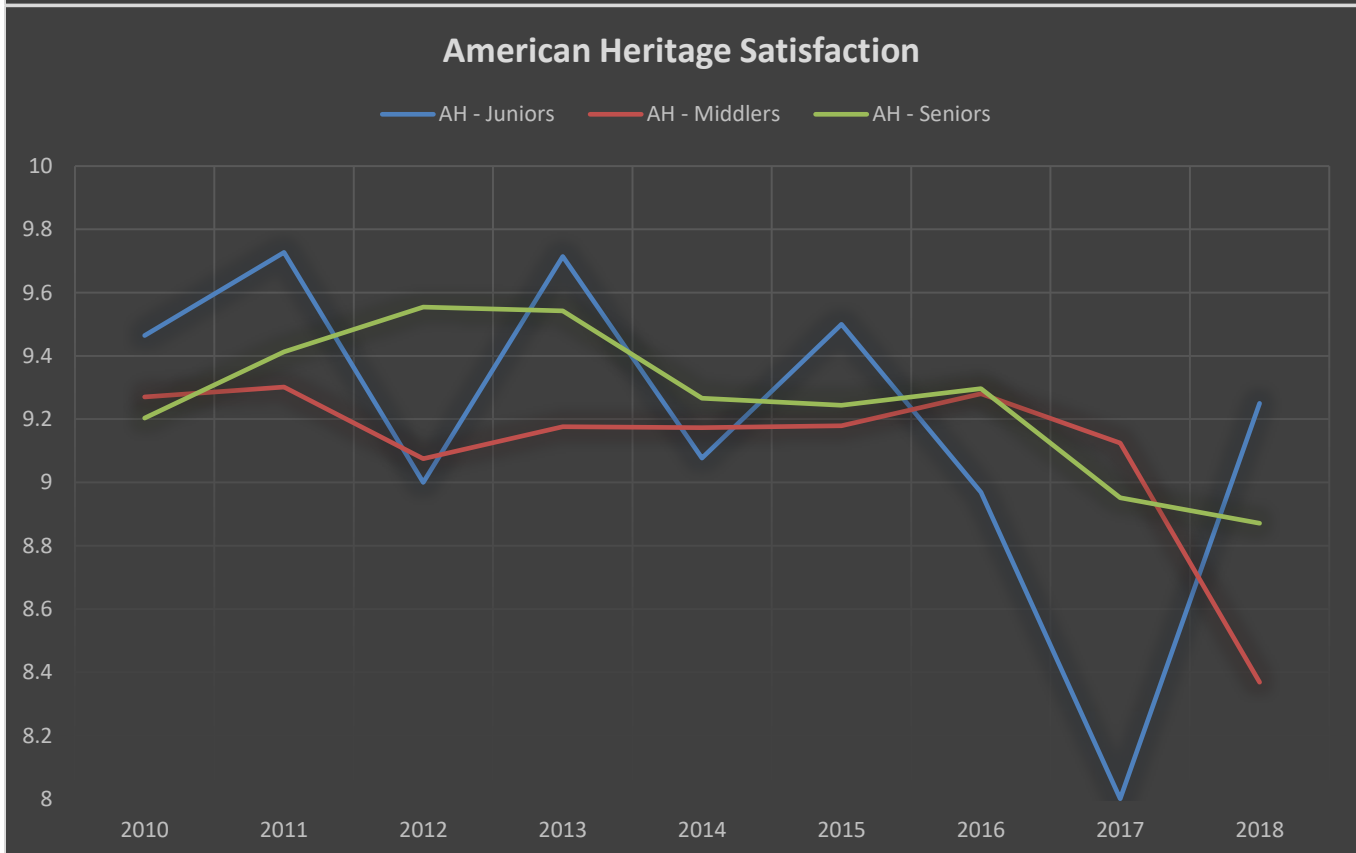
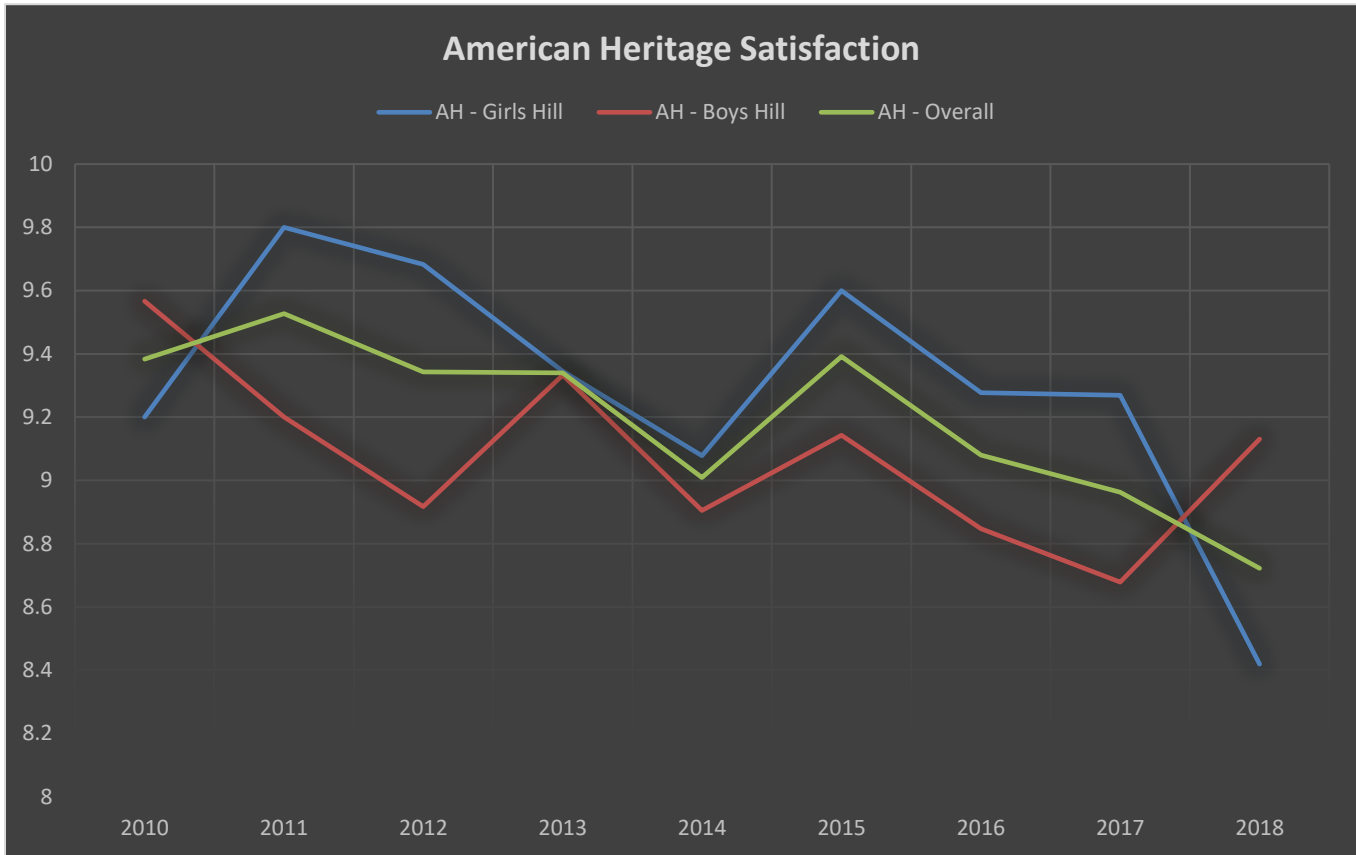
What else should we know?
 The total average satisfaction rating of all campers surveyed is the lowest in the history of the survey.
9.04 vs 9.27 (avg)

9.04 σ 1.19



All Campers Surveyed
 How much have you enjoyed camp this summer on a scale of 1-10?

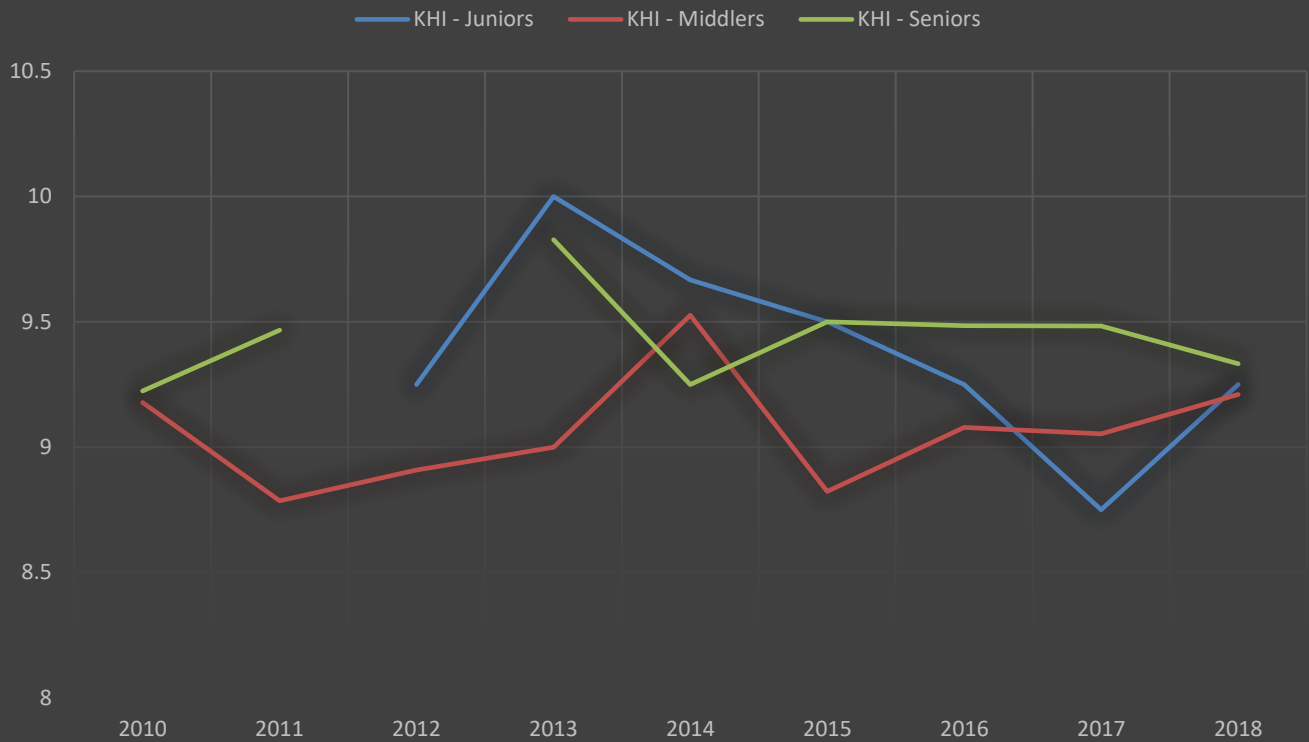
Satisfaction Trends



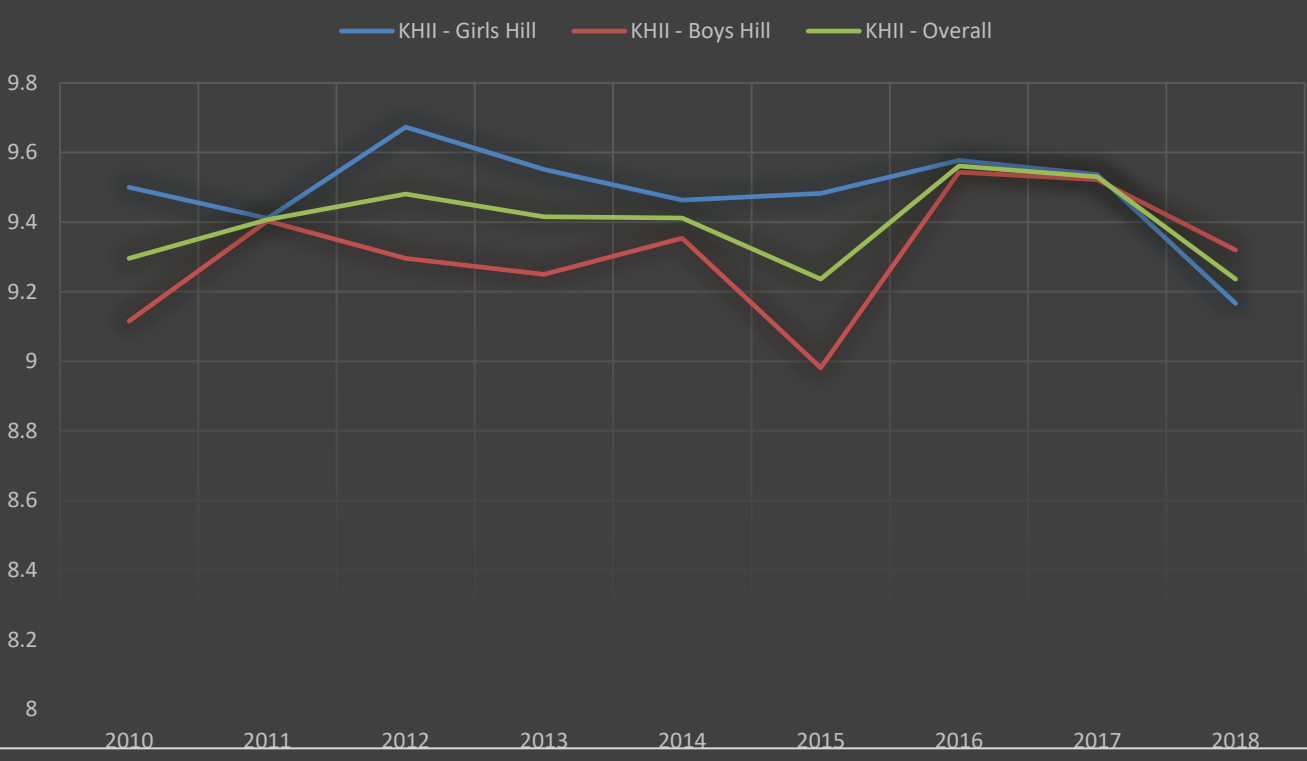
Knighthood I Satisfaction



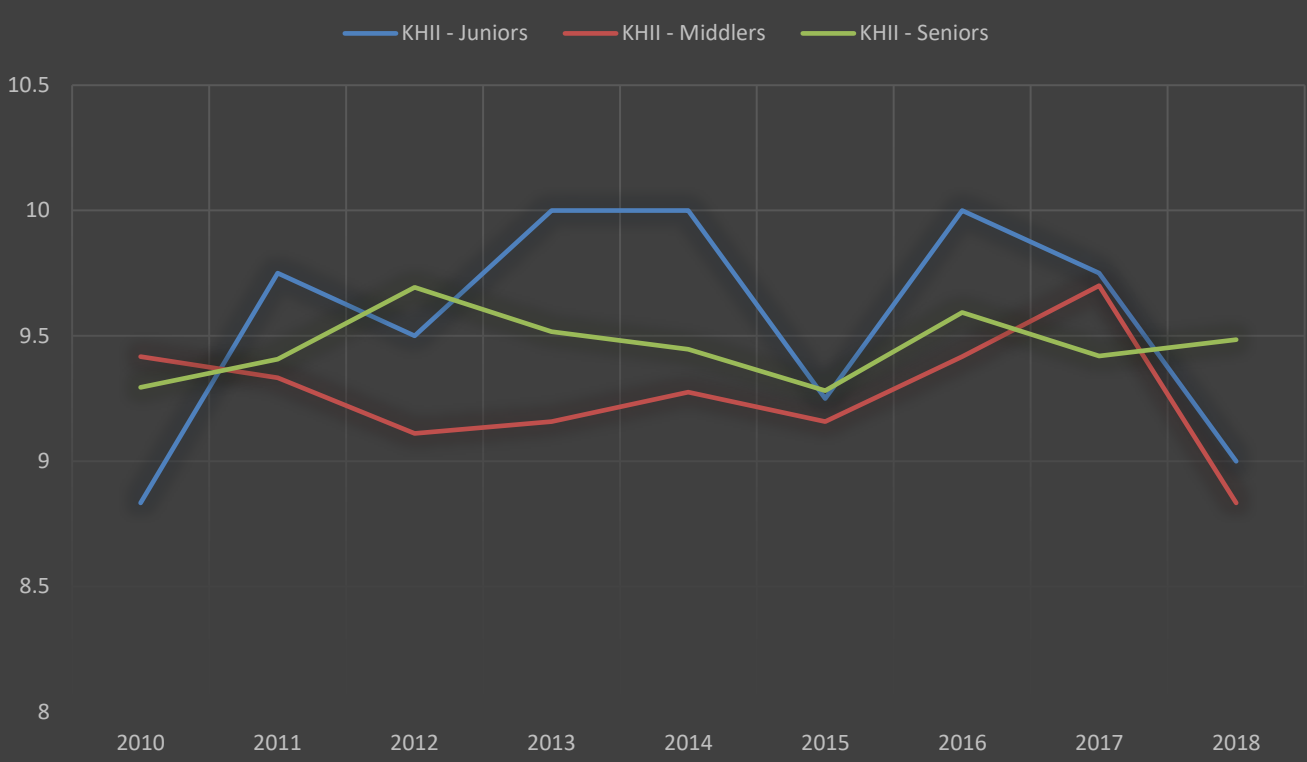
Knighthood I Satisfaction



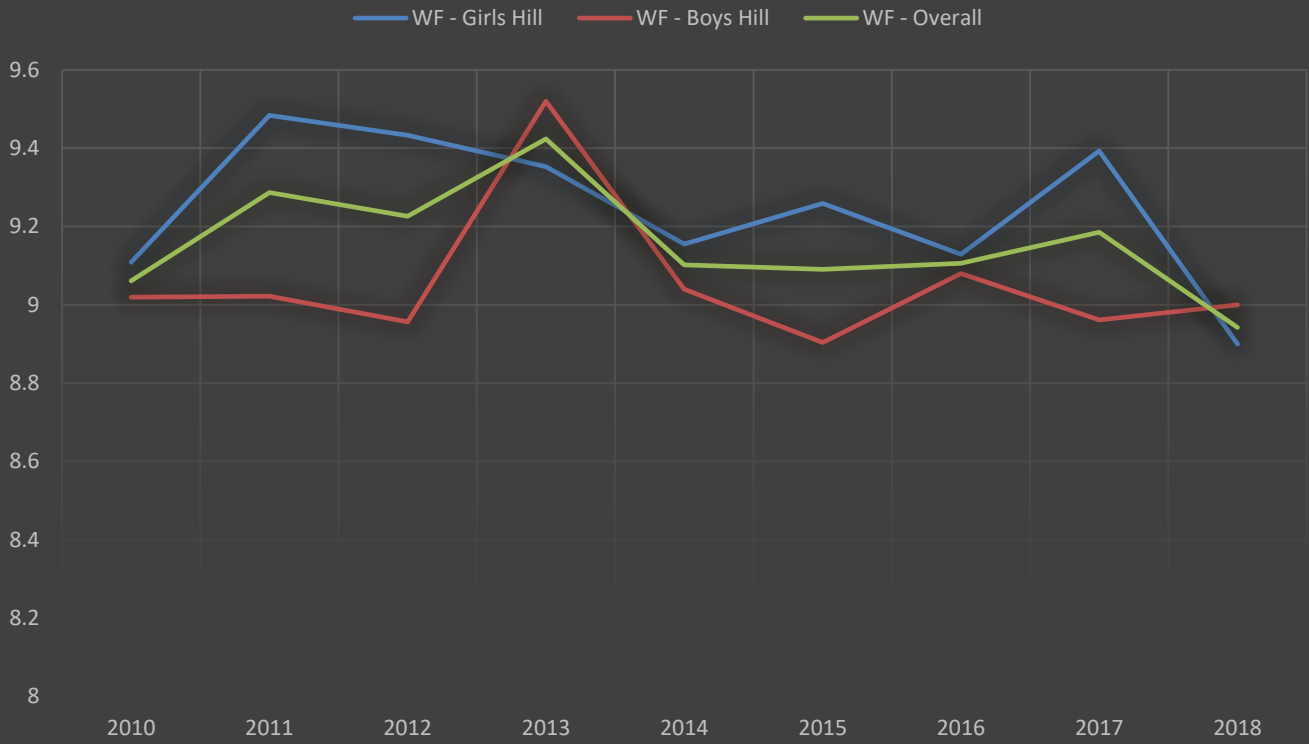
Knighthood II Satisfaction



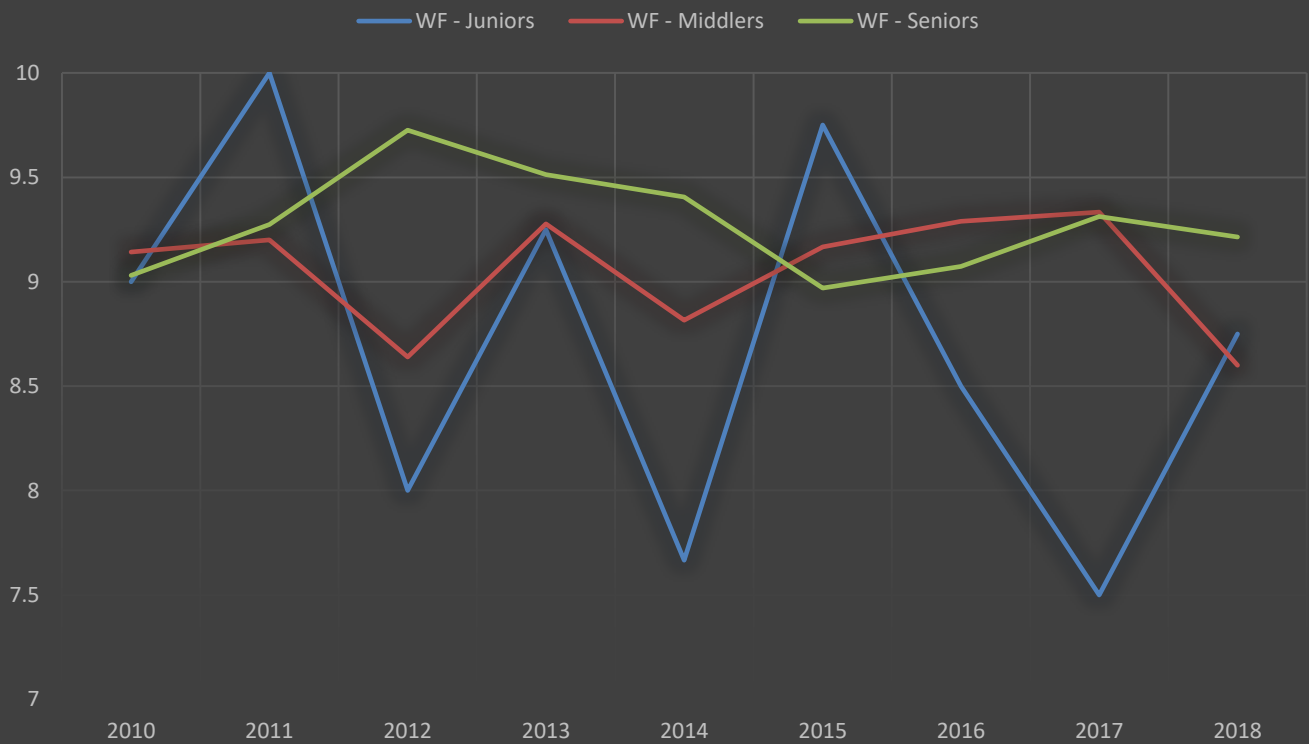
Knighthood II Satisfaction



World Friendship Satisfaction



World Friendship Satisfaction

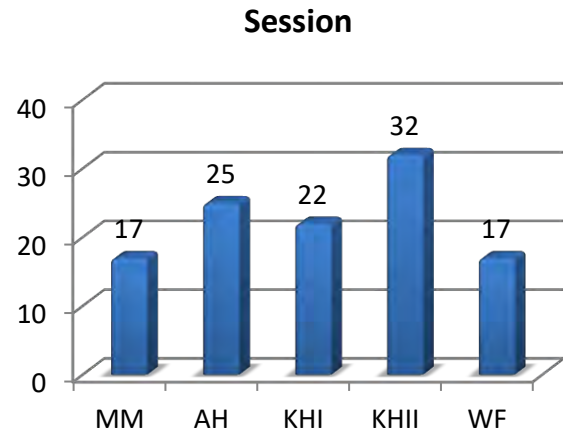
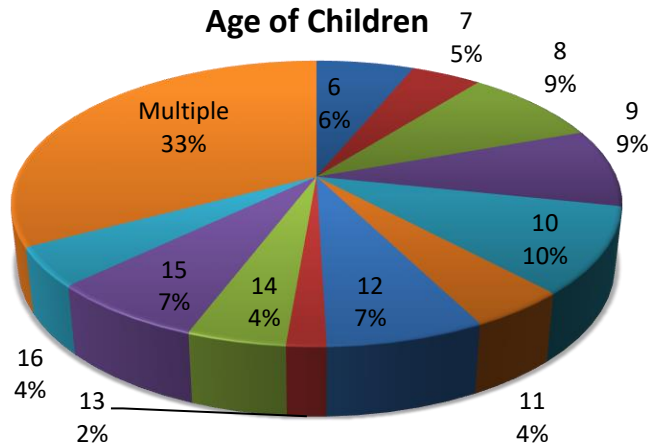


Parent Satisfaction Survey & Feedback

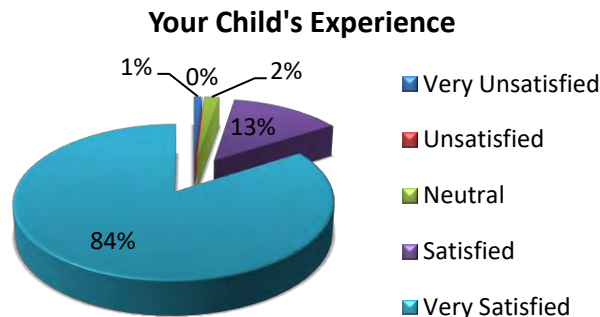
Overview

- Online form sent via Constant Contact after the end of each session
- Changed from Wufoo to SurveyMonkey for 2018
- Included both statistical and open comment questions
- 114 Parents responded (-10.9% from 2017)

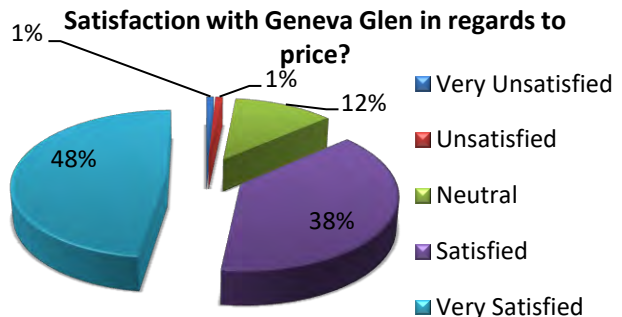
Demographic



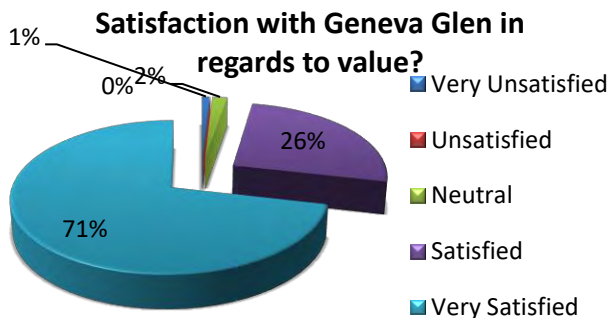
Statistical Results



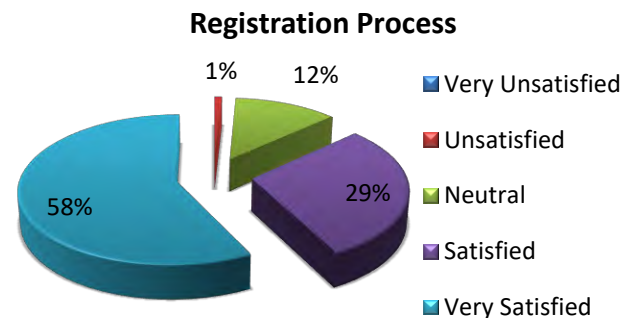
+0% Positives | Weighted Avg: 4.80



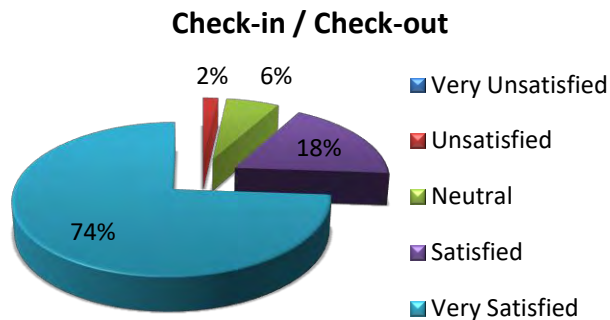
+1% Positives | Weighted Avg: 4.26



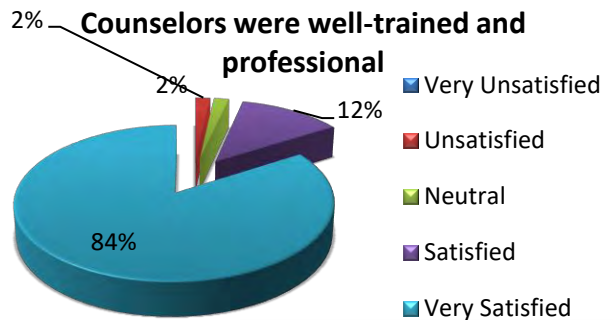
+0% Positives | Weighted Avg: 4.67



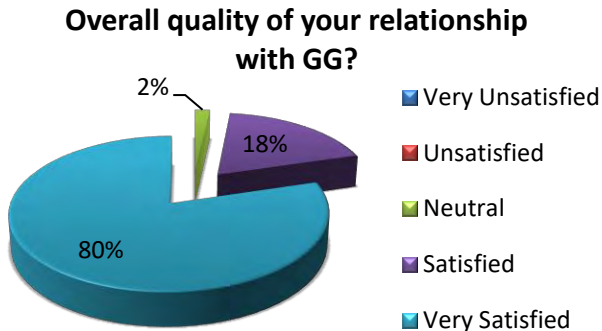
-9% Positives | Weighted Avg: 4.43



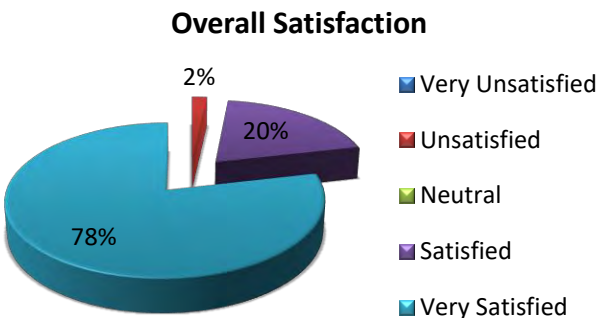
-1% Positives | Weighted Avg: 4.64



-2% Positives | Weighted Avg: 4.79

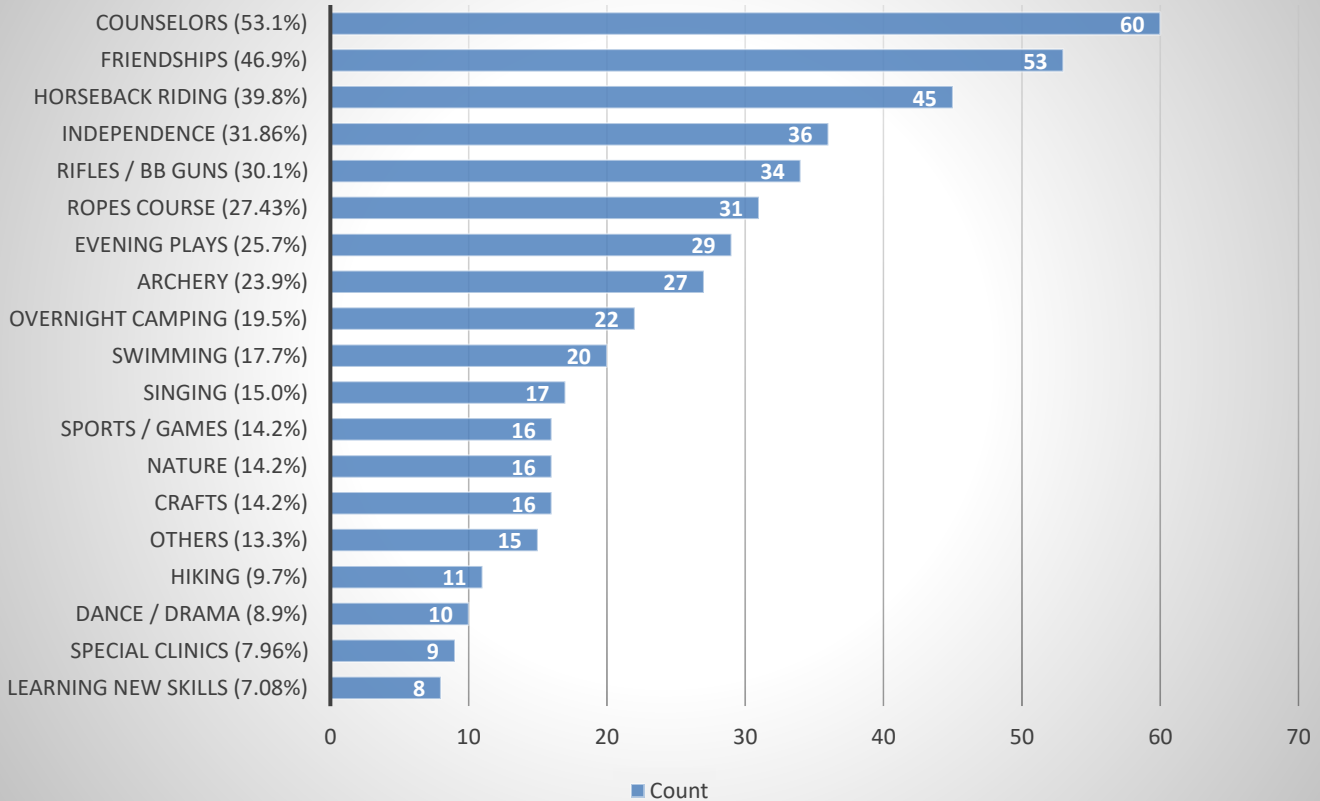


-1% Positives | Weighted Avg: 4.78

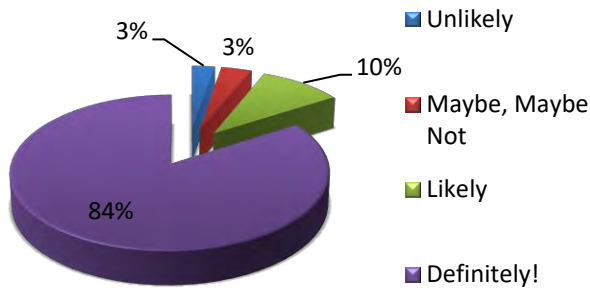


-1% Positives | Weighted Avg: 4.75

Favorites at Camp

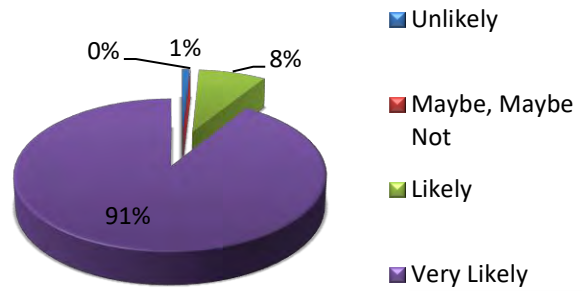


Will you sign your child / children up for Geneva Glen next year?



-5% Positives

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



-1% Positives

Parent Feedback

Satisfied Word Trends

- Counselors: 42 (39.62%)
- Experience: 31 (29.25%)
- Camp & Love: 24 (22.64%)

Unsatisfied Word Trends

- Nothing: 19 (21.84%)
- Counselors: 10 (11.49%)
- Registration: 8 (9.2%)
- Food: 7 (8.05%)

Counselor Rating

- 95.54% Good to Outstanding
- Weighted Average: 4.75

Trends and other notes

- Counselors, Friendships and Horseback Riding remain top 3 (7 Years)
- Great increase in Rifles/BBs from 2017 (+10.6%)
- Solid increase in Archery from 2017 (+7.5%)
- Slight decrease in Ropes (-3%)

What specifically are you satisfied with from the list above?

The experience my children had

Our daughter was a Sr for 1st time, this seemed to really enhance experience for her. And there was very minimal in cabin drama, give counselors/girls credit there.

Counselors and overall experience was incredible

Very good staff - the nurse was excellent, as were the counsellors. Everyone made my daughter feel right at home.

The counselors are wonderful and enthusiastic. They made our son feel very at home.

quality of camp

The staff was so professional and helpful. I have never gone 2 weeks without speaking to my kiddos and I knew they were in supportive capable hands. No matter what came up- the staff handled it. Amazing!

Counselors and children's' experience

My camper had an amazing experience and grew personally in several areas: increased desire to be outdoors, more self sufficient, more confident, new desire to serve others. Also, his food allergies were managed remarkably without any issues.

The ideals of the camp and the camaraderie among peers.

Counselors were excellent!

Counselors were great. Registration, check-in, check-out all went very smoothly and easily.

Counselors seem committed and responsible but our child reports some issues from time to time that counselors could address.

I appreciate how well run the camp is, particularly in light of having a younger child in attendance. I love that my son had 3 counselors in his dorm.

The counselors seemed great. A couple were long-time campers and that was reassuring. Also, I like the handout about the counselors when I arrive.

My kids experience was fantastic. It was their first year at GG, and my son had to come home sick right away. He dreaded going back because he was worried about not fitting in and feeling as homesick as he did the first night. Sounds like he had a rough first day or two back, but he ended up having so much fun he can't stop talking about going back. Both our children grew as good little people!

Lauren literally lives for her time at GG. She looks forward to it for MONTHS. Thank you for making her feel so special. We hope she'll go to GG for ten more years. :)

The camp experience! Both myths and magic (for 8 year old) and World Friendship (10 year old) gave my kids amazing memories. And the gluten free food for my son was perfect!

Satisfied with my child's camp experience and the strong camp community

My daughter was happy when I picked her up

My kids loved Geneva Glen! This was their first time, and they cannot stop talking about the great time they had.

overall camp experience - been at GG for years

Check in and out were very streamlined and simple.

The counselors were amazing. My daughter was raving about Alex Bestick, Callie Brewster, and Caley Moon Years of satisfaction with GG. No concerns or complaints here.... Especially satisfied with how things felt 'the same' which is a very good thing with the big changes this year. Great job to Casey and the entire staff for a very seamless transition.

The experience our daughters had, the quality of content, and the camp counselors and administration.

I think Geneva Glen provides a wonderful place for kids to discover and create and be themselves. It provides

an environment that fosters growth. The counselors are caring and engaged.

The girls program with character building has been very important to my daughters. A connection to nature and outdoor activities. Counselors.

It's Geneva Glen, it's a camp of love, friendship, tradition and personal growth and exploration

My son loves Geneva Glen. He talks about it all year.

It's such a fun and engaged experience from registration to pick up. This is the way camp is supposed to be!

Counselors are always highly experienced — so seasoned and reassuring to our kids (and thus to us).

Love the counselors and staff.

Quality of relationships

The counselors! The staff is amazing and are wonderful role models for our kids - they look up to all staff at GG and love to be with them and strive to be more like them!

The well-trained, warm and caring counselors. They make sure all the kids are included and learn to treat one another with respect. Excellent social experience.

Love everything about GG! Only complaint is that our oldest gets waitlisted for KHII every year instead of getting right in, the high causes a bit of stress for our family. Most years he gets in off waitlist (but 2017 he had to go to AH). Other than that we do love it and our kids plan to go every year!

The offline experience my child has at camp. The programming of the camp, the attachment talks, the great emphasis on growth of character and service to others.

GG is amazing! It all is a smoothly running camp and organization.

We love GG. Our kids come back better every year!

Counselors are excellent.

The coherence of the dorm, fostered by invested counselors

The programming of camp makes it unique and motivates children to return.

The counselors are always amazing and every year my son talks endlessly about them!!!

High value to our children, proficient level of training of GG staff, easy registration process

The whole GG experience.

The counselors are really the cream of the crop. I am always impressed at how out-going and personable they are!

The value of the camp.

We feel like the camp loves our children and makes every moment special for them. It's their favorite activity all year.

We are profoundly grateful for the alumni scholarship that my son received. We could not have afforded to send Finn without this very generous support. I truly do not have the words to express our gratitude. Additionally, I thought that the check in process was smooth sailing, particularly given the rain. Finn's experience was all that I hoped it would be. He began to form relationships with campers and staff that will last him for years. Geneva Glen remains the place it was to me, but I have to say that I was excited to see the incredible improvements to the physical plant as well as the changes that Casey is already bringing to the Geneva Glen experience. Finn really loved the new American Heritage "rank" necklaces. We've had a few hours of discussion about the merits of the Banjo Man. Please keep the pen-pal program for new campers. Nancy matched us with an outstanding kid (Baxter from Evergreen). It was just the best thing for Finn, who was nervous coming from AR for the first time. We met him and his family the morning before camp, and this went a long way towards helping Finn ease into camp. I want to commend you all (Ken and Nancy included) for such a successful leadership transition. Well done.

Everything was wonderful!

How well my child was cared for by his counselors. The time his counselor took to write us a letter. That was very much appreciated.

Thank you for having better Vegan desserts for the kids. My daughter loved the desserts this time. Thank you. Counselors ability to 'see' my daughter, to challenge her to become a more whole version of herself and make positive choices.

We love the options our child had as a senior - the right amount of structure and freedom. GG's magic continues!

Things went smoothly and my daughter had another wonderful session , even with the director transition. Well done!

check-in/check-out, counselors, experiences with friends

Counselors and staff!

My son's summer experience. Being outdoors, w/o electronics, with other kids and experiencing freedom and independence in a wonderfully rich environment with roots in tradition.

Our kids are third generation GG kids. Every year, they come back happier and more secure in themselves. That is about the whole experience, but especially the Staff!

My highly qualified form E counselors

The positive time my kids had at camp

Everything! My daughter had an amazing camp experience. Her counselors were knowledgeable, supportive and fun which left a lasting impression on my daughter and surely shaped her experience. As parents, we feel she is in a safe, nurturing environment that promotes our values as a family.

Our kids had a fantastic time and want to go back next year. I'm sold!

Amazing transition of leadership, redefining American Heritage theme, staff is awesome, counselors were so loving and attentive and Olivia can't wait to come back!

He said it was the best year ever, which isn't saying a lot since it always amazing!

Impact of counselors on my children

The counselors

GG is amazing! Keep up the great work!

Counselors, programming, character building; value

The traditions that continue.

Check in was super fast this year! The counselors love on our kiddos so much! They really help them experience camp fully!

my child's experience overall

Our children's experience!

Check in/out

What makes Geneva Glen so special are the amazing counselors and the supportive environment.

I love how many activities there are at Geneva Glen, and how connected everyone is.

Camp thinks of everything - from check in, to dealing with homesickness, to good meals

"Very satisfied" doesn't accurately reflect our experience. This was life changing for our son and our whole family! The organization of Geneva Glen is second to none. The family welcoming feel was encouraging. My son didn't feel homesick and wasn't ready to come home. HUGE success!

Kids come home happy and energized!

Counselors, atmosphere of camp.

GG created a memorable experience for campers, kids felt safe, variety of activities kept kids excited, satisfied campers who want to return next year, easy check in and out, appreciated cards in mail from counselor, campers really enjoyed most of the counselors and their fellow dorm mates

We love Geneva Glen! The fact that our kid is already talking about next year speaks for itself!

Quality of counselors and activities

The kids love going to GG. They truly disconnect and feel like they can make decisions about their day-to-day activities and how they spend their time. The also loved the counselors and made good friends. counselors, overall culture and no screen time! yeah!

Great summer outdoor experience all around, inclusiveness of all campers and relaxed, fun atmosphere

The councilors and food and activities

Ellie LOVED Tess and Carol. She also thought all of the activities and community building sessions were very meaningful! :)

My kids have a wonderful time every time they go. They meet great friends, love the counselors, and develop leadership skills.

Registration was smooth, communication with Casey was good.

The counselors are genuine and fun. I also love that Geneva Glen is just good old fashioned camp and non faith based.

GG offers such a unique experience to my children. We just love it!

The counselors were amazing. From the moment we dropped off our (very anxious) son, they were an amazing team - Oliver moving right in to talk one-on-one with Finn about all the exciting things to come, Reid and Henry gathering the other campers to keep the group energy up and keep Finn's anxiety from becoming the center of attention. That was just the part I saw. I know they were masterful for the rest of the week, because Finn left with lots of positive memories and pride in his ability to get through something tough.

The magic of the glen...fostering independence, kindness, inclusiveness, confidence.

This camp came highly recommended from legacy campers and did not disappoint. Our daughter came home full of joy and loved her time at Geneva Glen!

The amazing, magical experience that my daughter had a camp!

Great staff!

GG staff did a great job of sending out paperwork and registration forms in a timely manner, as well as sending reminder emails to ensure that all our paperwork was organized and ready on camp day.

My kids have a wonderful experience at GG. Counselors are thoughtful and the scenarios created are simply magical!

The imagination that Geneva instilled and relationships!!

I love this place!

Ease of drop off and pick up...wonderful grounds and atmosphere of the property.

My child's experience and new adventures

Overall experience. We were out of towners (me being a GG alum from the 80s) and everyone was super accommodating.

First time away from home. The process was organized and well-thought out. Our son came home happy, more mature, and asking for 2 weeks next time. Thank you for sharing your excitement and love of nature and summer with our Son.

What specifically are you dissatisfied with from the list above?

none

The food that was served seemed to revolve largely around eggs and potatoes. We would have preferred more variety and typical American fare.

Better communication about pick-up would be very appreciated. A reminder email with details (like the drop-off email) would be great.

NOTHING!!!

none

I'm looking forward to online registration! :)

Long lines for registration this year. My child comes home sick every year.

Nurse was not professional. Known by kids to be mean to most.

My son's complaint for the past 2 years has been the late night on the last night of camp. He is an early-to-bed kind of kid and hates that night. Is it possible to allow kids (especially the younger ones) to go to bed after their dorm is finished? He loved Knighthood otherwise, but says he doesn't want to go back because of that night.

It seems from her reports that there are some young people who attend who demonstrate bad behaviors and I am not sure it is deal with appropriately. My daughter did not get to do some things this year that she wanted to do as her last year and I am not sure why. The food could always be improved I hear.

In order to schedule our summer, we have to wait to see what session our son gets into - I wish there was a way to have that happen more quickly after registration (or even get a sense of the prior years registration - for example, 75% of 3rd year Middler boys received their first choice, etc.) It also might be nice to have the check-in staggered in groups (ie by name or grade) so 250 people don't all show up at the same time :)

The care package policy seems to be one thing and the trend with parents is something different. Luckily someone told me what to do. I would prefer no care package policy.

We were on the waitlist until pretty late, and it was just hard to wait so long...they risked being able to go to camp somewhere else if this didn't work out.

Nothing

N/A

I think the counselors could use a little more training. My child was told to drink "glitter shots", which both glamorize taking shots and made her sick. The letter from the counselor home was negative and made me worry that camp wasn't going well.

Registration process is old school and tedious

Medication check-in. I had to bring in "new" medications for my children that were not expected when the health forms were originally submitted. Prescription and note from MD were included when I checked in. The nurse was asking ME when, how often, etc. the medications should be administered. I politely referred her back to the prescription for the information she was seeking and she continued to ask me for the information. Now, I am a nurse myself, but she would have no idea that I am competent to give her the information she was asking. If it wasn't the nurse I was speaking to, which I am pretty sure it was, a process needs to be put in place when "new" medications are being added to a child's health form. This process should include meeting with the camp nurse or MD to ensure medications are safely entered and administered.

My child was unsure about the new programs at American Heritage and especially upset about the loss of Pow-Wow.

The only bit of feedback I received was that the final candlelight circle after ladies court / induction felt rushed compared to years past. Especially for the older kids, this is a really special / important moment that should be allowed to 'breathe' if you will, even if it's a late night. I don't think this is a 'parent' satisfaction per se, but worth noting as this was the only concern that I received.

My son told me that he was given a camper survey. He talked about how overall he gave his camp experience an 8. When I asked why not a 10 he talked about one camper in his dorm who greatly affected his session. We heard about this same camper in letters home and have heard many stories since our son has come home from camp. This camper was aggressive, used language not appropriate for 10 year olds and caused many issues within the dorm. As parents it makes us very sad that many of our sons stories about camp involve these kinds of things. We understand living in a dorm with 15 other people will involve some adjustments and dissatisfaction at times, but for his two summers now the same camper has definitely been the focus of the

dorm and has definitely affected our son's time at GG.

Our 'relationship' with GG is really only for the kids. GG is very important to both our daughters who have been at GG for 10 and 7 years. Since we are not alumni, there doesn't seem to be a place for our family as a whole. That has never been an issue or problem, more just a knowing.

Christa could afford to show some more skin during registration.

The long drawn out night of induction. Too late and sometimes very hard on those who do not "pass"

The counselors are great guys however basic hygiene in the dorm would have been appreciated. Showering (even once) and brushing teeth would have been appreciated.

N/a

Nothing

Would love if a few more people could help with check-in so that the lines aren't quite such a long wait. The post-cards from counselors are so heart-warming. I wonder if a cabin-photo or cabin update could be sent to parents mid-way through the session, too. Might be a quick way for parents to know how things are going, in general.

Oops that was answered above

Registration would be better online which I know you will be doing

Nothing

nothing

Over the past few years, I have felt that my children's counselors were not completely connected to the campers. Instead, they were more invested in their relationships with other counselors. This was evident at check-in and check-out.

There was a trouble-making boy in the dorm this year that really affected his experience and the entire dorm's experience.

Nothing.

Never quite sure how the registration process will go in the fall.

My son was devastated he didn't make his rank, and couldn't explain why he didn't make his rank. He doesn't have a full understanding of why he didn't make this rank - would like better explanation.

if nitpicking, i wish the mail system worked better. It feels like mail gets "batched". For example, if our kid writes a letter every day, we'll get them in batches of 5 all postmarked the same day. And every year we pick up mail at checkout that appears to have made it to GG by tues/wed of final week, but wasn't delivered to cabin/dorm. ...nitpicking for sure! we think there are plenty of upsides to the kids being out of communication for 2-weeks!

I have nothing to share.

Nothing!

N/A

That the smore's night the marshmallows had dairy and the chocolate was not allergy friendly.

The food this year was a challenge for my daughter. She ended up having stomach issues as a result.

In the KH1 Columbine, please refrain from doing the "Top 10 Counselors" -- it seems really divisive, kind of cruel, and totally unnecessary.

Nothing

nothing

Nothing. We love Geneva Glen and will be back next year!

The only complaint my kids shared was that they thought the food was not quite as good as prior years.

N/A

nothing

Nada

Online registration is going to be awesome!

The food. He said the food was horrible this year. In the past my kids have loved all the meals and said it got better every year, until this year. He said it was all really bad and never enough.

Nothing

Registration process

Both of Hayes's inhalers were lost, and they didn't even realize they were lost until a week into camp. All ended well, and I know accidents happen, but I do think the check in process for medication needs to be somehow changed. I had everything labeled in a single ziplock, and they removed each medicine and put it in a different place. It seems like this may have contributed to things getting lost. I don't really have any great suggestions, but losing two inhalers and not knowing that a child's rescue medicine is missing isn't okay. I'm happy to help in any way that I can to make sure this doesn't happen next summer or to another camper. We love GG and will do anything we can to be supportive and make it better!

Price is tough. Kids want to come for two sessions.

Nothing! Medical check in took a LONG time in 2017 but was a breeze this year.

nothing!

Nothing

N/a

Not dissatisfied, but it will be nice to register online next year.

Geneva Glen can exclude a lot of different amazing people because it is hard to afford.

My son thought the boys bathrooms were a little too rustic and dirty, so he did t want to use them

Nothing

I am not sure if I am the only parent that feels this, but I do feel like the candy specifically was very rampant at camp!! Any chance we can lay some ground rules? I I've the idea of Store but limit candy otherwise? I get that a lot if it seems to come from care packages, maybe we can set some ground rules for those too?

My kids didn't seem to understand the new "track" system for activities. Maybe more encouragement and explanation of getting involved in the specialized activities next year.

Report of one counselor who wasn't always "nice" - reportedly replied "don't care" when a camper didn't have opportunity to participate in an activity, uttered smart @\$#, dumb @\$#, jack @\$# to campers on more than one occasion, threat of not giving camper's their mail if behavioral issues with anyone in the group; reports of some fairly long waits for some of the more popular activities; reports of a couple of fellow campers uttering some racially insensitive statements

Registration- but we are excited to see the new online format for 2019

Wish it cost less

The kids were very unhappy with the quality of the food. In fact, this connects to my comment about the value of camp. I think with the pricing as it is, we should expect healthy and good food. This year it sounded like it went downhill and it sounded very institutional. In the past, the kids have liked the food.

registration but not a big deal and we see that online tools are coming

Both kids were unhappy with the food this year. Quality seemed lesser than previous years, very few dessert choices, and vegetarian options were limited

The prices need to be slightly lower and this years American heritage was slightly disorganized according to my child

Nothing!

My son had a very bad experience, felt that the counselors were not respectful to him, that it was a white, college, fraternity culture that neither valued him, or that he could relate to. Kids of color in the U.S. have a very different perspective on the world. Racism, classism, immigration, as well as issues of gender, inclusion and equity are paramount. We paid a lot of money to be at camp and our son did not gain from the experience at all. He broke rules and it all went down hill from there. He felt that there was no way to get a fair shake. He had a good experience with Casey, but that is the only good experience. It was a real shame.

After 3 years in attendance, we will not be back, nor would we recommend it to kids (families) of color. Micro aggressions are real, and have impact--a feeling that one is not welcome was pervasive. It was a very bad experience. We would frankly like some of our money back. Our child was invited and wanted to leave. He missed an entire week Tues.-Sat.

My son went to Myths and Magic last year and LOVED it. This year he says he hated it and doesn't want to go back. Apparently he got in a fight on the first or second day with an older boy who threw him to the ground and choked him. My son says the counselors didn't see it happen. I think it tainted the rest of the time for him. I also think 2 weeks was a bit too long for him and wish there was an option that was longer than Myths and Magic but shorter than 2 weeks.

We picked up and headed straight to the airport since we are out of state. My only complaint was that I wish my camper was a little less messy going home- only bc we had 9 hours of traveling after pick up and no shower! It wasn't a huge deal and she didn't seem to mind.

Counselors need to remember the kiddos cannot put their sunscreen on effectively without counselor assistance/supervision - especially back of neck and back. Thanks

The mail in registration process was a bit cumbersome, but see it is going to change to online next year.
n/a

Would love more updates during the session

Not dissatisfied at all

Wanted a little more report from counselors around how the kids did. Liked the little list we got at the entry gate that said what items we should ask our kids about

Nothing

I think next year for a 2-wk camp its pretty pricey. I will have to ask the grandparents to help me pay but I know I can't put a price on this type of experience!

Do have any comments or suggestions on the camp activities?

Take more pictures & make them available to parents for download. My children attend a day camp that does this & it's one of the things I love about it.

Luc commented on the great double dipper!

My daughter would have preferred to have more interaction with the horses. Even a simple brush of the horses would have made my daughter happy. We requested this before camp started, but it did not happen.

Camp activities are perfect!

not really

My niece, Ashlee Gumm and my nephews, Jaxon and Dylan Gumm were generously scholarshiped into World Friendship. They tragically loss both of their parents in the last couple of years and have had to go through a lot moving to a new place with their Aunt and two toddler cousins. They have never been away from home or done anything like this. It was quiet scary for all of us. Leading up to camp their were tears, concerns, nervousness, and fears. And not just for the kiddos- for me too. Despite my hesitations, being away for 2 weeks was amazing for them. They were all so sad to leave camp. They all had so much fun! They made new friends, enjoyed being away from electronics, grew in size and in character. They each gained a new sense of pride, independence, and strength. I could not be more proud of them or more grateful to EVERYONE at Geneva Glen for giving them this gift. The first words out of their mouths were "do we get to come again next year"? The answer- "Of Course"!! We will be enrolling them for summer 2019 and every year they want after. Thank you from the bottom of my heart- from the directors- to the counselors- to the kitchen staff- and beyond: Thank You! Thank You! Thank You!!! Auntie Lauren (Lauren Mochan)

Music has been a nice improvement

Jurassic Park and WILD were big hits with my camper.

Have them be more physically active

Just the late night thing!

Since my son is younger and we spent a lot of the time while he was away wondering what he was doing, I would love to receive or be able to see pictures of my son during the time he's at camp. It would also be nice to receive a general overview of his schedule so we get a better sense of what he gets to do and what a typical day looks like (since its hard to get an 8 year old to tell their parents what a typical day includes :)).

It would be nice if middlers had a little more choice in their activities. Maybe a few choice sessions per week to let them explore their passions a little more?

L can't wait to be a "senior" but otherwise I'm thrilled she's being exposed to new things all the time.

No

No

My child would like to see more activities. I did hear complaints of so-called "wafering" quite a bit this year. I feel that if there were more clinics or activities open every day, the kids would feel more occupied and be less likely to "wafer." With that aside, all of the areas are absolutely amazing. My daughter loves them!

I never like to include negatives, but two years in a row both campers suggested that they don't care for Jurassic park. I don't know what that is, but they both said that capture the flag is way better.

It's such a bummer when something gets rained out. Last year it was the climb wall and this year it was Oh Mama! As a middler, that's your only shot at it. I know scheduling is tough, but it would be amazing to get another shot at some of these activities if they are rained out...some of these are the highlights of camp, so it's different than just missing a sports period or something.

It would be great to offer more open space trips. Those seem to be a highlight of camp and hard to get into.

Keep outside travel to a minimum distance otherwise it's taking time away from what camp is

N/a

Our kids seem to think the pool needs a bigger slide. I think they are lucky that camp has a pool

My daughter was a first year senior. All three of my kids love being seniors and the freedom that comes with getting to hang out, but I would suggest that counselors of younger seniors continue to encourage their campers to engage in the actual activities that are offered. I think that offering lots of special "clinics" and fresh activities for seniors is important. While they might be tired of archery they will get excited about things like "top chef." So, keep up the creative clinic ideas and have the counselors get the seniors excited for those opportunities.

Make sure all kids know if they have an opportunity to audition for a play or dancing. Since they vote for King and Queen, maybe they should get some information on the people they can vote for and what qualities they should be looking for?

no

Let's improve the ropes course!!

No. You all have ALWAYS done amazing by our kids!

No.

Finn's most difficult moment was the overnighter. He was pretty afraid, and I'm not sure his counselors were aware. I think the overnighters are an invaluable experience--maybe a bit more touching base to see who is a "first-timer" or some sort of group activity to deal with the jitters. It's a tough one. But I know my kid will fear this experience the next time around.

No

More Oh Mama!

More open space trips

I remember doing a hike to Grey's peak when I was a kid and "sledding" down on our ponchos. Do you still do that?

Our kids loved everything! Our older son loved going to red rocks and seeing the sun come up. It really made an impact on him.

We love Geneva Glen!!!!

Please make the packing list more clear about what clothes, shows or other things are required to participate in an activity. For example, if jeans are required for horseback and long pants are not sufficient, then that should be stated in the packing list for camp.

There was a scheduling snafu that meant only part of her cabin did a trail ride and that was the only major bummer for her.

A better ropes course

All are fun

I'd love to see Nutrition improve. Kids talk about dessert after lunch and dinner. This isn't necessary. However I appreciate counselors encourage them to eat veggies etc

No, kids loved everything!

more pictures! since we cant be there, would love to have more pics!

No. Our son had a blast.

No

Wish they had more indoor options (not just extended rest hour) when there was bad weather

Strongly encourage/force participation in activities, even if the senior campers just want to hang out.

Nice variety! Long waits for more popular activities. (Mountain biking or water sport options could be fun addition if fairly easy access though understandably more difficult due to equipment needs.)

No

I'd say to keep them as they are. The kids don't want anything to change! (expect the food)!

No

Needs to slightly more organized next year

Ellie loved all of them and just wished she had more time at camp to try them all!

Nope

The only thing is that my daughter mentioned they didn't get to do all the activities or there wasn't enough time for everyone to try everything.

Love the creativity

More transparency regarding food and meals, I have pretty much no idea what my kid ate all week. Updated brochure pictures.

Nope

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

Yes

yes

yes

Yes

Yes

Yes

yes

Without Question!!!

Yes

yes as best I could tell

yes

Yes

yes

Yes. My son said they encouraged him to be a leader. I think it was helpful to have a high ratio of counselors for the younger groups.

Yes

Definitely.

I believe so but I didn't get to know them as well as prior years,nor did Lauren, but she was still totally happy.

Absolutely!

See previous comments.

Yes

Yes.

The counselors were very good and our child liked them very much. In what was a tough cabin due to one child in particular, they did a good job of trying to not hinder the experience of the other boys.

Definitely. She loved them!

Yes

They were outstanding! Even better than last Summer.

Yes, Jack LC, Jack VG and Brad were wonderful. They were dealt with a dorm with some issues and handled it well. They were fantastic talking with our son about leadership. He said they were fun, encouraging and caring!

The counselors are incredible. Their words, actions and energy could possibly be the 'most' important role model for my teenage daughters. We know how lucky we are that, at camp, they get to be in their presence.

Yes

Always but maybe first time counselors should not be in authority to do sibling Le attachments, as they themselves are learning

Our son did gravitate to one counselor but his experience was with the kids in the dorm not the counselors this year.

Yes. They provided excellent constructive criticism for our son. They echoed to him what we have told him as parents, but coming from another peer it sticks more

Yes. They demonstrated and encouraged positive attitudes and were fun and creative.

Yes

Yes!

The best!!!!

Yes

From what I hear, excellent.

Absolutely!

Yes

yes

Absolutely

Absolutely! I appreciate all the time and energy they put into working with him.

Absolutely

Yes, I believe they are.

Excellent!!!!

Yes

He hasn't exhibited any strange maniacal tendencies as of yet so I would say yes.

Yes, however my son came home with foul language flying out of his mouth for the 1st few days. Would love to hear the counselors squashed that a bit more.

They were just ok

gosh i hope so! Our kids' primary goal is to BE counselors

My sense is that Finn connected with his counselors and that they had quite a positive impact on him. There was only once instance where he felt they missed the mark (related to the "rank" necklaces) but it seemed like it was a young counselor "miss." My son really liked the conversations that the counselors instigated with the dorm, and that is exactly the kind of thing I hoped would happen. He had uniformly positive things to say about his counselors.

Yes!

Yes

Yes

Absolutely! The counselors alone are a reason to send my daughters to GG.

Yes.

Definitely

absolutely!

yes!

Yes.

Absolutely.

Incredible role models that have impacted my life

sounds like it

Most definitely. Our daughter came home using more eye contact with adults, and remained focused and engaged in conversations. She has also been more polite than usual and engages in positive play with her younger sister.

Yes

Yes absolutely!

Yes!!!

Absolutely

Yes

Absolutely. The counselors are AMAZING!

Absolutely.

Absolutely!

Yes! They came home talking about all the wonderful fun they had with them. Our son can't wait to be a counselor when he's older.

100% yes! and they all had such wonderful insight into our child's unique spirit!

Yes

Yes

Yes!

Yes. Maddie and Mia were amazing!

Yes

For the most part

Absolutely yes!

Yes

Yes.

All but one good to outstanding. One not very good.

Yes!

Yes

Yes! They were sweet and did a good job.

great.

Yes

Yes

Tess and Carol were amazing mentors, role models and cheerleaders for Ellie! We feel so fortunate she was with them this year. What a treat for her!

Yes. They always come home talking about their counselors' sense of humor, great stories, and leadership skills. They really look up to all of the counselors, and aspire to be a counselor.

I think that our counselor tried, but there was no trust or sense of mutual respect to build from.

yes

Yes.

Yes!

Yes, Nick, Alex, & Mike were all great! Nick especially was quite exceptional.

Yes, we did not spend much time with them, but from what we saw, I think they were great with the girls.

Yes

yes, one was into dinosaurs and my son loved it

Unable to fully assess this through our short interaction, but the few minutes I did spend with them was a positive experience.

Yes! Patient and fun.

I think so

Yes!

Don't know as we only met them at drop-off & pick-up however they appear to outstanding young men.

Yes

I only met them for 5 minutes but they seemed friendly and educated!

Absolutely.

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

Yes

We missed sending our card in and he was waitlisted. Our fault but if it was electronic that could take away any errors like we made.

Can't wait for the online registration!

Yes - very good

Yes

yes

Yes- I feel completed prepared and informed

Plenty of information. Worried about changes to the registration process.

The new parent handbook was very helpful and comprehensive. It's written really well and was a great resource.

Its kind of like orders being barked at us and there is always too many forms, too much to fill out.

yes

As mentioned before, while I understand the process takes time, anything to speed up the notification of acceptance/enrollment would be appreciated!

yes

Just wish wait lists cleared quickly. We're excited to be returning and to do it online.

yes, thank you

Yes and great!

Good communication.

See previous comment

Crossing fingers that my kids will get in next year. They loved this camp!

Yes.

Solid.

yes

Yes, even a second year parent the trail guide is a nice reminder. I hope with the new registration process that out of state families still get a jump!

Online will be great!

Always

All good

Yes

Flawless

Yes. Johnny made it easy. Thank you!

The only suggestion would be a call from a staff member before the session starts to the parents to say we are excited and do you have any questions. Maybe just for the new camp families. They do it with a local camp and it is a really personal touch.

yes

yes.

Yes

Yes. Information was adequate.

No

YES

Yes

no problems

Yep

Excellent

Perhaps more lines to help eliminate such a long wait. Medical was a lot smoother this year!!

Yes

Good info. I can't think of improvements.

Yes, absolutely fine.

Yes

yes

Yes. Given that we were late to the registration process, I felt that we were in good hands.

All was good

Yes

yes

Yes! Having more online communication is great!

Yes. I like that CampInTouch is online, and we appreciate Johnny's reminder emails.

Yes

yes

yes - so glad everything gets easier and easier - online

Yes

yes.

Yes Jonny is great!

yes. would suggest that the clothes and shoes packing list be a little more thorough to be sure kids have everything to try all the activities.

Love the reminders from Johnny regarding forms.

All good

Yes, love the online system!

No concerns

Plenty of information Way to ensure long distance campers are able to register

Information is great and registration is easy.

Yes and no

With the trainee program, I felt that information came in late regarding when they were to come to camp, etc. earlier communication would be helpful for those traveling from out of state.

Yes Info was great. Excited for the online registration this fall.

YES so organized and easy

Yes

Yes

Yes

The check in for medications is very slow, so speeding that up would be amazing.

Yes I did

Registration and check in were very easy and clear

Yes

Yes Very excited for online registration!

Yes.

Yes, very organized and smooth process especially given lack of online registration. Would prefer to pay with credit card.

Yes

yes

yes. going online will be good.

All great

Yes I received information but had a discrepancy with medical information getting emails

Yes! The registration process was also great.

Received adequate information.

Yes. A sample schedule would be great.

Yes, I thought communication was good.

All information provided was great, looking forward to online registration!

Yes, lots of good info. Maybe a video walking through the checkin/ out steps would be a good tool

Yes

Yes!

I wish the packing list for myths was on line

yes, looking forward to all online registration soon

All good!

Yes

Online would be awesome. Thanks for giving the out of state kids a leg up~!

Yes

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

A positive experience

friendship, independence, values, skills

Safe environment where Luc can be independent and share great experience with others

The independence and the community

The smile on my daughters face, and the stories she continues to tell

The ability to unplug and connect with nature. We love that GG is a traditional camp and has not incorporated too much technology into the experience.

independence

See previous comment.

Social development and independence

My child's personal growth and the chance to have fun, make friends out in nature, unplugged.

The degree to which it raises her confidence

independence from mom and dad, building friendships

Being unplugged for an extended period while getting to enjoy the entertainment and opportunities of nature. Providing an opportunity for emotional and physical growth and independence. Fostering friendships, collaboration and leadership.

the chance to be independent and make decisions on own as well as to have role models.

Their sense of wonder and joy when we pick them up. The drive home from camp is so fun with them just bursting with all they need to tell us.

her friendships, her independence, her sense of belonging.

Self confidence

Friendships, independence

That she is eager to go and has friends she has to say goodbye to at the end

My daughter came home saying that she feels that she is a better person, she was awesome already! So just blown away by their camp experience.

The independence, confidence, and life-long friendships they acquire.

I am happy that my son can go away for two weeks to disengage from his every day life at home and expand his independence and leadership skills.

My daughter keeps returning year after year because of the amazing friendships she has started at the Glen. I'm so glad that she was able to form a special relationship with her counselors and the kids in her cabin.

Camp truly is her happy place.

They're truly changed when they come. As third generation campers I value that they are learning the same values as their parents and grandparents.

friendships, no electronic devices, and independence / outdoor play

We value the friendships he's made and the time to grow on his own. We love that he is spending two weeks disconnected from his every day activities. As Kansans, we appreciate that he gets to wake up and explore gorgeous Colorado every day. As a Knighthood vet, I love the values the program emphasizes. We love that he is out trying new things, learning about himself, and spending time in a camp that is positive, loving and nurturing.

I value the independence, character building, support of young women counselors and a general sense of self esteem that they return each year knowing in their hearts.

Knowing that she is well taken care of and feels at home.

Making new friends and finding an escape from the technology in every day life

Independence and growth

Independence AND community in the great outdoors

The independence they gain.

New friendships and independence

Character building programming, tradition, friendships and, in this moment, no technology. What an amazing break for teens - I feel such relief knowing that they are "screen free." This was not a value when I was growing up, but I am almost most thankful for this "reprieve" right now as technology takes up so much space for teens. Don't change this!

Confidence building and break from city life, tv, screens, etc.

I love everything about the sleep away camp experience, but mostly just the maturity and independence it grows in my kids.

Offline, friendships. Character development t

That they are safe and having fun! And away from all electronics!

Independence and confidence

Bonding

The lifelong friendships and the personal growth. Also in this age of screens, seeing the kids recognize the importance of speaking face to face about important issues

I value the independence that my children feel and the love of the GG community.

The friendships that he made and the confidence that he develops.

Independence, confidence, moral integrity

For my son to embody the GG values and become a better human. (Not that he isn't already outstanding.)

That he is outside with no electronics doing things kids can't easily do on their own nowadays.

New experiences, meeting new people, learning to be independent

the independence. the time they spend 'working things out' for themselves and among their group. they come home with a level of patience and interest in problem solving that we appreciate

The quality of the friendships with campers and counselors. The fostering of his self-reliance, regard for others and willingness to try new things. The rituals and spirit of Geneva Glen being passed on to him.

Learning good values and treating others with kindness and respect.

The friendships

Fun and friendships.

I value most the way my daughter becomes the best version of herself. She seems to settle in to who she wants to be and is able to actualize that at camp. No screens is HUGE!

The love and care given to her. The building of confidence and independence.

The relationships, traditions, caring environment

friendships, independence

friendships and tradition

Independence

Our children are unique kids. I love that they feel is is not only okay, but that it is ideal to be your true self at GG. They carry that throughout the year and I am very grateful that is encouraged at GG.

The stories he comes home with and how happy he is when he comes home, and his desire to achieve his long lasting goals in the knighthood program.

Character development - learning to make good choices even when no one is looking

That she is in a safe environment that nurtures a love for nature; fosters friendships and helps her learn how to be a good friend; a kindness for animals and people; and where she can be herself and feel good about being herself.

Independence, social opportunities (to make new friends & learn to navigate life without parents around).

Friendships, growth, independence and fun

Independence, self improvement and fun with friends!

The ability to grow who they genuinely are.

Independence gained

Time outside, no screens, freedom to be himself, encouragement from others to be his best self, incremental ways to become that best self, heartfelt recognition of hard work when you get your rank, the feeling of community.

Friendships, character building

The friendships, the independence and stepping away to just be a kid again!!!

That they are both loved so we'll there and encouraged. The speeches that my sons counselors have done for his ranks have always brought me to tears. They really understand him!

that she will be more confident and will tap into these memories for her whole life

Sense of self, making new friends, learning new skills

Geneva Glen is a wholesome place where kids can be kids.

I value the friendships she makes.

Sense of belonging

Learning independence

The opportunity for him to grow as an individual without parental involvement. Positive attitude, teamwork, new life experiences, making friends and eating new foods.

Learning independence and making new friends

Friendships, independence, getting away from screens

They had a blast. GG created a fun, stimulating and safe environment in which the campers could explore and felt comfortable.

The time away from electronics to connect with friends. The time to grow and learn through the clinics and social interactions.

The fact that there is no technology and the kids are being creative and out in nature.

independence, outdoor experience, making friendship and having to deal with issues without parental overseeing every step.

Chance to connect with new friends, old friends and the outdoors

Meeting new people having fun in the great outdoors and the most important is the overall camp experience

The opportunity for my child to learn how to be more autonomous and cultivate new friendships!

The skills, friendships, and leadership skills they develop.

Freedom from electronics. Focus on character and kindness.

The opportunity to develop independence and to have loads of fun outside!

Creating a safe, thoughtful, fun environment that makes the children want to return.

That they have the opportunity to express themselves away from their parents and become confident young people.

The confidence she gained, and the creative, magical environment that the staff creates - love the sense of wonder that she came home with!

A safe place with lots of fun

A positive experience being outdoors and independent from her family.

Their opportunity for independence and pure fun

Relationships and the imaginative spirit of Geneva Glen

Memorable outdoor experiences in a safe environment.

Independent and away from technology

no electronics

Independence and bravery in trying new activities

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

Receive pictures & a way to exchange contact information with friends made at camp.

Fix the boys hill bathrooms (the cinder blocks)

More showers (or more water in each shower, and less eggs & potatoes (more variety)

More communication with parents about registration, drop-off, pick-up.

i wish the last day they had a family show, even a short one

NOTHING!

That Knighthood is the only place from which you draw counselors in training

allow young kids to go to bed after their dorm is finished with the ceremony on the last night of camp.

See previous comment regarding updates to the parents while the kids are gone :) Camp is hard on parents too since we miss them!

Some mid session pictures for parents would be great!

She wants to go for two sessions next year....I just need to make that work in the budget. :) and that I miss her so much.

Wait list;))

Less sitting and listening and more activity

Price..ha!

I wish there was a way to identify campers who may not be suited for GG due to emotional/spectrum challenges and may be happier at a camp more suited to handle campers like these.

I would personally love to see more areas or clinics open every day. Also, maybe more cabin time? it seemed as though she wasn't able to spend time getting to know her whole cabin as much as she liked. Maybe an extended fellowship or time in the cabin before dinner each night? Also, my daughter mentioned that Casey wasn't around as much as Ken and Nancy were. She would love to get to know him better next year!

The Boys cinderblocks. :) No two ways about that - they're just gross....

Honestly, because of the ways one camper affected the environment of our's son dorm the last two summers, we would request to not be in a dorm with that camper again. Unfortunately, because of the way GG is organized on Boys Hill, that isn't an option for us.

KHII ended up being quite a challenge for my 16-year-old. After 10 years of camp and camp being my daughters favorite place in the world, she ended up not being on court when every one of her friends made it. I tend to believe that these types of challenges are just part of life and even resilience building. It has been difficult to understand why that particular 'lesson' was needed at KHII and how it fits into the GG philosophy. Court was such a huge component of camp which meant she was consistently not included in the practices and evening plays. It seems that this type of exclusion is something GG has actually been the opposite of in practice, in values and in previous sessions. I have always seen the importance and beauty of tradition at GG. My daughter said that adding 3 girls to court would have meant that every last year camper was included. I hope that Casey and the staff can look at this particular tradition and, at least, ask some real questions about inclusion.

Again, just the long induction nights.

The ranks.

Nothing!

We would love to know of any health concerns about our children while they are at GG. Did our younger camper actually spend the night in the health clinic? ... or is Eva just telling us stories? We know she did love nurse Carrie!

Find a way to get more kids to be able to come. I know we have size limitations but with all the alumni it is so hard to get fresh blood in.

Build a lake!

KH2 revolves too much around the court. The traditions of this session are so rich and exciting, but too much. I have a kid who was on court and a best friend's kid who was not - both final year campers and it is just so hard to see how much that one thing dominates the entire session. So many evening plays, so much time throughout the session that revolves around 20 kids. I know these traditions might be hard to change, but I really think it needs to be toned down a bit - a lot. There is so much intensity already with the knighthood program - for teens, the extreme experience of court - whether you are on it or not on it, dictates the session. I think the beauty of GG is an escape from the perceived "popularity contest," or the experience of being "in or out" of an experience. I honestly don't have a good suggestion of how to change these amazing traditions. I just think that it needs to be "toned down" and updated. For senior campers, who are not on court, I think that there should be a way to be inclusive and not have the entire camp following the court around camp on pageant day - the last day of Knighthood. My kids love Knighthood and I want it to be positive for all kids - even if they don't get to participate on all levels.

One week sessions for older kids. More opportunities for new kids to come. More scholarships for a diversity of kids to attend together.

Nothing. My kids say to keep camp exactly as it is 😊

Nothing

Nada

More places to wash hands?

Girls should be allowed to do the ranks, knighting etc. They need mentors, support and something to work towards just as much as boys do.

Over the past few summers, the "boys program" of Knighthood has lost its "shine" for our family. While our son is still hooked into the different ranks, I am not sure the integrity of the program exists. Making rank or remaining on probation is a HUGE self confidence boost or defeat. When our son didn't make rank, he was unable to articulate 'why' he didn't. What is the criteria for each rank? How are counselors calibrated to ensure each child is evaluated against the same criteria? Is it popularity contest? Based on the 1:1 conversations, how does a counselor assess the criteria? There are multiple additional questions that surface. However, for children who look forward to camp all year, not making rank makes a significant impact on one's self-esteem. As parents are all about feedback to children. And we aren't advocating that every boy makes rank every year...instead, please intentionally train your male counselors to be able to provide the feedback with actionable steps for children to take in order to make rank...don't leave them wondering, as is the case with our son.

If a kid has numerous complaints, the parents should be called to come and get the child. It really has an effect on all the kids when one child is really troublesome.

Thankfully nothing.

That kids dropping off meds could arrive to camp a few minutes earlier than others. They already hate how they have to have this "baggage" with them. Then toss in that they will never be 1st to their cabin to see everything because they have an additional line to wait in. It just stinks as a parent to see how anxious the kids are in the med line because they all want to race to the next one to really begin their camp experience.

Understanding ranks and why/why not the get a rank.

continue to upgrade facilities

Nothing right now.

Nothing!

Nothing

Nothing

The food for my daughter. I really appreciate that this year, we did get a few Facebook updates. It's helpful to see happy campers when there is no other contact.

Maybe more space for more campers from waitlist.

nothing

picking up sick and exhausted kids. i know - it's camp, but even keeping them as rested and healthy as possible all session, but then to send them home on no sleep and doughnuts for breakfast is always a hard end.

Nothing

I think the rank system for boys for Knighthood I can be a challenge. For our boys, it has always been a good experience, but for the few boys who don't make it, it could potentially feel like shame, especially being called out for not making it in front of everyone. I think it is something that parents new to that session of camp should know more about to prepare their child. We had friends come from Texas this year and we were able to explain it ahead of time, so they were ready. I think that was very helpful.

N/A

haven't thought of anything yet.

Nope.

Have more people at the first step of registration and multiple lines for A-L and M-Z. Everyone seemed to arrive at 1:45 and the long, slow line standing in the heat and getting beat down on by the sun made for a few grumpy people in line.

Nothing, except the food.

Quality of facilities (dorms & cinderblocks

Only request from camper is more grilled cheese

Other than the medication issue, there is absolutely nothing about GG we would change. It's perfect.

I'd have a big river run through camp. :)

I love the knighthood program. I do however at times struggle with the knight program. I was a camper and watched my brother navigate it and now my son. I think at times, true growth opportunities are missed and sometimes it can actually bring in obtaining a rank. I have witnessed through my son and other boys close the family that when they start the attachment process, they really don't know what is expected of them and think more mentoring early on could actually help these boys. We want these boys to be the best that they can be, but building them up and nurturing/guiding them is just as important.

I wish the younger campers didn't have to spend the 1st three years as Golden Hearts. Maybe they could be something like junior Golden Hearts when they are 6 and then Kingdome Golden Hearts (or something like that) when they're the older Golden Hearts. It's hard for our daughter to watch her older brother move "up" to other dorm names each year while she stays the same.

other seasonal camps-spring, long weekends etc

Nothing

Kids complained a bit about the food being not as good as in years past

It would be nice if there were more water activities, such canoeing.

I would change that some people attend more than one session and others either don't get their first or second choice or cannot get in at all.

Nothing

Knowing their dorm/cabin members ahead of time (if they requested a friend)

Nothing

Candy excess, mentioned earlier

NA

Would be nice to have a one week option for the older campers so we would be more likely to be able to fit it in even during the more busy summers but I understand that this is logistically more difficult. There are certainly a lot of benefits to 2 week camps. It is just difficult to commit given how busy summer schedules can get with family commitments and activities.

More fruit at meals

Nothing

Improve the food

More vegetarian variety and more/better desserts

More organization

I cannot think of a thing!

That my kids didn't get sick almost every summer at camp! I suppose that is very hard to control, but that has been the main item I'd change.

I would make it more culturally/racially/ethnically/class diverse so that all kids felt welcome.

The length. I'd like a one week or even 8 or 9 day option.

I honestly can't think of anything.

Upgrading the food and putting bathrooms in the boys dorms.

I wish there were more options for 1-week sessions.

updates during the session would be fun

No change suggested

I wish there was more water to allow for some water sports but that's a tough one to add in given location!

Not sure...

More cleanliness with the campers

I wish M&M was a little longer

I heard daily schedules were posted in the lodge. I know the "mystery" of camp is important, but as a 1st time camp parent, it would have eased my worries to know what was being included in the day a bit more.

Is there anything else you would like to tell us?

Luc is very interested in crew next year so if any information needs to be sent in please let us know. Thanks

No - it was a good experience

We love Geneva Glen and have already recommended it to friends. Our child had a wonderful experience!

my kids would really like to be counselors later in life, anything I can do to help them get there?

See previous comment.

Many camps post pictures of campers online daily for parents to see. Many of my friends spend their evenings while their kids are away at camp scouring the camp's website looking for pics of their child and then trying to analyze from the pic if their child is doing ok, having fun, etc. I truly hope Geneva Glen does NOT start this practice. At home and school, kid's lives are constantly documented with pictures. I like that at summer camp no one is constantly sticking a camera in their face and they can just be. They can enjoy nature and their friends without the constant need for documentation. Also I think it's good for the parents to have a break from their kids and not spend all their time away from each other analyzing photos posted by camp! Letters from camp work great and have for years. :) The small set of photos GG posted for each session at the end of the session was perfect! And Pete's photos of the big events are awesome and always appreciated.

I don't know why my child comes home sick every year but if there is anything else I would like to change it would be that she comes home healthy.

My son said the older kids pick on the younger kids, make fun of them and make them do things for the older kids (I found out because he had multiple stickers on his clothes that said "looser" and "kick me" on his back that he said older kids put there). While I understand there is always a bit of superiority that goes along with age/experience, I personally think its inappropriate to haze 8 year olds. They aren't emotionally developed enough to understand that this is "all in good fun" and meant tongue-in-cheek. It seems like the older campers should instead be assigned a younger camper to mentor and watch out for in order to help them get

acclimated to being at camp (and away from home) and so that the younger kids feel like they belong.

Thank you!

No

Our son had a very good time at camp this year, however one camper in his dorm definitely impacted the overall experience for the rest of the boys and the counselors for the second year in a row. As I said in my comment above, if GG is not equipped to handle the unique needs of a child perhaps the best thing to do for all parties is to acknowledge that child may be happier at a camp better suited to handle those needs. I don't want my son and his friends' experience to be adversely impacted by one individual as it was this year. The cost of GG coupled with the logistics required to get our son to/from camp are not immaterial. For that I want to make sure his experience is one he loves and looks forward to each year!

My daughter absolutely loves camp. She finds the peace and comfort there that the real world isn't able to provide. I know she would never want camp to change.

Per question 16 - Our son very much wants to return to GG next summer. We just want to make sure he is having the camp experience we desire for him - fun...with a side of adventures and bonding and growth. Per question 18 - You don't need have to contact me about my comments, but I'm certainly happy to discuss further if you wish.

My daughter was in cabin 7. A number of those girls were diagnosed and treated for pink eye. My daughter had all the same symptoms and was not treated for pink eye but rather eye irritation. Upon arriving home, after many days of eyes hurting and red, the doctor said she had pink eye as did at least one other camper in that cabin. We have always been happy with the health services at camp. Knowing that something as contagious as pink eye was going through a cabin, it did not make any logical sense to treat some children and not others with the same symptoms.

Camper commented that director transition was not noticeable.

Geneva, we love you

My husband went to camp here and now my children are going to camp here- that is a testament to the work they do on our kids to help them grow into functional, amazing adult

Thanks for being so creative and fun! Welcome (back) Casey!

I am excited to learn more about online registration. Love the improvements and changes that Casey is bringing.

Nope

Casey is doing an amazing job - keeping camp traditions and making subtle but important changes. We are thrilled with this summer - my kids are "older" campers and have not felt anything negative in regards to change. I think that K&N and the staff prepped appropriately for this summer for many years and it has been positive. Regarding my earlier comment, I hope that Casey takes Knighthood into a new era, while preserving all of the amazing traditions. I am very excited for the future of GG. Bravo! Of course, we are always happy to connect with you about further thoughts - regarding the next question, you can call me anytime! Erin (and Matt).

Thanks for the wonderful work you do and for caring about each kid.

No

Keep up the great work!

no

Nope

My son has really benefited from GG and the friendships, support and character development (aside from also being outdoors and participating in fun activities).

You are doing great!!

You are welcome to call us if our comments didn't make sense/ or you want to follow up. However, it is not necessary from our perspective. Our comments are an attempt to convey our wonderings/concern.

Great job....again! We love you!!!!

Thank you! I love that special place!!!

Would love some updates during the session, whether it's in the form of an email blast or social media. We are all dying for a glimpse of our child, so perhaps some feature story on a dorm or birthday celebration or hike (other than the Court or play photos).

Looking forward to getting Finn's little sisters to Myths next year. Sending you good wishes for the end of the season and all the exciting days ahead.

I hope my other son can attend next summer too

Thanks for running a great program!

no

N/A

GG has been a vital part of our daughter's childhood.

Work on the food. I grew up on camp food and never disliked it. My kids never used to comment negatively on the food like they have the last couple of years. They are not super picky, but feel strongly that the quality and quantity have gone way downhill.

Our older son has now aged out of camp, which is hard to believe! He is debating about coming back on crew or as a CIT next year. I can't bear to think of the summer without him, but I know how much he will grow if he has the opportunity. That is what is so wonderful about GG!

More songs during fellowship!

This was our daughter's first two week session so I was very surprised to receive a postcard from her counselor, Tess. The details that Tess provided in her note made me smile because I could tell she had made a point to get to know my daughter. It was probably the high point for me as mama of those 2 weeks. Many thanks to Tess for that letter and the time she spent to write it. That postcard was like a hug from camp that said Jess is in a safe, happy place. :)

We love you all! We are so excited to have Casey as our fearless leader and appreciate him making a personal introduction to our girls. It felt like a seamless transition!

It's fun! My camper enjoyed the changes made this year!

Thank you and the whole staff for all of your creativity, hard work, humor and dedication to the kids.

Love you, GG! Always will!!!! Casey, way to go!! Great vibes up at camp and all of my kids thought you were great! Christa, always amazing!

It was so wonderful to see how happy (and dirty) our kids were at pick up. They haven't stopped talking about everything they did or singing the songs!

more family camp options!

Our son liked the changes to the American Heritage program, and felt that they were more culturally sensitive.

Camp is AMAZING.

Yes. Apparently, Alijah was slapped across the face by one of his dorm mates, Harris. This happened during a Dodge ball game. It was witnessed by other campers, but not staff. I'm not sure if staff was present or in a meeting. Alijah reports that Harris walked up to him and slapped him after Alijah hit him with a Dodge ball after Harris was already tagged out. Alijah says he did not report this to his counselor because he did not want Harris to get sent home. I would just like staff to be made aware that this happened. I would like this to be addressed with Alijah next year, regarding encouraging him how to handle incidences like this in the future were it ever to happen again. Alijah reports that he did not respond in any way to Harris when it happened. If you wish to call me, you may. If Harris returns to camp next year, I wonder if a general conversation to all the boys (or campers) re mutual respect, etc., Would be needed. Thank you, Joan @ 720-503-6855. Needless to say, I was shocked and upset by this incident as reported by Alijah.

Would love to see a GG cookbook - my son loves some of the recipes!

I wish we found out about the camp sooner.

No.

Thank you for all of the time and energy you put in to creating this memorable experience for campers. GG has a very strong, positive reputation. Our family will add to those positive reviews when people ask about summer camps.

N/a

GG has been a wonderful addition to our kids' lives. Every year they have had an amazing time.

no

No

As a suggestion having two places for movies one for older kids and one for young

Thank you so much for making Ellie's first year at Geneva Glen so meaningful. She can't wait to return. We are so grateful she had this special opportunity!

I've had two children attend Geneva Glen over the years. Both loved it and regularly talk about their memories. I know it will be one of their fondest memories of growing up, and for that I can't thank Geneva Glen enough. Both of my children have "aged out" of camp, but one of them will try to be on crew next summer.

Casey and I talked extensively. The conversations were honest and robust. I hope that he is able to make the changes that appear to reflect his values of inclusion and equity.


The only reason we're unlikely to sign him up next year is because he doesn't think he's ready for a 2-week session.

Thank you for a great first camp experience!

Great experience! Ready to sign up again

No

Keep up the great work!

Thank you! You provide a week of experience that lasts all year long 

After two years of M & M we look forward to moving up to Knighthood

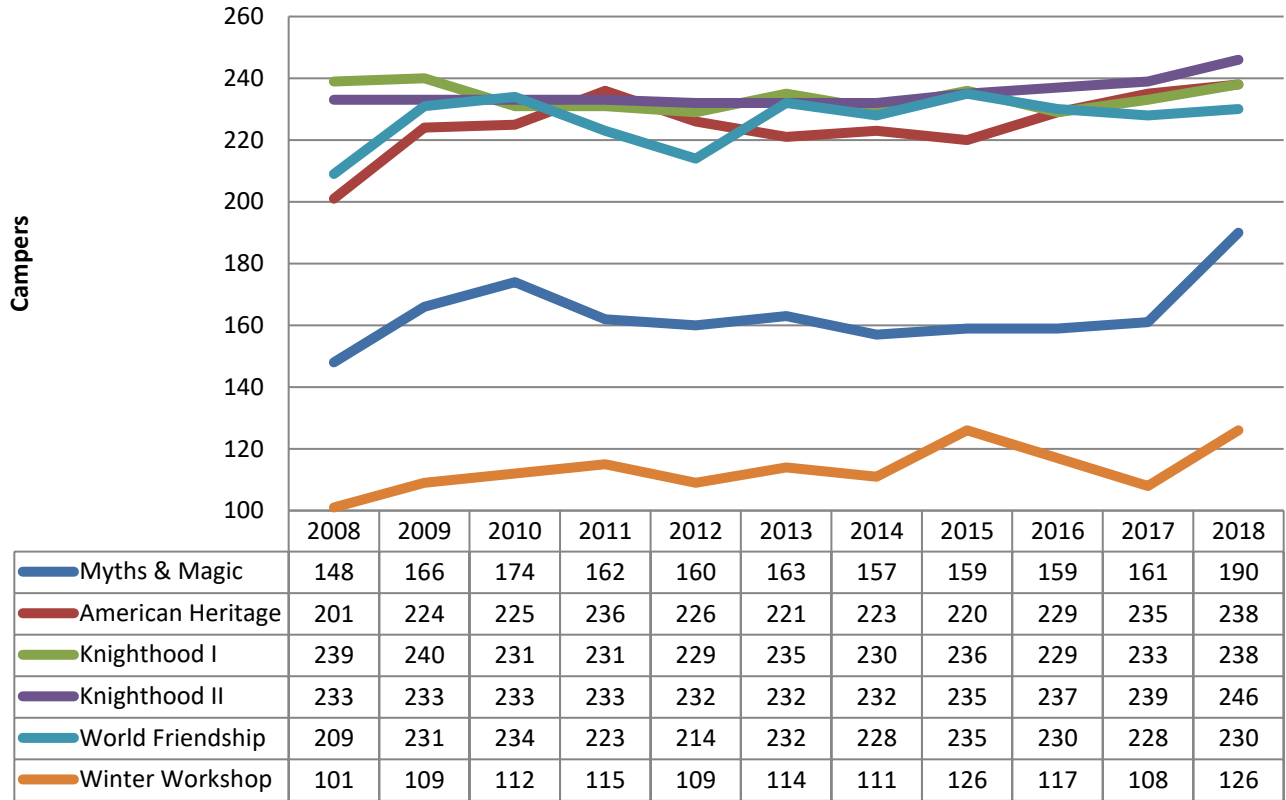
Can't wait for next year!

I hope when I sign Brie up for Knighthood I that you still do charm bracelets, sing the Princess Pat and go off campus for excursions like I did when I was young.

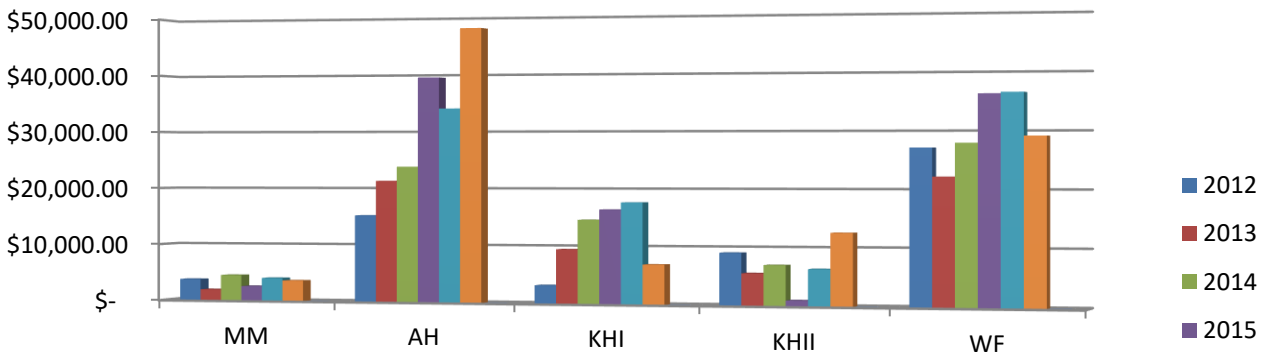
Thank you thank you thank you. Can't stop talking about camp!

Registration Statistics

Session Counts

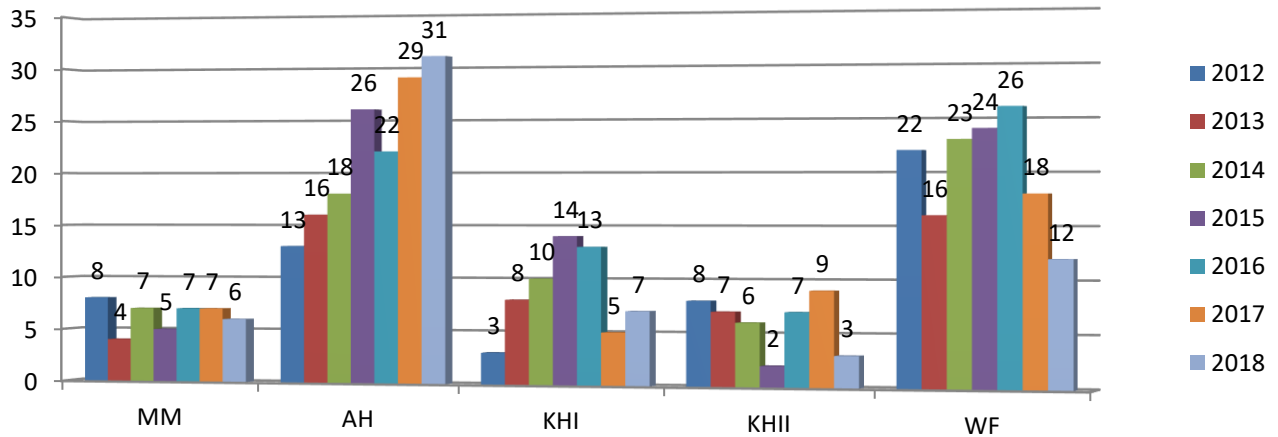


Campership & Tuition Assistance Dollars by Session

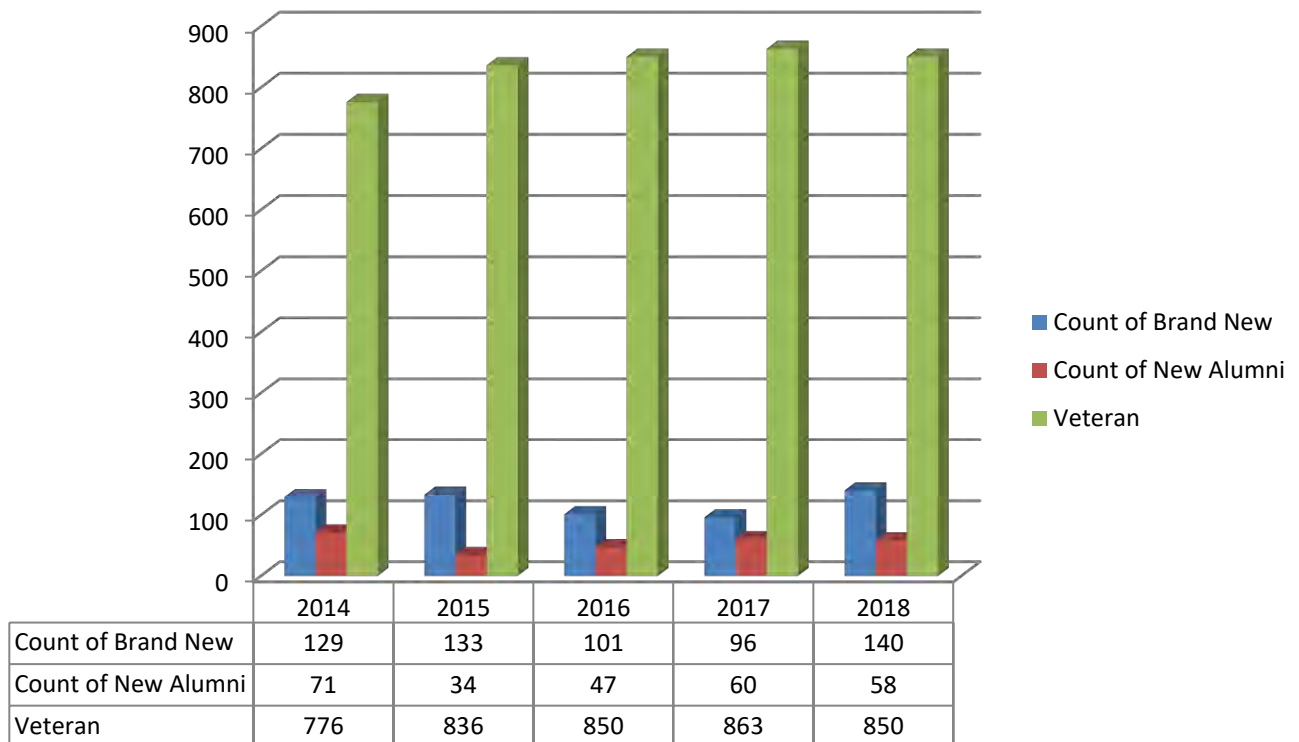


	MM	AH	KHI	KHII	WF
2012	\$3,730.00	\$15,225.00	\$3,190.00	\$9,075.00	\$27,099.00
2013	\$1,920.00	\$21,317.50	\$9,475.00	\$5,585.00	\$22,179.65
2014	\$4,500.00	\$23,806.00	\$14,610.00	\$7,007.00	\$27,897.50
2015	\$2,560.00	\$39,460.00	\$16,410.00	\$1,000.00	\$36,215.00
2016	\$4,035.00	\$34,005.00	\$17,650.00	\$6,385.00	\$36,447.50
2017	\$3,620.00	\$48,050.00	\$6,940.00	\$12,585.00	\$29,090.00
2018	\$-	\$-	\$-	\$-	\$-

Campership & Tuition Assistance Counts by Session



Veteran vs New Demographic

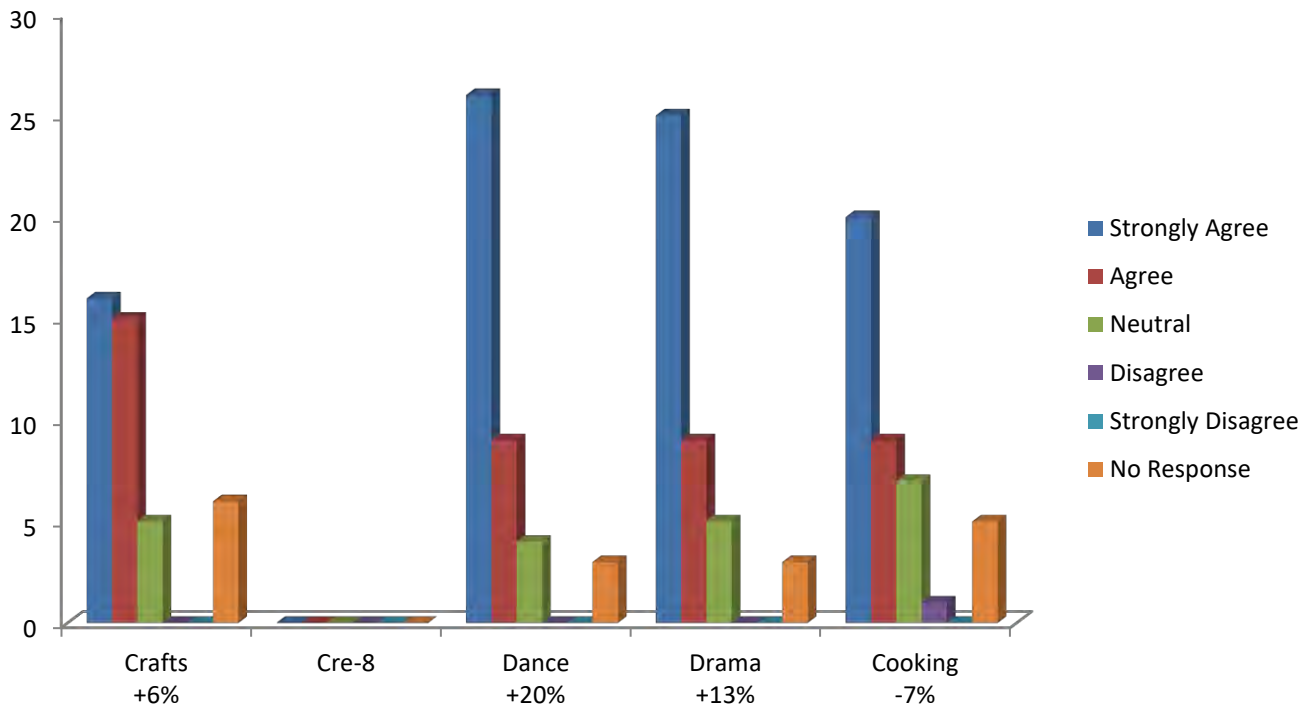
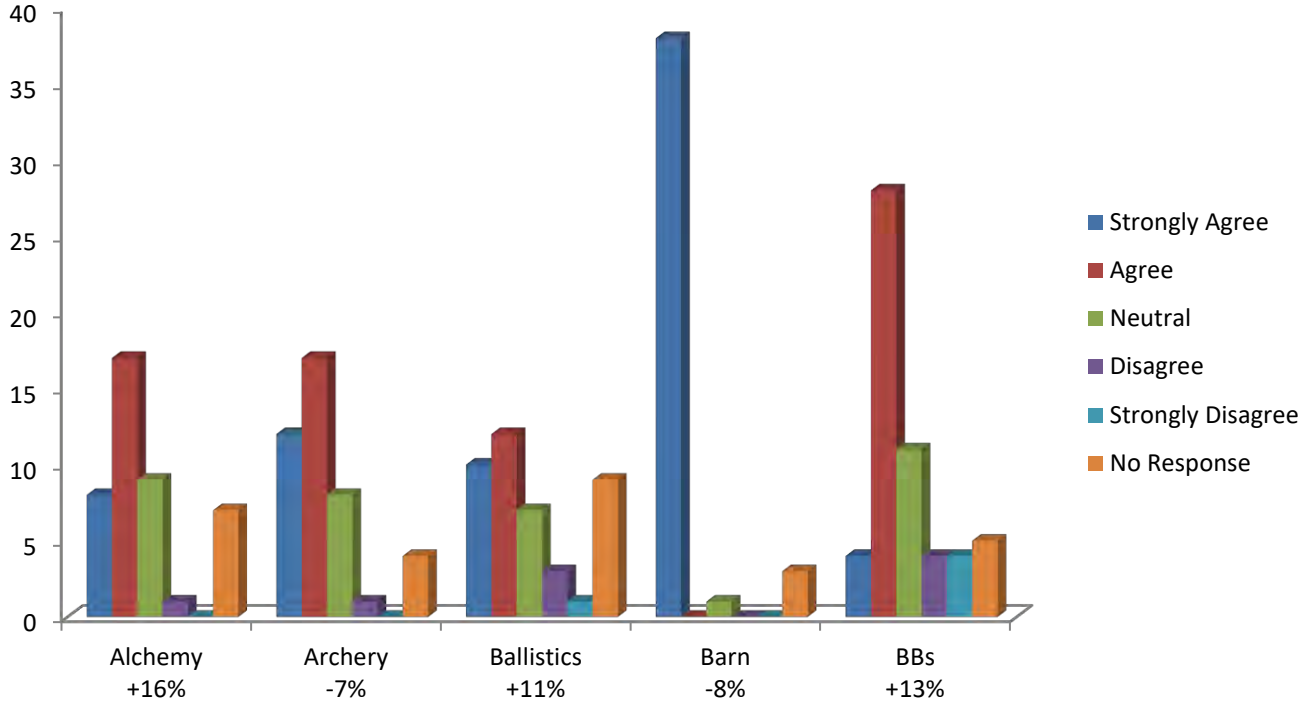


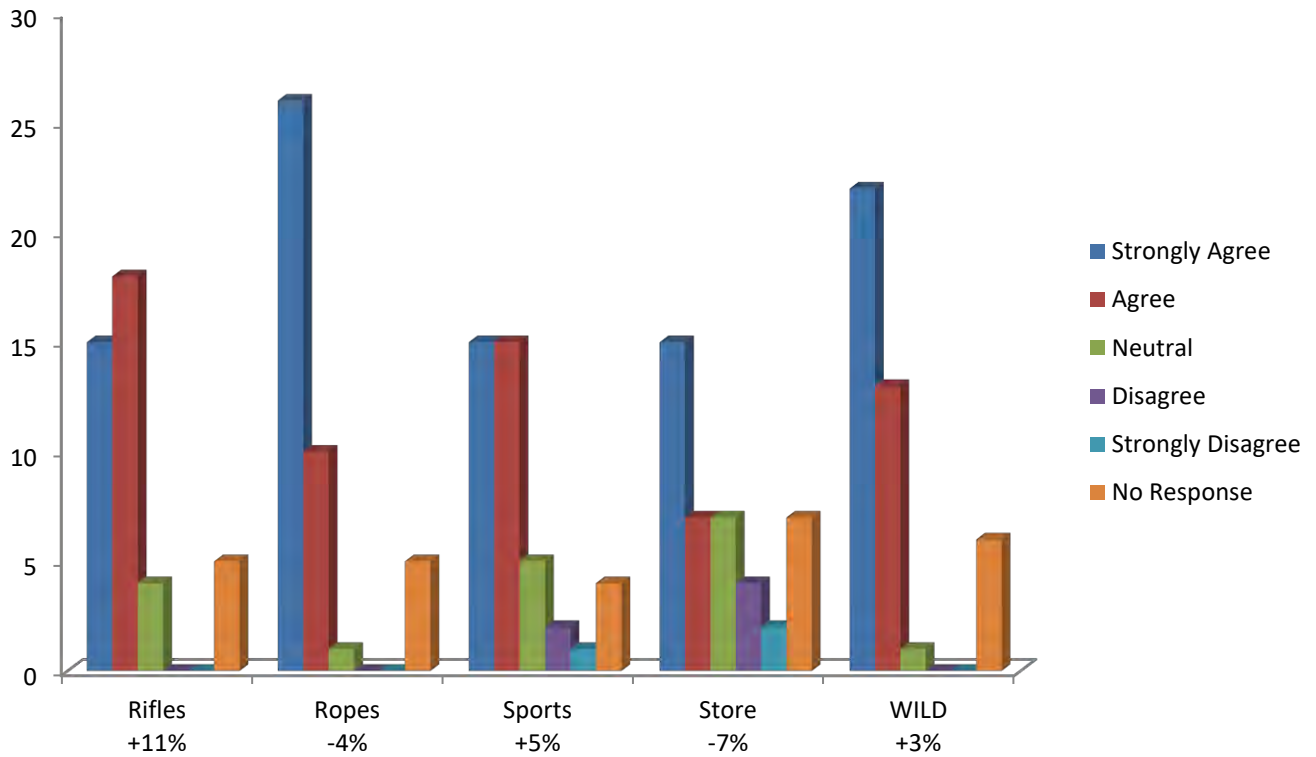
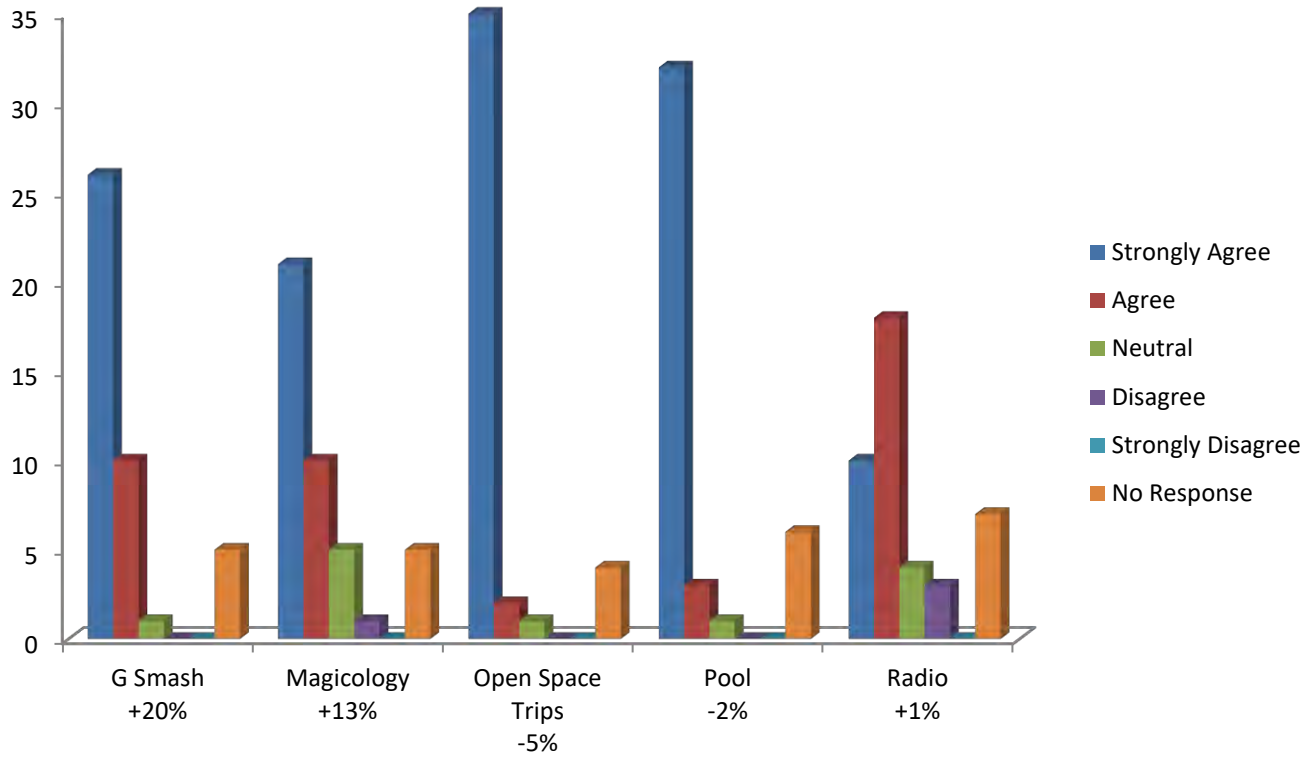
2017-2018 Retention Rate: 73.0%

2017-2018 Age Out Rate: 8%

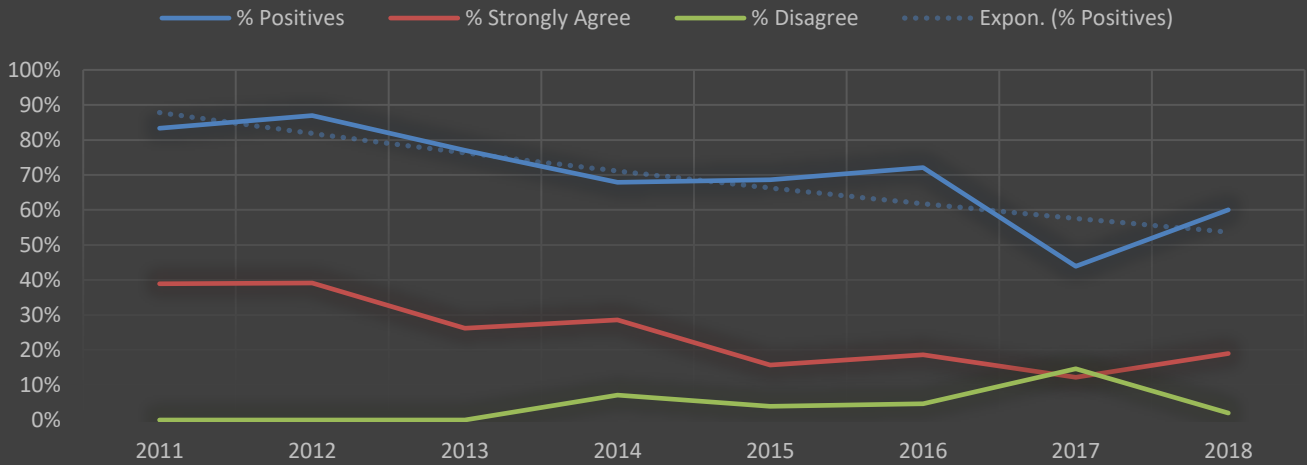
Staff Program Evaluation

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.

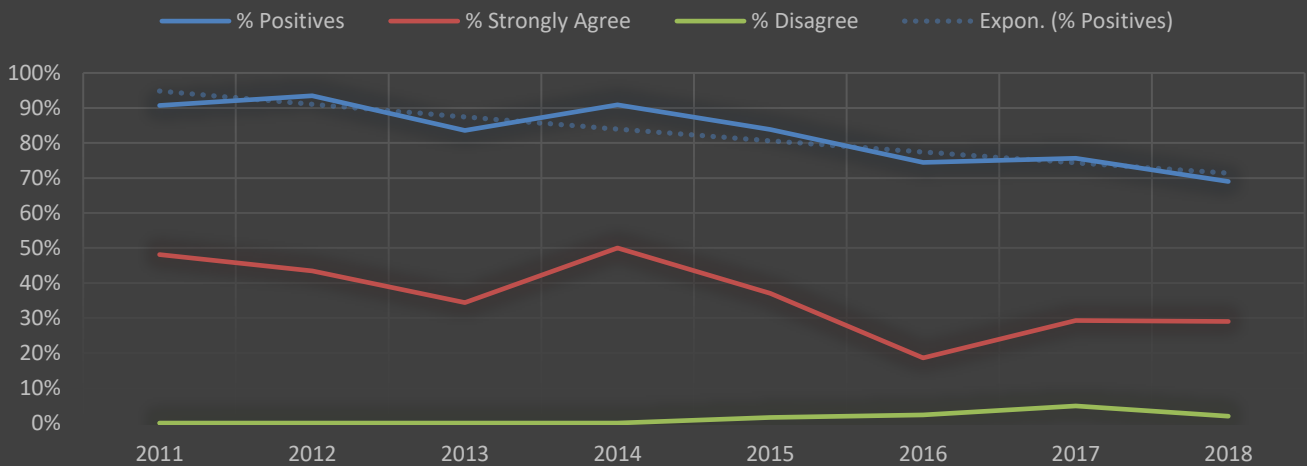




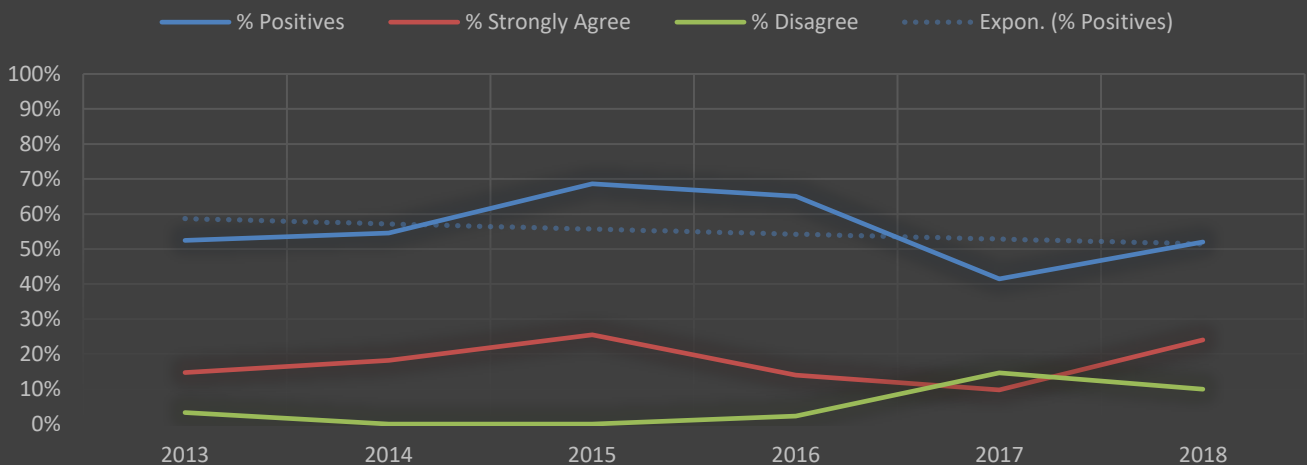
Alchemy - Effectiveness & Relevance by Year



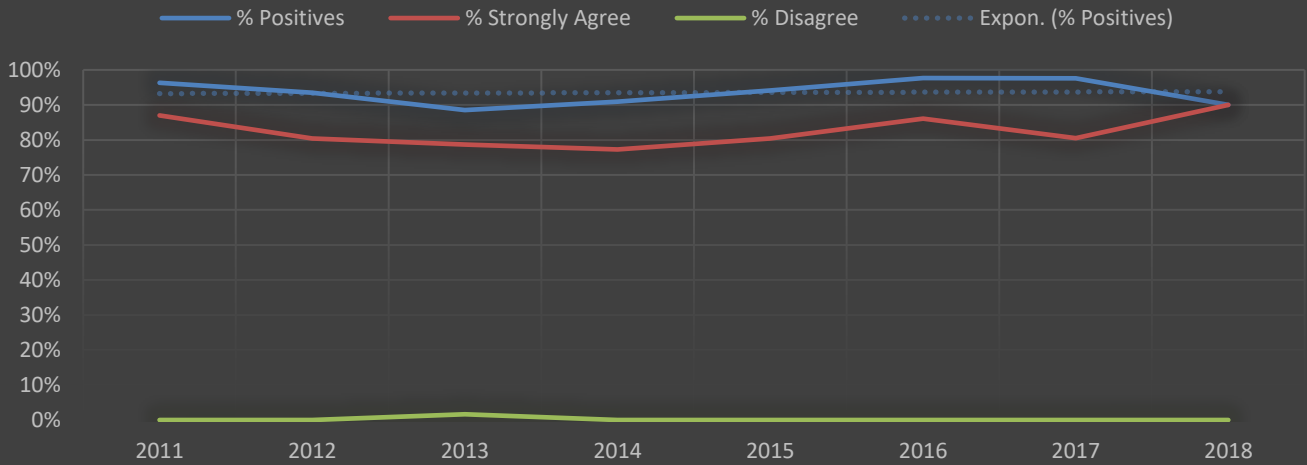
Archery - Effectiveness & Relevance by Year



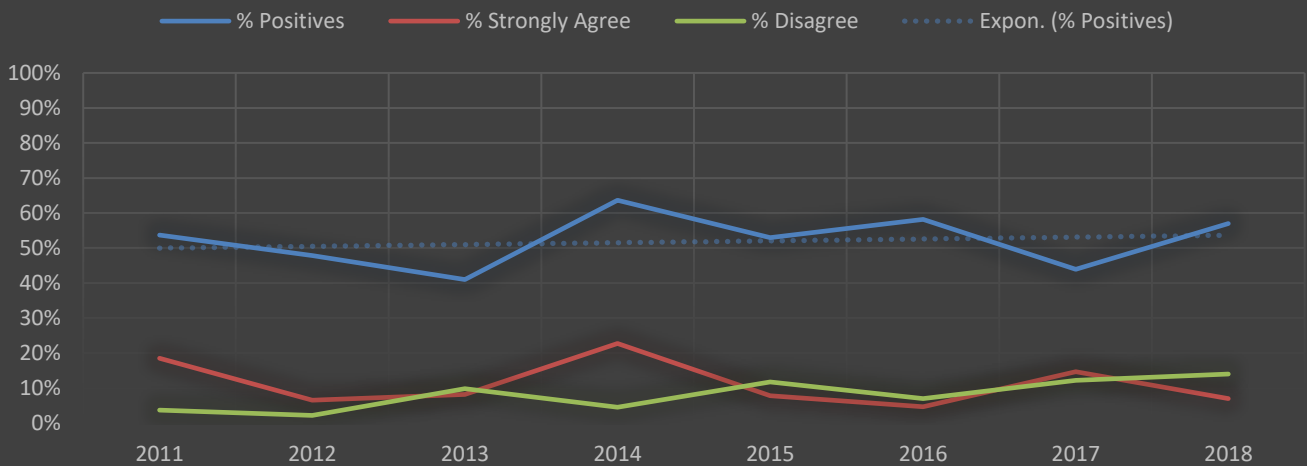
Ballistics - Effectiveness & Relevance by Year



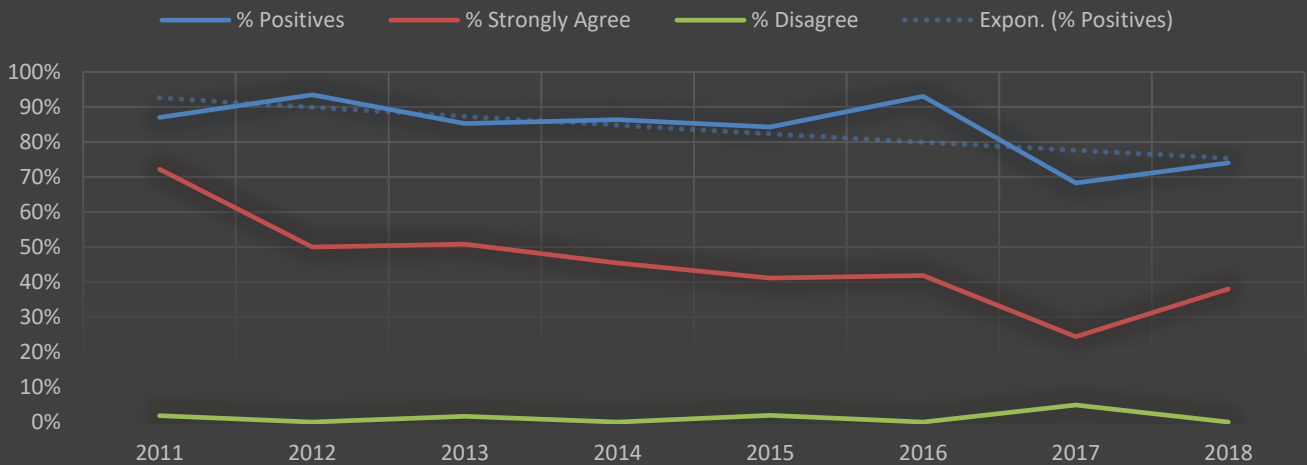
Barn - Effectiveness & Relevance by Year



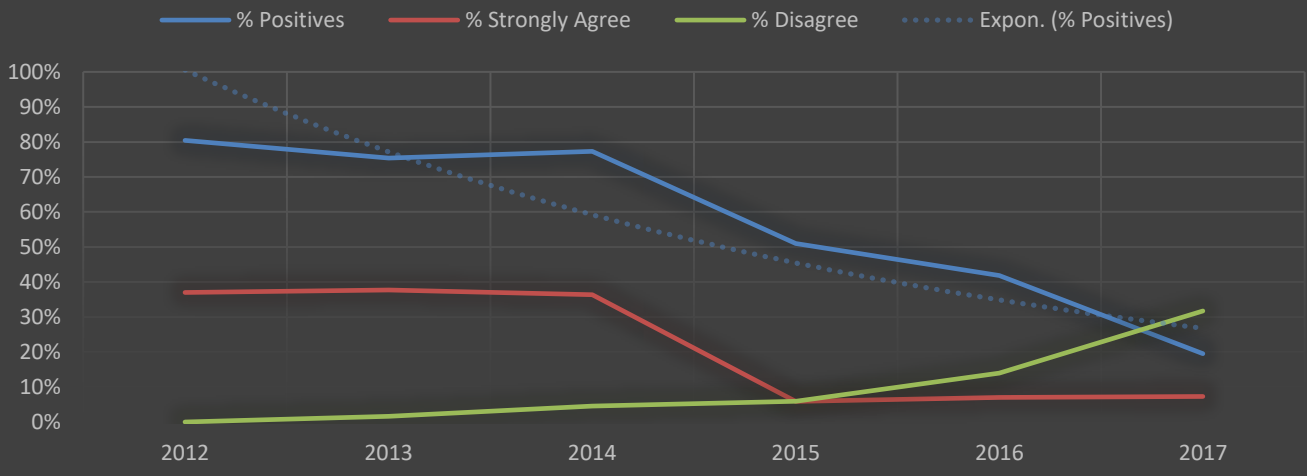
BBs - Effectiveness & Relevance by Year



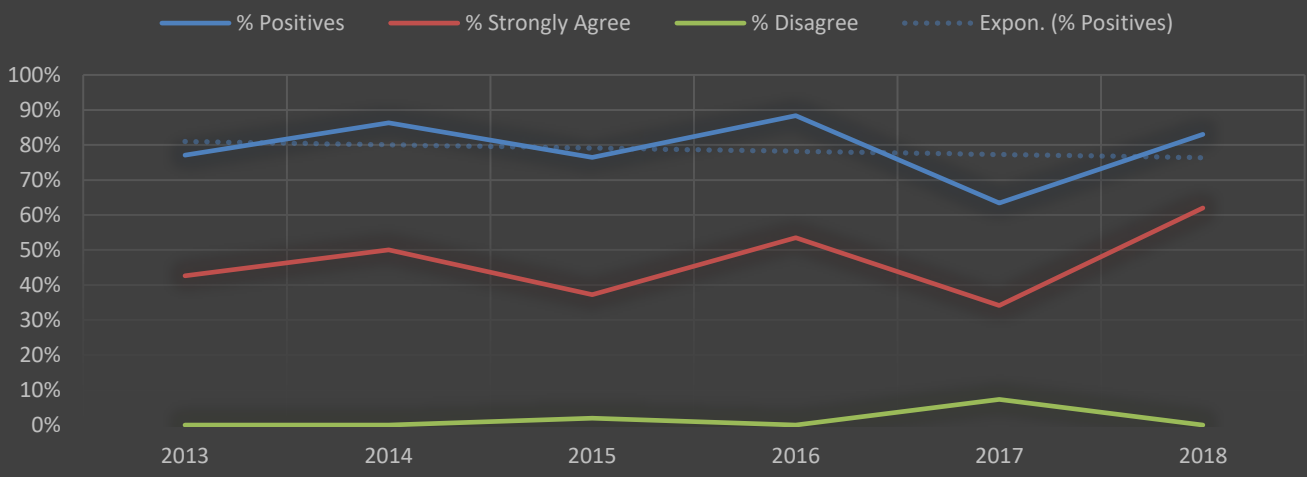
Crafts - Effectiveness & Relevance by Year



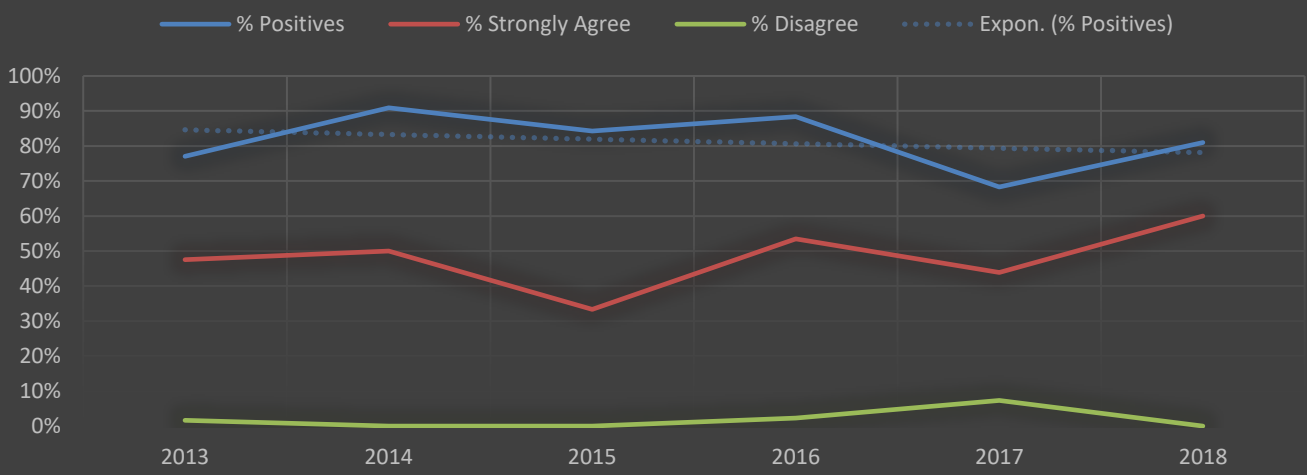
Cr8 - Effectiveness & Relevance by Year



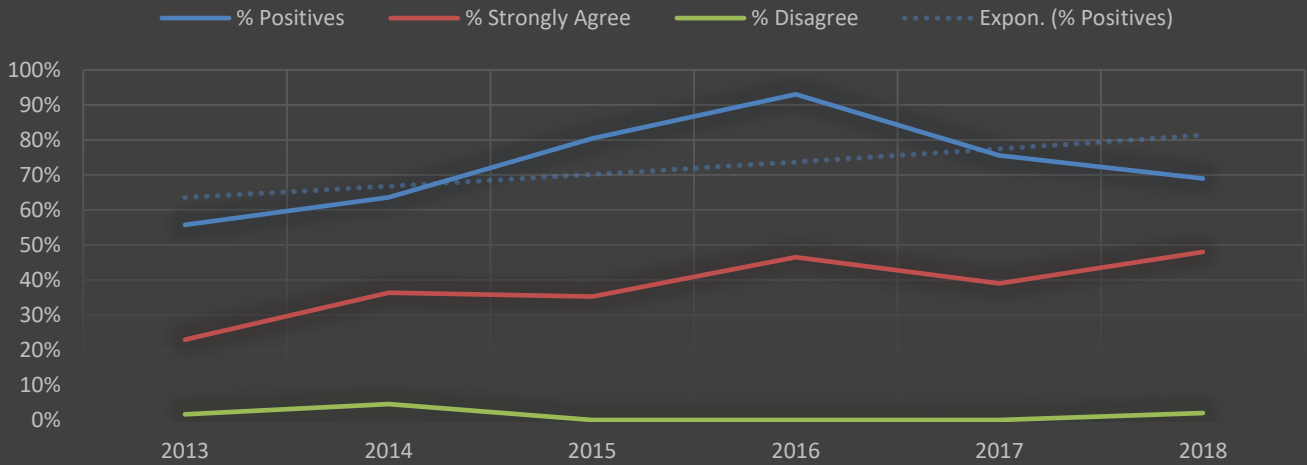
Dance - Effectiveness & Relevance by Year



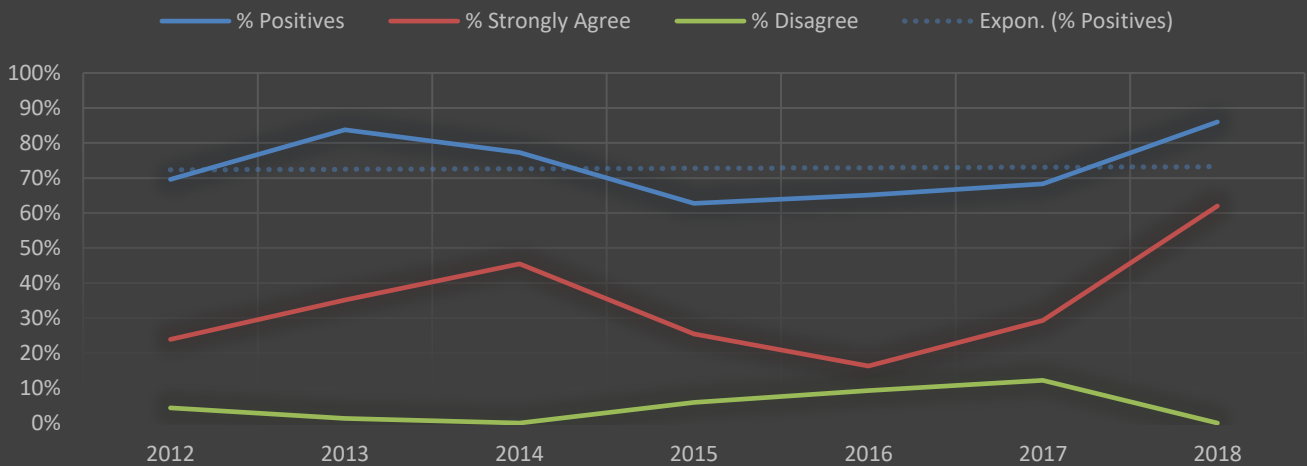
Drama - Effectiveness & Relevance by Year



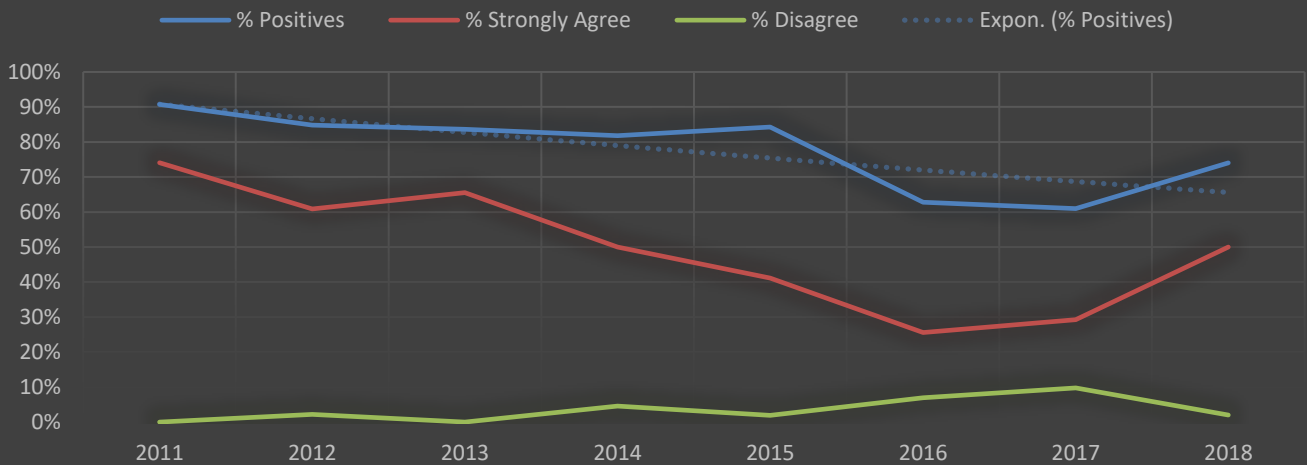
Cooking - Effectiveness & Relevance by Year



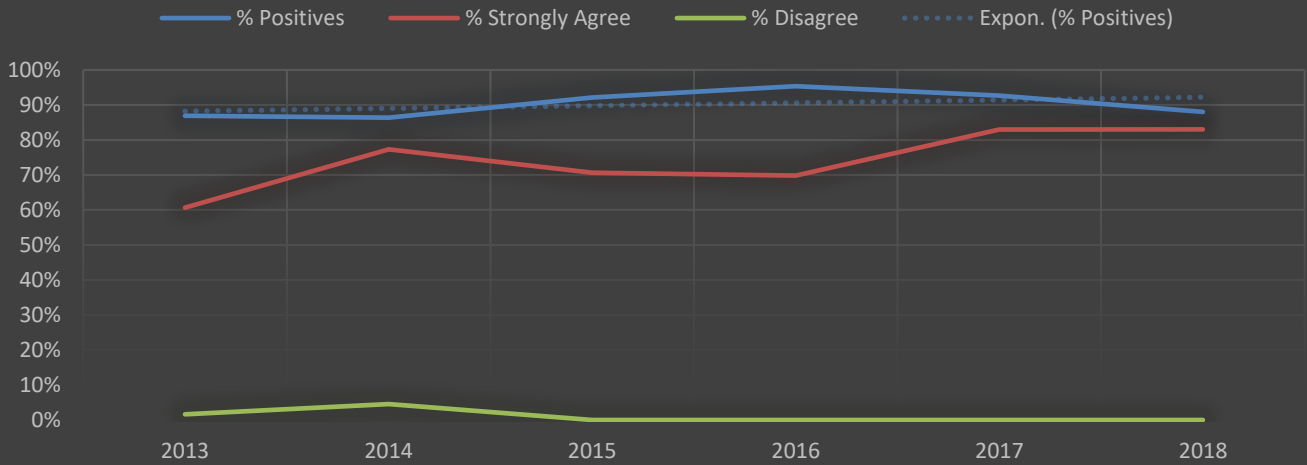
G Smash - Effectiveness & Relevance by Year



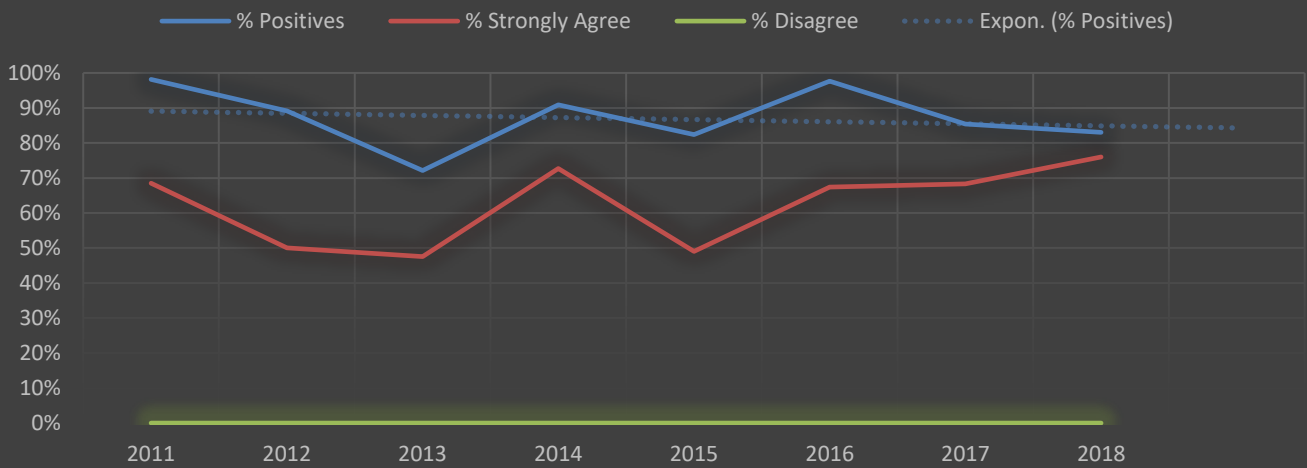
Magicology - Effectiveness & Relevance by Year



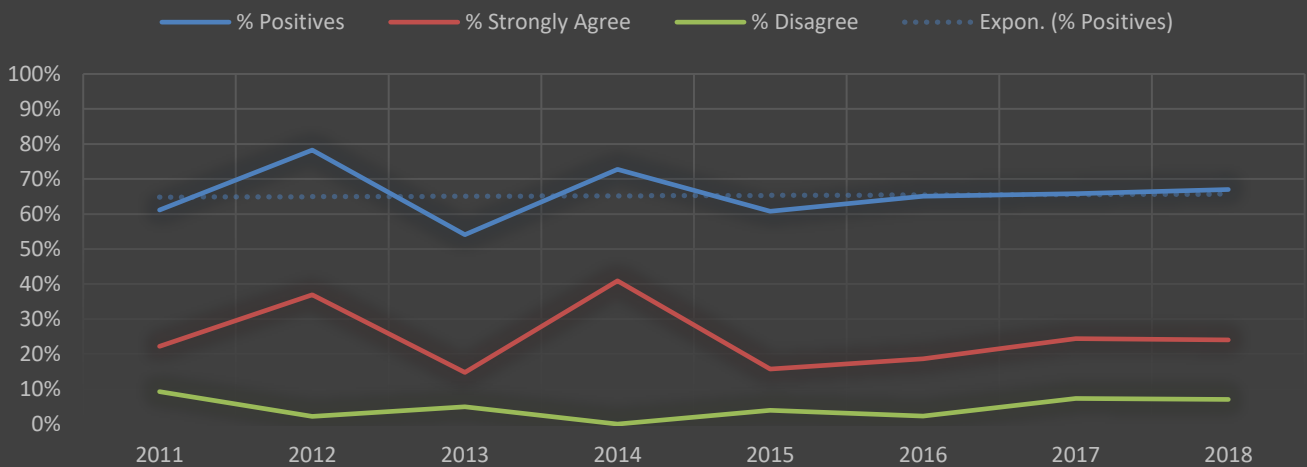
Open Space Trips - Effectiveness & Relevance by Year



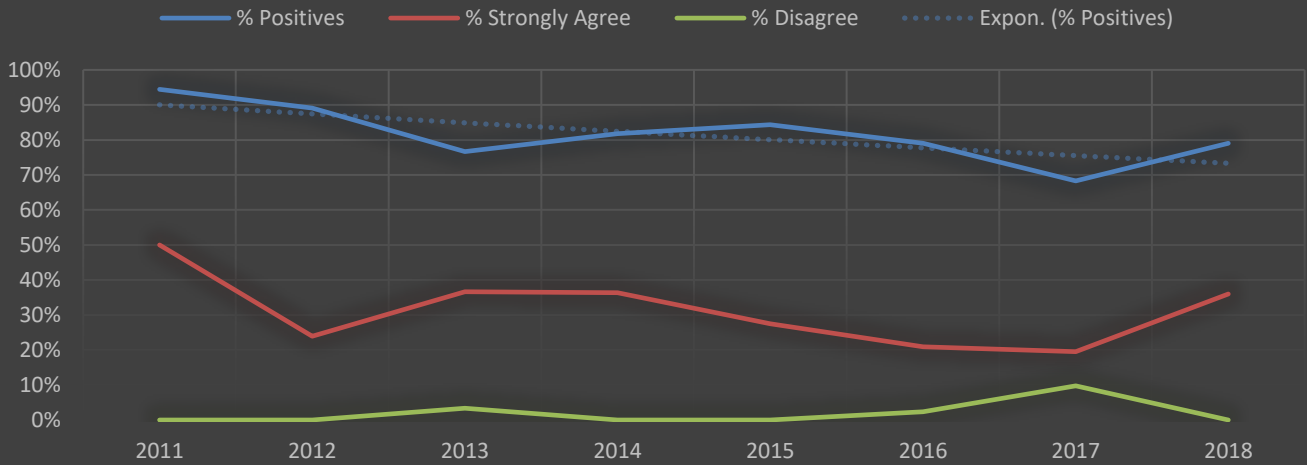
Pool - Effectiveness & Relevance by Year



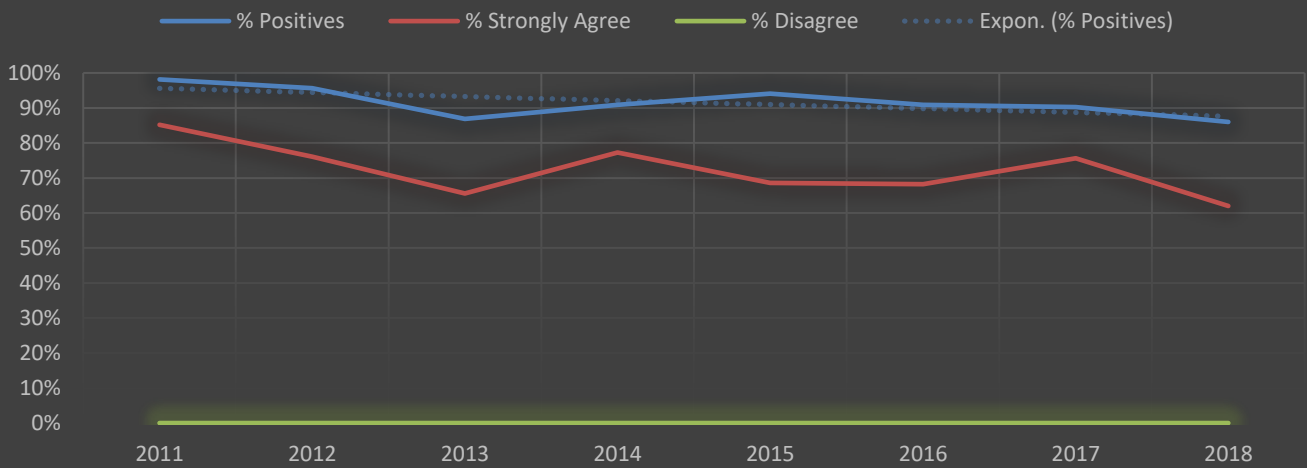
Radio & Media - Effectiveness & Relevance by Year



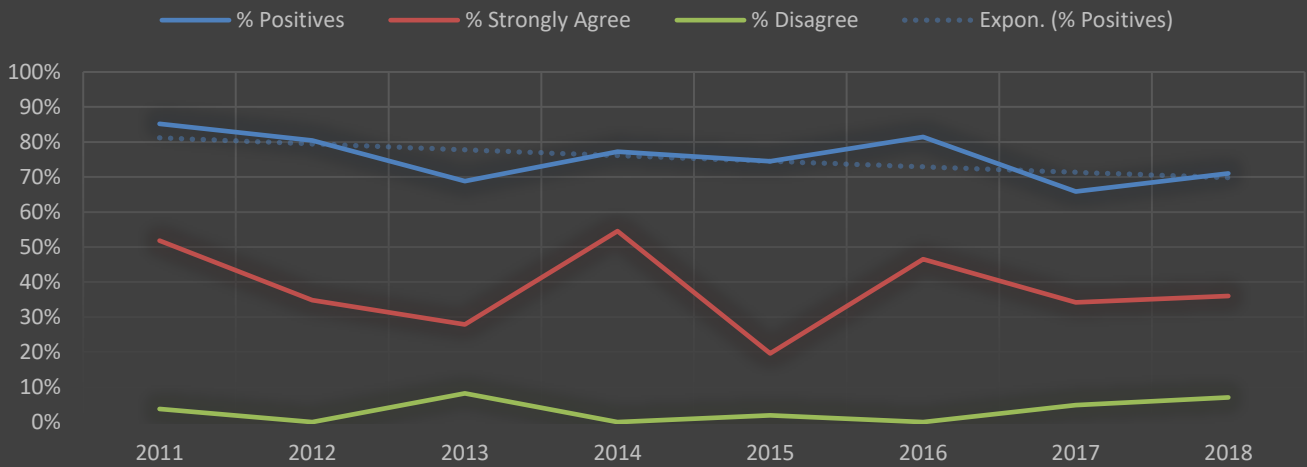
Rifles - Effectiveness & Relevance by Year



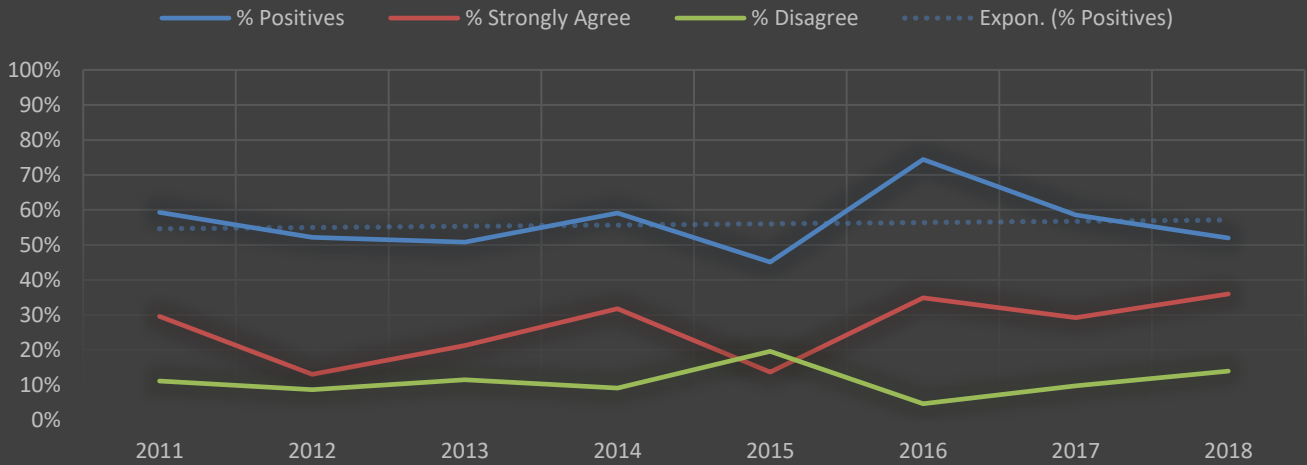
Ropes - Effectiveness & Relevance by Year



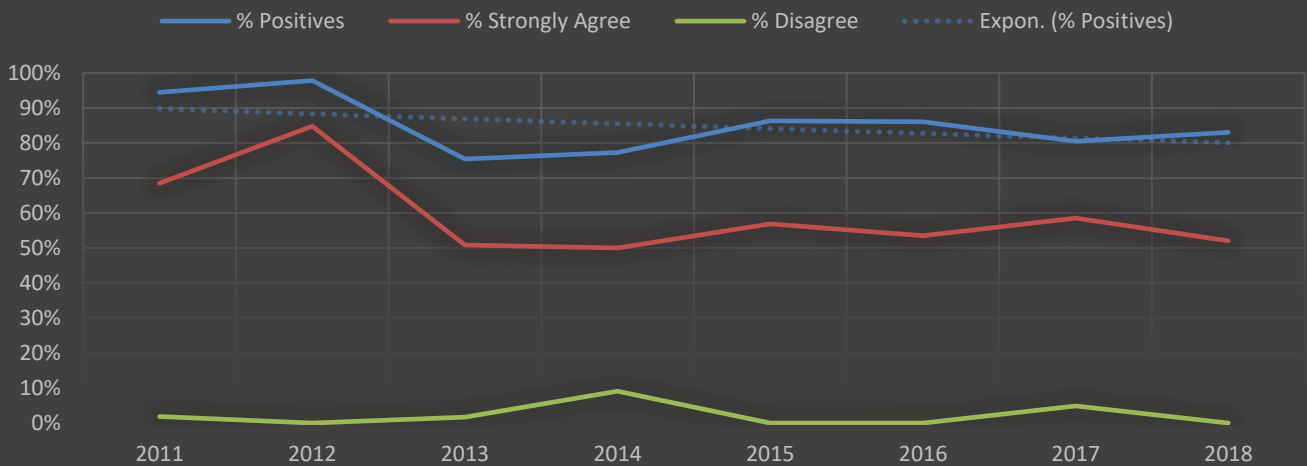
Sports - Effectiveness & Relevance by Year



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?

The ones I sat with, all seemed to love barn.

I had senior campers who loved doing the new GG wonders challenge for WILD. They also loved pool and rifles. My J/Ms loved barn and BBs

Barn and Pool

My campers loved barn, pool, and ropes across the board, mostly because of these areas' capacity to include all of the campers (sometimes with the exception of ropes - not everyone always got to go). Also, the staff working these core areas was always engaged and made the areas fun for the kids - this was usually true at all areas, but for some reason ropes, barn, and pool seemed to have the most energetic and engaging staff for the kids.

All of my campers loved barn. I think that the way barn was ran made it fun and enjoyable for younger kids. The stories about each horse that the barnies had really engaged my kids.

A lot of my kids also loved ropes, because it's not something they normally do in their lives.

The special programming areas like meddling with the meist and I'm walkin here, were really big stand outs. My boys loved store, rifles, ropes for the most part those were their favorite areas because they either liked candy, liked shooting the guns, or loved climbing.

The kids I sat with always seemed to be very excited for pool, sports (dodgeball specifically), and ropes. The juniors also really liked to trip to tiny town, and I heard really good things about the G-Smash overnight. I think that the level of excitement younger campers had about different activities really depended on the way their counselors talked about the activities, and they seemed to enjoy all the activities that were outside that everyone could participate in.

I had a lot of campers really enjoy barn this summer. The staff did a really great job of keeping programming interesting and well suited for all ages. Also I had campers that really loved being part of the dance and drama performances. Also it was awesome to see how much WILD programming there was on the daily schedule. I think Anna and Kathryn did a great job of motivating a lot of campers to participate in hikes along with the staff members that led them.

Campers love the special and memorable Activities they don't usually get to do at home. They love barn, magicology, Epicureanism, special activities. Older campers love open space trips! The theater aspects are a huge memory for campers.

Barn! and sometime Ropes elements. The horses are just so cool! They also loved store, but I think we could get rid of store and they would find something new to love

My campers would really enjoy Rifles, Barn, Pool, and Wild. They seemed to just enjoy the activity and the environment of the areas. They were non stop talked about by my campers

Personally as a krew member I didnt regularly go with my kids to Activities, yet when I did I noticed that they enjoyed Archery and Barn. Also talking with the older kids I noticed they really enjoyed open space trips.

My campers LOVED adventurous areas like barn, WILD, and ropes, as well as pool and store, of course!

My campers really enjoyed g-smash, pool, ropes, archery, alchemy, and rifles. Every kid and their interests are different, but overall they all really liked the creativity that each area had and that they weren't doing the same things everyday at them. With some areas the area heads did this (g-smash and alchemy), but for others the area heads provided an avenue for the kids to have their own creativity (pool with all their toys and activities, archery and rifles with a make/bring your own target and allowing the shooting of unconventional items i.e. soda).

This summer was a summer marked by creativity. All of the best areas that kids enjoyed the most it seemed were ones that were special requests where the counselors were super into it. I think we definitely need to continue having a lot of creative programming designed by counselors.

Open space trips because they got the kids away from camp a bit and allowed them to explore more of Colorado.

Any hike around camp.

A ton of my campers LOVED barn. I think they love that they get to go on trail rides as much as they want as seniors, that its a skill you can develop, and that they can grow connections with horses and learn how to ride in a safe environment. I think with most areas the amount campers enjoy the activities depends on the counselor running it and how they make the activity fun!

Seniors primarily love the time they get to spend together, Places like Pool were the hot spots for Seniors, as well as various special activities promoting getting to know each other and bond or simply hang out is what they love about Geneva glen. I think we can put more focus on this especially with last year campers as it is hard to get them to participate in formal camp activities sometimes.

My Middlers loved places particularly catered to them such as Magicology. Things that get their imagination running had a great response. Possibly incorporating an imaginative aspect to other areas could promote this as well.

They loved the barn, pool, drama, and epicureanism. The barn because most of them had never ridden a horse before, and it was a cool experience for them to be able to do that. They loved the pool because it's a great way to bond with each other and with their counselors. Drama because it was a way for them to be creative and try new things like auditioning for the musical or Merlin's Masque. They loved epicureanism as well because they were able to help out with whatever we were making and then were able to eat it afterwards. It helped them learn teamwork and being polite to others and letting them have a turn to help.

Many of my campers of all ages really enjoyed barn, pool, and participating in the drama program. I think the drama productions at camp are a really good way for campers to showcase their talents and be recognized for it.

BBs because some of the younger kids really like getting to shoot guns sometimes, drama and dance because the kids that participated really wanted to be there, and barn because most kids really enjoy getting to ride horses

Cooking clinics (enjoyed learning about food and eating), barn (being around horses/new experience for some), radio (get to relax and make thoughtful discussions about music)

My kids were always happy to go to barn and pool (these are sort of a given because it is hard not to like them), knighthood campers loved alchemy, but other session campers were not that into it. One of my kids said that the Dinosaur clinic was the best clinic she's ever attended. (She loved the science part about it. I think the fact that Jack Prall was so passionate about what he was talking about made it seem even cooler).

Archery, Barn, and Rifles

The campers that I sat with at meals consistently enjoyed and had lots to say about magicology, barn, and crafts. It seemed that the counselors leading those areas created extremely fun and memorable activities and environments for the campers. In my opinion it was the enthusiasm and planning that the people leading those areas put into them that really made the experience.

HT- BB's, Magicology, Sports (meadow games down in the softball pit)

C- Wild, Pool, Barn, Ropes (learning horse stories and names)

B- Ropes, Rifles, Pool

F- Unscheduled dorm activities, Pool, Open Space Trips

Tons of campers loved G-Smash. Many of my senior campers went there whenever it was possible and when I had Hilltop they sat and watched the older kids play G-Smash in the council ring instead of shooting BBs because that is what they wanted to do.

For each age it was different. They all loved pool and crafts. The little ones liked magicology but some weren't

as interested in BBs. The older ones liked store, radio, crafts, alchemy and all the calm activities.

Pool was a big area that many of my campers talked about. I think it's because it is a consistent area they continually go to and also because it was a hot summer, they got a break from the heat. Also, the younger boys love BBs and archery. I think that has something to do with young males desire to use some type of projectile. However, the younger kids do also seem to struggle with archery at understanding how to do it or having the strength to use the bows.

My kids no matter the age always loved pool, barn, and open space trips. I think pool is really fun for them because for the most part it's unstructured time where they get to decide what to do. They love the really structured areas too, but pool is something that they're mostly already used to from life outside of camp and something that they get to make all their own. On the opposite end of the spectrum, my kids always loved barn because it was something they really don't get to do outside of camp, and it makes them feel really big. They develop these connections with the horses and feel really accomplished when they progress through the programming and get to do cooler things like polocrosse, trotting, and cantering if they're really lucky! Open space trips are also so fun for them because they get that extra one on one time with counselors that might not be theirs that session but that they nonetheless look up to.

BARN!! (I'm biased)

I believe the campers seemed to enjoy most the cooking clinics. I think the versatility the clinics could cover was intriguing and even if they didn't end up liking what they made it was the making of it that was the most memorable. Additionally, they all seemed to truly enjoy alchemy and spending time at the pool.

My campers really enjoyed barn! Barn staff did a great job at making everything fun and enjoyable. The names of all the horses and the reasons for why they were named what they were was my campers FAVORITE. Also, trail rides. TRAIL RIDES. Pool was another much loved activity. I think they enjoyed the aspect that counselors could participate in this. Ropes was also enjoyable until campers were not able to go. Wild was a favorite when there was a very unstructured activity that gave them freedom to roam around the woods. Store because of candy. Sports was great because most of the kids could really get into the game. Alchemy was a favorite when the kids get something out of it that they could take home.

My campers loved G-Smash, especially when Nick would run it. Besides for that it was less about the areas and more about who was running them (for the older kids) or the special activities.

Campers of all ages always love pool and barn! Always different, very interactive

My campers loved programming activities like barn, epicureanism, and pool as long as the counselors working the areas and going around with them were engaged more in the kids than with the other counselors.

For special programming, they loved performing in counsel fire skits, learning dances, and working on special projects for camp (i.e. picking raspberries for a raspberry pie for court KHII). As long as counselors were willing to put the extra effort behind coming up with these ideas and executing them, the campers had the most fun here.

The majority of my kids loved barn the most, with pool and store often in the top three. With the horses, I think they love being around animals and learning such a new set of skills. Pool and store are fun and easy, and of course, kids love candy.

Enthusiasm from the counselors.

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?

I rarely to never heard talk about things they didn't like about camp.

My campers didn't complain about any specific areas

My campers didn't like areas where they had to wait to participate or areas that they had been to and do basically the same programming at like not having diversity at sports.

My kids didn't enjoy alchemy, BBs, or WILD as much as other areas for a variety of reasons. Alchemy was often difficult because of the fact that many of the activities were either girl-focused or didn't take very long, leaving the rest of the period needing to be filled with on-the-spot activities organized usually by myself and my male co. BBs was also less than ideal because only a couple kids could go at once and the other kids didn't feel engaged (also, we had BBs an absurd number of times every session - once four times in one week, which my kids were not happy about). WILD was sometimes great, but often it just ended up being yet another period of building fairy houses at Merlin's Rock, and the lack of variety in programming as well as the high number of times we had WILD scheduled made it less appealing for the kids.

I think that alchemy could use some more resources, because I think that after making chapstick for a third time kids got tired. I think that Epicureanism could also use some more substance because it's a great area it's just a very loosely defined thing.

Every dorm I had this session was not huge fans of barn and crafts, and I think that unfortunately the reason for both of those is that they would just rather run around and not have to sit down and be quiet which is a big part of both of those areas

I couldn't really gauge which activities the campers didn't like because I only saw them at meals, and they mostly talked about the activities that they really enjoyed.

Alchemy struggled with maintaining a diverse range of what the programming consisted of. Also the drama aspect of World Friendship was not planned out well enough which was disheartening for my older campers that had been looking forward to it. I would love to see the same level of structure for the world friend dance/drama programing as there is in knighthood.

Magicology and wild are too similar to each other for J/Ms. Most of the time our kids play the exact same games and go to the exact same locations (Merlin's rocks, or vespers hill). I think J/Ms shouldn't be scheduled for both, or there needs to be a big change in program materials between the two. Female campers don't enjoy BB's very much.

Archery for J/M can be really tough. A lot of my girls would only want to shoot once. Maybe have them shoot for awards so they feel like they can achieve something?

N/A my campers never really talked about the areas they enjoyed least.

N/A, I honestly believe that nothing I saw this summer needed to be improved. Maybe if I was a counselor I would have noticed something, but this was a great activity summer.

My campers didn't love sports, and we really need to get rid of meadow games... the kids hate it.

BB's. either my kids weren't interested in learning to shoot BB guns or they were bored waiting. Throwing rocks at the monsters and playing games helped, but maybe giving them choices on what to shoot might be better? (slingshots or BB's).

Waiting at BB's is still a lot for kids, we should bring back slingshots!

Letters, this activity I believe should not be in play at camp. Only because I feel it is hard to have such an activity last an hour long while also captivating their interest. Letters is something that should be pushed by counselors at rest hour or during down time. When the kids are surrounded by such a unique environment I feel their time is much better spent exploring it, then sitting down trying to write a letter.

Its always a hard sell for BBs or archery for junior/middlers when we have an hour to do something they don't really want to do. The kids really love the whole alien slingshot game! Except there are no more slingshots and now they just throw small rocks, and none of the monsters stay up so they have to go back there and set them up.. I think a huge improvement would be if that section of BBs was up and running again!

My campers loved all of the activities, but one that I could see improvement on is BBs just because they get bored sitting around for a turn. We made it work with counselor trivia and exploring the area around BBs, but I loved back when they were able to decorate targets, so maybe something like that to keep them entertained while they wait would help.

I know some of my younger campers weren't very interested in archery or BB's but I think it could be that we were scheduled for these activities a lot and they kinda got tired of them. Maybe space out the scheduling.

I don't think the younger campers really liked WILD unless the person running the activity really knew what

they were doing. I think heads of wild could give ideas about what to do during training because almost everything was just hiking and sometimes plant identification.

Wild(need to motivate to enjoy hiking)

The older JMs weren't huge fans of Magicology. BBs and Archery ended up sort of becoming a chore. They are fun but since only a few can participate at a time it is hard to keep them occupied, if there was also a side challenge or game to play on the side that would be nice, also some girls just genuinely do not care about these areas.

Alchemy

The campers that I sat with lacked interest in alchemy, archery, BB's, and rifles. I think one way these areas could be improved to meet the interests of younger campers especially could be to give the areas themes for the day or making it a dress up day at that area. For example at archery making it a hunger games themed day, or having the person dress up as robin hood for the younger campers.

HT- Crafts

C- BB's Camp should try to bring back slingshots or some other activity that campers could do to participate instead of coloring with crans

B-Barn (They weren't motivated to go down because they wouldn't want to ride with all girls. They are very awkward with females. Open space trips because they would sign up and get there hopes up just to hear only FE 24 kids getting on most of them.

F- Evening Plays in which they were told to go around with the younger kids because it takes away from them really participating. They aren't counselors and shouldn't have to watch the small ones. Trainees maybe but some of those older kids want to run and play jurassic park and capture the flag and not have to hold a campers hand.

The young ones weren't always excited about WILD but would have a fun time once they arrived there. Their least favorite day was when they had wild and magocology back to back- they thought it was the same thing.

Challenge for the younger ones was always one they did not enjoy as much because while they do challenge one of the other groups is doing Oh Mama or zipline which created some jealous and disinterest in what they are doing. If someone is running challenge I think that it either needs to be for both cabin and dorm OR challenge should not be ran AT ropes in order to avoid the group who is doing challenge from seeing the others doing other activities.

My kids just really didn't like ballistics or BBs and my older female campers didn't get into G-smash. I think the only real issue with BBs and why kids don't like it is that there's too much time in the period. Maybe the hour could be split between BBs and ballistics? I don't know how that would look programming wise, but when each kid has time to shoot 3 or 4 times it just becomes really wafery and boring. I think more females were drawn to G-smash this summer than summers in the past (big props to Nick Thomas), and that's a huge improvement, but I think it could be more inclusive if the "culture" of G-smash extended beyond the fantasy world it exists in now.

My campers are ponies. They don't go to other areas.

I think the campers didn't tend to commit much time or energy to sports and the older middlers seemed to be a little disinterested in Magicology, even though the head did an amazing job.

BBs, archery, and crafts (sometime) because there was too much down time. Its on the counselors to entertain during this time but most kids just wanted to mess around. But then they would get board. Especially if they didn't like the activity and just absolutely didn't want to leave what they were doing to actually participate. Crafts was just overall really hard because most of the activities would get done too quickly and then mayhem happened. In order to make these activities more fun, the counselors need more games, conversation topics, etc. to entertain the kids during this down time.

I don't remember any of my campers actively disliking an area, beyond just normal kid complaints or fears.

I think activities with Junior/middlers such as magicology, wild, and crafts can be amazing, but often fall flat. I

think this is a result of laziness which results in little energy or creativity given to the execution of activities. I think giving kids the opportunity to experience a lot of freedom and little direction is important and a lot of why camp is so fun for them, however they need a good basis to go from. If counselors running the area can appear passionate or excited about whatever the activity is, the kids will enjoy it! It doesn't necessarily require a lot of actual participation or interaction from the counselor, but if they're disinterested, the kids will be too.

Carnival could get boring for both my older and younger campers. I think it was always more fun for them when we had extended rest hour so there was less "free time" at the carnival- so splitting up lower and upper hill helped as well, having a few council ring activities, or adding in time for care package parties/packing/cleaning.

Most of my campers were often unenthusiastic about sports. For the J/Ms, they didn't like playing dodge ball or basketball every time, so it would make sense to have some more technical games for them to actually learn (flag football, frisbee, handball) that the seniors mostly get to play so they have some introduction and a break from sports they can play during meadow time. For the seniors, a large part of their disenchantment with sports was around softball challenges. I think this needs to be addressed as a larger part of the culture change on staff as there were occasionally female counselors who sort of played to their campers complaints and reinforced the idea that girls aren't supposed to play sports.

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

NA

I think it all went really well.

I know that building the schedule is extremely difficult, and I think Annie did a great job overall, but we often simply had the same activities too many times in one week, which decreased the campers' interest in those specific activities.

More special programming! Also more open space trips, kids really get a lot from those.

I feel like it is pretty good over all just some areas are hard for young boys to have to go to.

I think that the special programming was exceptional this year, and that open space trips were awesome. Next year, I think it would be great to have even more open space trips.

It would be great to see more specific craft programming. Also I would have loved to see more lengthy hikes around camp that also included more survival skills.

Maybe being scheduled for a morning so that brother and sister cabins and dorms have to do activities together to give them more structured bonding time.

n/a

To improve the scheduled activities, I feel the area head needs to be scheduled to work their area more. There were two whole sessions that I went without working rifles a single time.

N/A

I think the activities were great this year, but I do think it's important to change things up from year to year and take out J/M activities like meadow games that the kids just do not like.

Not that I can think of, things went really well I thought!

I feel strongly that store should be a much less desirable area at camp, and that activities such as letters that keep antsy kids away from being outside and exploring should be modified.

None that I can think of. I think it would benefit everyone more if there was a specific point person for drama since it got a little disorganized last year and that area sort of needs to be organized.

No suggestions, this past summer was awesome when it came to the camper program.

I'm very pro-special activities! We should try to encourage more special activities for the junior-middler schedule to give it more variety.

I think scheduling was amazing this summer

I think that the amount of options are good except space out the amount of special activities.

None

No I think the scheduling and programming was done very well!

Dorm fellowship should be taken place on your overnight.

I feel like camp has completely lost touch with the outdoors. It is really sad when hikes are scheduled and few if any campers show up. While at the end of the day it is their choice, I believe it is stemming from a culture grown over recent years and a lack of enthusiasm from the staff. How can we possibly get campers excited for hikes and overnights if the counselors are moaning and groaning about it and are too lazy to walk a mile at most? It really is a shame because there are some beautiful places at camp and whenever I get to share these places with the kids, they love it. When I was a camper, going on hikes and on open space trips were cool and was packed with kids. Now it seems like pulling teeth. I hope that in the future we can really encourage our staff to appreciate our nature and share that appreciation with the kids.

Drama needs a head, I know a few campers who felt like they weren't as supported as they needed to be because they didn't have a leader to follow. Store in my opinion can be too often for the campers, a lot of the time their day revolves around store and planning out what they want to get. Alchemy was always stocked enough for my campers- it was the older ones most common spot.

Annie did such a wonderful job of encouraging staff to put in special activity requests and then would make sure she got them ON the schedule for the upcoming week. KEEP DOING THAT. It helps staff stay invested in the things they are running and also helps bring new fun activities for the campers that they can participate in.

Nope! I thought the programming was stellar this summer. Go, Annie!!

Don't schedule double senior barn days week 1. Tell head of programming to consult with barn for the first few weeks. Barn can be a dangerous area with specific needs.

Make sure everything is evenly spaced out for scheduling. Some times the campers would have the same activities 2 days in a row. But also, scheduling is hard and not every thing will be perfect. Very slight critique.

Maybe show new staff how to fill out a special activity form. I think in general most special activities are run by veteran staff instead of all staff.

For areas like J/M video, BBs, and even archery, it was helpful to have 2 counselors/crew members working the areas just so that for the kids that were not directly shooting during archery/BBs or filming during video still had a staff member to entertain them with activities and a counselor to help with bathroom runs/disputes that arose.

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

NA

Nope

An open space ropes trip would be awesome.

Backwards Day again! Other themed days, like maybe a Gold Rush Day during American Heritage.

Not really!

Not at the moment

I don't have any ideas for new programming.

I would love to create some more traditions in World Friendship and American Heritage similar to the orders. I am really excited to see how the new groups in American Heritage continue into this upcoming summer. Also

I think it would really awesome to continue doing the 'One-Night Stand', I remember it being one of my favorite camper memories! I would also love to incorporate more programming into pool occasionally, such as some what organized games or events.

bring sticks back (?)

N/A

The kids love special activities like "I'm walking here". "Mario Carts", "Meddlin with the Meist" "pokemon go", "Sock assassin", or even the day Ethan Meyer and I acted like the camp police/security. More things like that would be great, the kids love it and they cant get things like that anywhere else, it's what makes camp unique! Backwards day that is throughout camp at activities and with meals etc

Mountain biking and fishing would be two really awesome things to see at camp.

Nope!

Maybe more special programming at pool. Last summer the pool trainees came up with a "GG Resort" clinic at pool where kids were able to eat ice cream and chips and salsa at pool like they were on vacation at the beach. It was so awesome and I think if we did that more often campers would love it.

I think we should bring back the one night stand open space trip, I think that would be fun for campers who didn't get the chance to go on the double dipper.

Not at the moment

I enjoy all the existing activites

none

I think a general idea for areas for younger campers that would get them more excited would be for the counselor to dress as a character that somehow applies to that area. That would be fun for counselors and those kinds of things are very fun and memorable for campers.

Bike Riding. Camp has many trails that would be great to bike on. When I went on overnights and such I asked my campers and they all seemed to want to participate in Bike riding around camp. I talked to Johnny about it and he told me insurance and space would be the hardest parts about the area. If it works out I would enjoy helping start it up at Geneva Glen if needed or another perspective. Trail work would be a big start up as well as many have big rocks that could be hazards for rides but those could be taken out and trails can be walked and trimmed during pre-camp.

This summer I did a trial run on the new "G-League" which was basically like intramural tournaments. I knew that it wasn't going to be perfect but I really hope that the sports program in the future really values that and improves it to the point that it is an integral part of camp programming.

Maybe a media/radio that really grabs the campers who love film. (But of course not too much-cant have too much technology at camp)

Encourage kids who play instruments (not just guitar) to bring them to camp and maybe have more days where "radio" is a almost like band practice where they can create music together and maybe even prepare fun things for council fires.

Nope, I just think we should continue to chug along with all the awesome special programming we had this past summer.

Crafts afield.

We could improve and add to the ballistics programming.

I think adding a science component would be really fun! This could be incorporated with epicureanism so that while the food is baking/sitting, the kids still have something to actively engage in. Plus all kids love oobleck, baking soda/vinegar volcanoes, and watching a hard boiled egg get sucked into a jar by a candle!

Exercise/yoga/zumba daily

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).

I know that all of them loved Jurassic Park. Coming from my point of view and some of my friends who were campers. I think banjo man should be a JM evening play, and seniors do something else. Seeing Banjo man so many times can get pretty old.

My campers all loved capture the flag and Jurassic Park but they wish capture the flag was a full evening play. They weren't that big of fans of splitting it with other evening plays.

I'll try to talk to the people who run Island Dancing to see if they can improve it.

Favorite: Jurassic Park, Capture the Flag, Kangaroo Court

I don't remember kids disliking any explicitly

My kids loved pretty much every evening play with the exception of Counselor Hunt and Kangaroo Court.

All of the above! A lot of J/Ms were upset that Capture the Flag was Senior only.

All campers love jurassic park! I think that the way Wes and Jack Ryan ran counselor hunt during world friendship was the ideal way to run it both for the counselors and campers. (counselors are introduced and then hide, when found they go to a central location until the next round. This way theres no following happening while counselors rehide.) From my experience most evening plays were liked by my kids.

I feel like the favorite for most boys is jurassic park and CTF were the favorite for my campers. The least favorite was the dance as for the most part they just didnt like them.

Evening plays that revolved around drama and dance (Sword Soliloquy, Merlin's Masque, Pageant, the Musical, etc.) were great. Other great evening plays were magicology, the dance, island dancing, Induction and Ladies court, and evening vespers. I don't think there needs to be any major alterations to evening plays, although I think that there could be more free play and meadow time.

This summer was the best Chautauqua that I have seen as both a camper and staff member! Jurassic Park of course was most of my campers favorite evening play. I think something to improve counselor hunt would be to make it into multiple rounds instead of continuous, so counselors can hide more effectively. Also it was ideal to have Mackenzie's overnight be on the night of the dance but let them come down for a short amount of time.

Kids get tired of counselor hunt after two rounds. Capture the flag for seniors was not successful. JP is always great! Kangaroo court was better with younger kids (but it's hectic), island dancing is awesome!

Jurassic Park and Overnight were were well liked!

Jurassic Park

The Dance

Jurassic Park was the resounding favorite of both staff and campers alike. I believe it is perfect. I believe that this summer was a great way in spreading it out. When I was a trainee I believed that some things such as Counselor hunt was a little dull, but this summer it was set when the older kids were on their overnight.

Favorites - Council Fire, Jurassic Park, Capture the Flag, Dance, Movie Night, Kangaroo Court, Sword Soliloquy

Least Favorites - Banjo Man, Mock Ladies Court, Counselor Trivia

Favorite: JURASSIC PARK, capture the flag, the musical, Ladies Court

Least Favorite: Kangaroo court, Movie night (my kids were either bored or scared/homesick).

I dont recall doing free play this summer either. I liked free play because it gave the campers a sense of responsibility and maturity. It made them feel like we were treating them like adults.

The only evening play I found troublesome was the trivia night. It was pretty unstructured and I found that it was hard to try and keep so many juniors and middlers captivated for such a long time.

Jurassic park is always the favorite. Campers also seem to really get into banjo man. Each camper comes to camp for something different, and for the kids who come for dance/ merlins masque that is always fun for them! All of the evening plays are ideal as long as they're not all running based evening plays back to back!

Primarily did not love the nights where not all of camp was involved in an evening play. Younger campers were bummed about not being with the older campers, and my older campers missed having the younger ones at things like the dance or capture the flag. Although, the Magicology evening play was awesome and a great use of splitting ages up.

My campers loved every evening play except for maybe counselor hunt and casino night. They just got bored after a while with the same activities.

I think Jurassic Park and Capture the Flag were the most popular evening plays. I think the least favorite was probably Counselor Hunt. A suggestion that I have is to make Counselor Trivia shorter, the younger kids got really antsy about halfway through. Also I think the shorter Capture the Flag is good too because the kids lose interest after awhile.

During American Heritage, the "wild west show" needs to be rewritten because we are now glorifying racist figures in history and still with subtle racism. And the night of Rendezvous during that session was not entertaining at all for the campers and they hated it. I think we can possibly shorten it or add something that is more interactive with the campers

My favorite were council fire and jurassic park. My least favorite was Banjo Man and Capture the Flag. Learn how to promote older campers to have a positive attitude.

Jurassic Park (obviously) was a huge favorite, a lot of my seniors wanted to do this and the G-smash (or other overnights) overnight but because they were scheduled on the same night they decided to stay at camp to play, so maybe make sure nothing else is going on the night of jurassic park because campers pick and choose. Little kids loved kangaroo court, but the seniors couldn't care less.

none

The favorites of the campers I sat with were consistently the dance, jurassic park, capture the flag, and magicology.

One evening play that got a lot of complaints was counselor hunt. I think the issue with counselor hunt was that the rules can be unclear for campers and they often follow counselors when they are rehidng which can be frustrating for the counselors. So maybe if instead of going to immediately going to rehide the rounds could be shorter and several rounds could take place so that when you are found as a counselor you can't hide again until the next round.

Free Play should not be an evening play, when we finish evening plays with left over time it should go into banjo man or another scheduled activity.

My campers favorite activities were always the dance, council fire, banjo man, island dancing.. The older ones aren't a fan of the movie night, capture the flag, and sometimes kangaroo court. The younger ones were exhausted and pretty upset by the end of Ladies Court. (Most of them ended up sleeping in the back which helped)

Jurassic Park is always a camp favorite.

Capture the flag I think was slightly underestimated this year and wasn't played very often and when it was, it was cut short. So, I think keeping capture the flag prevalent would be good.

If we do free play, I think there needs to be slightly more structure. Maybe open a few areas and have a competition or something (ex. Open archery and the winner gets a soda). Just to make sure counselors are still involved.

Little kids LOVE Kangaroo Court--older kids, not so much. I'd say Banjo Man is pretty split down the middle in terms of liking and disliking, but it would also be a travesty if we ever stopped Banjo Man. I've also found a big

divide in Jurassic Park. Kids seem to love it up until about cabin 8/dorm B age and then really don't like it. I think the issue there is that we end up playing it for way too long.

For me personally, I find that Jurassic Park, Capture the Flag, and Air Band were the most entertaining throughout all of the age groups alike.

Favorites were Jurassic Park, Capture the Flag, J/M Magicology, Counselor Hunt, The Dance, Movie Night, Council Fire, Banjo Man, Island Dancing.

I cant think of a single evening play that my girls didn't like.

I think evening plays were great overall.

Council Fire and Overnight are the favorites. The least favorites are Chautauqua.

The magicology night was fantastic, Landon did a great job changing that into something incredibly fun.

Favorites-Jurassic Park, council fire

New scheduling with overnights made some campers miss evening plays they wanted to be present for, such as capture the flag and the dance. An easy fix would be to have all of the overnights on the same night, or junior middlers have overnights while seniors have cookouts, but I know that's what happened in the past and it was a conscious decision to change that, so I'm not sure how to fix this

Favorite: Jurassic Park, Movie Night, Council Fire, Banjo Man, Ladies Court, Island Dancing

Least Favorite: Counselor Hunt (without the older kids, the J/M got scared, bored, and didn't have very much fun), Casino Night (there needs to be more of an objective for older kids to stay engaged that long- maybe cut down the time or add incentive for them to win/play more), Overnight (splitting the genders helped immensely!! And while most kids liked it, the only issues we had were when there was impending weather or lack of counselor ratios, so making sure that weather reports are looked at and there are enough counselors on that night is important).

My campers usually loved capture the flag, but having it as seniors only (mostly?) made them more inclined to stand around and talk because they didn't have the younger kids to feed off of (or for oldest kids, to wander around with). They all love jurassic park and counselor hunt, but there weren't enough counselors on for a few hunts because of overnight scheduling which would have made it more fun.

Ladies court, Jurassic park, banjo man

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

Keep Jessie Dictor around! She killed everything dance related.

I think all these events ran great and just as intended

Everything looked great this year.

The night of Rendezvous was a little long, but otherwise all great!

I liked the way everything for these events was set up this year.

They were all really good, I don't think anything really needed to be changed

The special events were great this year, and I don't think they should be changed.

The only thing I would love for Chautauqua would be some sort of tradition for the eldest girls. The older boys get to participate in things such as 'boys of the summer' and the mock ballerina thing but there is not an equivalent on the girls side. Overall, the programming was so well thought out this summer!

Kids burn through the activities at carnival style events. Maybe put in a game like "moonshiners" to also occupy older kids.

n/a

Make the 4th of July a full day of special activity.

N/A

The new Rendezvous and Wild West Show need some work, but that's understandable considering it was all new this year.

No, they were amazing!!! I think we have a really good system down with all of it.

It also helped that really organized and responsible people were in charge of these activities. The effort that people put into planning and making these activities happen shows a lot in how good the activity is.

Get more supplies for carnivals, and think of more areas counselors can run so that kids aren't waiting in line for years to play games but also aren't losing interest. I think there's too much narration in Merlin's Masque.. Especially in the druids dance, it really takes away from the hard work that group puts into that dance every year and they don't even get clapped for after because Ken literally does not stop talking throughout the whole thing. We lose so much of the music, the feeling, and atmosphere the narration is trying to set up and I personally feel like its unnecessary. Otherwise its great! Maybe a little confusing with how the acts are held, but fun to watch regardless.

The biggest issue, as I am sure has been in the past is campers' on court being constantly irritable and wishing they had more time to hang out and do camp. This was not Colleen's fault, but that Pageant is a huge time commitment for these campers in general. This was a common complaint from friends when I was a camper, and the FE, 2, 4 campers expressed the same irritation throughout KH2.

No, they were so fun!

Nope!

Read above for Rendezvous. Everything else is great

I enjoyed each special event this summer and each was unique and planned with full efforts and it was nice to see each camper being involved somehow.

none

These events were always something campers were happy with and excited about from my experience.

Day offs should not go from Thursday- Fridays. Many staff members enjoy watching the Thursday night show, Merlins Mask, Pageant, and what not. Also that last day you want to be with your kids before they leave. Those last 2 days are the leave it all out there days that most kids want to be with there counselors and dorm mates.

More/ new activities that happen during the events that take place in the meadow like Rendevous or Carnivale. I don't have any specific examples, but I know that older campers especially are somewhat burnt out by the same activities year after year. (bring in things like the dunk tank to keep it interesting.)

No! This year's Merlin's Masque and Sword Soliloquy were the best I've seen (go, Jessie!), and I think the structure we've found for Chautauqua works well.

The change to Chautauqua that was made a few years back I found to not be the best of changes. I really like the format in which each country would take turns presenting. I felt it was more organized and educational.

They were great. No complaints.

For Carnivales and special events in general I think having the staff be more energetic and chaotic leads to a much more fun time. Often this summer they were sitting running their station and while their station ran it didn't seem very fun or lively.

KH 2 and specifically voting for the court makes some kids feel like Kings and Queens, and can ruin summers for others. Those last year campers who have gone to KH2 for years and always looked forward to being on court are crushed when they don't make it and are reminded of it continuously all session. Their self esteem can be shattered, or the love camp has for them questioned. I think in general the voting process does more harm than good, and those on court are not always the most deserving. I think a solution would be to make Pageant more similar to Merlin's Masque-have auditions. Or another solution would be to have ALL last year campers are guaranteed a spot on court, and solely vote for king and queen out of all of them-so the magic of

pulling could still occur.

I love the tradition of having Merlin's Masque always the same so that we always know what to expect. But I had a lot of older and younger campers complain about having to go as they were bored, sitting in the sun was hot, etc. Is there a way to spruce this up a bit? These are all radical suggestions, but perhaps adding snacks for them to eat, turning it into a Melodrama so they can boo and cheer for good/bad characters, allowing for more participatory medieval activities like the Ren. Fest?

What insights can you share about overnights and cookouts?

There are so many better foods you could do than pita pizzas. How about quusidialls or something that is literally not impossible to cook correctly.

I think overnights should happen towards the beginning of the session. The B,H, A overnight happened two days before camp ended. If the overnight happened at the beginning of the session it would be a great bonding opportunity for the kids to create friendships that can be grown upon during the rest of the session

Try and keep two counselors per cabin/dorm on. Otherwise I went on one traditional overnight and one G-Smash Overnight.

The overnight model that we moved to later in the summer worked really well - I like the idea of co-ed cookouts and single-gender overnights, leaving during 5th period.

They seemed to go well! I liked the prep only 5th period, not the whole afternoon.

I think that Co-ed cookouts and split overnights works out well. I think that the issue that comes along with that is for the guys it doesn't seem like there's enough counselors for the amount of boys. Which would be a positive to going back to the co-ed overnights. Everything else worked out really well in my opinion.

I still think that co-ed overnights would be nice as boys struggle to talk to girls and that was the time when they were actually able to do that, but at least we got the cookouts together. Having all sorts of groups go on different days however was a great idea because it gave a lot more freedom to where they could go.

As a crew member, I did not participate in the overnights/cookouts.

I loved having the single gendered overnights! Also my campers did not seem bothered by it, but my cabin 7 girls did know the "drama" behind the reasoning of the separation. However, it was really nice to have the mixed gendered cookouts. I would love to see some sort of actual "cooking" on the cookouts. It is a lot of counselor only prep which I think takes away from the whole point of having a cookout.

The co-ed cookout and separate gender overnights worked great!! Having 5th period off works great to get everything ready and moving.

see my area head feedback form

I think that we should go back to all the Juniors and Middlers go on the same day as well as all the seniors go in the same day. We can still keep it same sex. I just think it would be easier if they all went on the same night. Also different nights for cookouts and overnights

I personally believe that having co-ed overnights are such an amazing experience. It was fun to get to know the girls better and as a camper this was a night where long lasting camp relationships with friends I got closer to. I believe the way it is set now is good for the circumstances, yet the old way was better in my opinion.

I think we should go back to separate cookouts and overnights. It's way easier to have kids eat in the lodge and then go straight to their overnights instead of having them lugging around their stuff to the cookouts and then having to coordinate meeting up with the other cabins/dorms in each overnight group.

I liked the separated gender overnights. My girls always got closer to one another and the other girls we went with who weren't in our cabin. Plus it empowered them- instead of focusing on boys they focused on each other and their bonds.

I didn't like the separate gender cook outs and was really happy when we changed that. I think the joint cook out allows for bonding between the genders and for the girls to get to know the boys better- it kind of forces

them to be together so those bonds form- pushes them outside of their comfort zones.

I truly believe that overnights should go back to looking like they used to. I think that all juniors and middlers should go on the overnight together and should definitely be integrated with genders. Kids are missing out on a huge growth opportunity by being put with only their gender. Camp, for so many people, is a place where we learned to interact with the opposite sex well via time spent together on overnights. Even though brother dorm and sister cabins will see each other at other points in the summer, the little kids will really grow closer to their age group as a whole if we just changed it back to how it used to be. I felt we took a step in the wrong direction with overnights. Also we need to workshop the cookout. I still find myself wondering why we even do the cookout if we're not cooking at the overnight spot. Kids don't learn anything during the cookout besides how to eat outside, and counselors have to work much harder to make them food that they almost always appreciate less than the dining hall.

I liked the idea of having cookouts and overnights at the same time. But also felt the inclusion of both hills would be strongly beneficial (coed), especially for the tween age of kids just because they aren't going around to every activity with their sister cabin and are still pretty awkward when it comes to willingly interacting with the opposite sex.

I think splitting them up days at a time overcomplicates things and wrecks a lot of evening plays. While I love the throwback to cookouts being the same night as overnights, I also think there was a good reason we stopped doing that. I know after the cookout I always get hungry and there's never enough time or material to make seconds for everyone, especially when you have 40+ kids and 3-5 staff members. It makes it even harder to convince kids who are not completely full to hike 30 minutes on a steep trail to keep a positive mindset about the overnight, since a lot of kids don't really like it until after they do it! Cookout locations are fine as long as campers help carry up food. Everything else is fine!

I understand the thought process, but split gender overnights came as a major upset to every camper I had other than Dorm D, and even some of them were upset not to spend time with the girls. My Senior overnights were bland as these campers already spend so much time together, having a fixed time for them to bond and become friends with the girls is crucial. I made some of my best female friends at camp and can genuinely say it was because of those overnights. Of course they can socialize other days but the setting of the overnight was always an exciting time for myself and my campers felt the same. With this, I believe we can figure out ways to distinctly separate them at a more appropriate time, while still letting all of us spend time together.

The spaced out overnights that were meant to allow more age appropriate evening plays was detrimental as campers missed out on evening plays that some of them loved. My Dorm D was very upset that they had to miss the dance as it was something many of them had been looking forward to and talking about. Possibly condensing the nights where we send out campers for the overnight would relieve this as they wouldn't miss out on evening plays. And we still have the option to do two or three age specific evening plays.

I liked the fact that cookouts happened before the overnights on the same night at a closer location to camp. I loved all the locations as well and using 5th period to pack.

Although the single gender overnights were not very popular among older campers, I think they transitioned well. I liked how we switched the cookouts to co-ed cookouts at locations that were closer. I think it gave the kids the bonding time they wanted and it was also easier because you don't have to deal with having food at where you're sleeping. Also, it was easier to run to the lodge and get stuff that had been forgotten. There were a few times at Black Canyon when we had the cookouts that not everything had been in the boxes.

Overnight locations got very repetitive and often times, for both cookouts and overnights, we weren't given what we needed (such as an aquatainer) and we need some of those things. The cookouts and overnights also seemed very loose with timing. Cookouts need to be started earlier and there needs to be a set time to leave for your overnight

I enjoyed having the cookout be with the opposite gender before splitting off for the overnight instead of being completely separated for the night. It was nice to go to two locations at camp and have the opportunity

for freeplay and bonding.

Pita Pizzas were good, but they took way too long to make it would be an hour or even more between the timothy first and last kid got their pizzaz, most kids also wanted seconds because there wasn't enough food. A simple pasta to warm up all at the same time would be amazing. Also can we bring back gorp because I loved that stuff as a camper, best part about the cookout. It also made waiting for food more bearable. overnights went well single gender tho.

I think the overnights could be improved a lot. We spent way too much time at the cookouts that when we got to the overnight spot we pretty much had to go to bed. I think it would be in the best interest to have food already made for the cookout so that we wouldn't have to spend a lot of time making pizza and could have more time for other activities.

I think the biggest importance is having a plan for games and activities to do with the campers because that way even if it rains or the camper didn't sleep they have the memory of the fun activities of the night.

As much as the relationships with your sister cabin on overnights is great, I was very surprised how well it went this year. The cookouts with your sister cabin or brother dorm and then separate to go with your close age groups was fun.

I think we should try doing 2 overnights per session, Geneva Glen is an outdoors camp and many campers never get that experience to sleep under the stars. When we do the first overnight we should do as we do in staff orientation and tell them about things like thunder, how to start a fire, how to purify water. Camping knowledge that even many staff members and myself would need to learn and would help future kids become staff members know how to do overnights.

At this point, I see absolutely no value in cookouts. I don't think it teaches campers anything besides how to eat outside. I think it was fine when they were on a separate night, but now the counselors are really stressed to cook quickly so they can hike to the overnight spot before it gets dark. I also am not a big fan of overnights being spread out throughout the session. Even if the single-sexed overnight remain, I think there are plenty of places to go to do the senior/JM way of doing it in past years. I don't like the way camp feels in the evening when a chunk of campers aren't present on several different nights.

Honestly all were great even with the new changes, none of my campers seemed to upset. The youngest ones at a great time with the other girl cabin- it was amazing to see. Sometimes it felt like there wasn't enough staff on- it can be a lot of sleeping bags to set up/pack up with the younger ones. Food needs to be fully stocked- tinfoil, prongs, napkins...

Cookouts together is a great way to bring the two hills together before separating them for the overnights. In my opinion the separate gendered overnights really allowed my dorms to create a tighter bond as friends and it also was easier on us counselors not having to account for a dorm & a cabin and making sure there was no inappropriate behavior. All in all I believe the system this summer went very well.

The transition we made partway through the summer into making cookouts co-ed was a BIG improvement. I think both counseling staff and the campers really missed that time with the brother dorm. The transition into single gender overnights this summer was definitely rough, but I think we found our footing by the end of the summer. My biggest comment would be to pick an easier cookout dinner. Pita pizzas and quesadillas just have too many moving parts, and they either never cook/melt or they burn to a crisp, and no one ends up getting the food they want/need. Hot dogs might be a good idea. They're so easy, everyone likes hot dogs, there are meatless and gluten/dairy free alternatives, and they come pre-cooked so we just have to warm them. Plus they're so campy!

A appreciate how office staff listened to seasonal staff concerns and transitioned to co gender cook outs before the overnight!

I will always cherish my overnight memories because they are some of my fondest, and I feel sorry for the younger groups that they no longer will get to have combined overnights.

The kids always complained about more food so some snacks definitely need to be added. The seperate gender overnights went great with the younger girls! I do think a alternate activity needs to be added for brother dorm/sister cabin bonding. A lot of girls wish they had this. Maybe like a night excursion where the

bro dorm/sister cabins go some where and do activities. This means traveling outdoors in nature around camp and connecting more with everyone.

I loved them. I think even more of a focus on leaving the cookout early to have the most amount of time at the overnight.

I think the separate gender overnights were fine, in that yes we had a lot of fun! However my main takeaway from the change this year was that not having overnights with your brother/sister cabin the first couple days of the session makes it really hard to get to know them. I felt this for myself as a counselor trying to get to know my brother dorm, but also definitely from my campers. Those that already had friends in their brother dorm were fine and hung out with them during normal activities, however those who were younger or didn't have friends in their brother dorm going into the session didn't get close with any, or sometimes they would start to become friends but not until the last couple days. I think having other planned activities such as the cookout where they have to be with just each other but still have some free time is a good compromise, and I think it would be most beneficial for especially seniors to have this time to bond early in the session so that the friendships have more time to grow and deepen.

This year was the best I've ever seen them! Combing overnight/cookouts worked GREAT particularly when they were in different locations (ie. brother dorm/sister cabin cookout near camp, then hiking to separate gender locations to sleep). This allowed time for order co-gender bonding at cookouts and helped with food clean up since we weren't sleeping where we were cooking. It is also more beneficial to only have 5th period off- this leaves enough time for packing/prep but not too much time for one counselor to have to come up with programming for an entire afternoon!

The combination of cookout and overnight was really fun and made for a whole evening where kids could really unwind and hang out together. I was not a fan of the split overnights because, while there were valid reasons behind the split, I think it also reinforced some negative ideas about hetero-normativity/platonic relationships between boys and girls, even if this was more subconscious than outright. I also think there needs to be a rule implemented that junior/middler counselors should not be on alone for overnights unless there is actual reasoning from both their co's for missing out, and then there should be limits on how many counselors in an age group are gone.

Trash remaining at site

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

Nope!

Not really

I don't have any additional comments.

n/a

N/A

Not that I can think of! All went well!

Nope

None

Nope!

We need more discussion between Sup staff/Admin staff and other counseling staff. We were left in the dark for things we should have been told, we were shut down when coming to Admin staff about concerns about very large problems, and we had no chance to discuss changes that happened and were decided by Admin staff

none

No

During World Friendship we should change the countries to a consistent thing such as knighthood and now American Heritage. The reason is we could learn more as a staff about each country year after year, and we can enrich campers in each one. Campers want to be Russia, they want to be Arrows, they always look forward to being that next year of dorms. They would give Geneva Glen a total of about 20 countries or something we would use every year or every other year, and would kids would learn cultures. There should be a night during World Friendship where you must present a skit of your culture and tell facts about your country.

nope!

Not really.

None

Comments about the new programming for American Heritage?

Really great step in the right direction, just continue to tweak and make better in the off season. Keep it up. J/M tokens should be more difficult to obtain.

Senior Track's seemed a little too hard since so few had achieved and it would take a lot of involvement to achieve the track.

I think we need to encourage the tracks much more strongly and make the tasks for getting tokens more difficult - my J/Ms often finished all three required tasks for a token in one period and then panicked when the area had run out of tokens.

I loved it! The j/m tokens could have been harder to achieve! I loved the last night ceremony!

I think the wild west show needs more direction but I love what has been done with American heritage!

Not really

I really liked the new programming, although I think the requirements for tokens should be more standardized in that some tokens seemed very difficult to get while others were quite easy, which I think led to campers gaining tokens in areas not based on interest in that area, but instead on how difficult it was to get that token. It was great. It felt that the tokens were a little too easy to get. At the beginning of the session, getting a bulls eye for the archery token seemed to difficult but it actually made campers more excited to earn it.

Wild West show needs some rethinking and more organization. But I love the tracks. Maybe make it a tiny bit easier for more kids to accomplish.

I think it's one of the most important things camp has done. I cannot wait to see where it goes. I'm really really really jazzed about it

The track program and Rendezvous were very good. And I think more kids will continue to buy into the track program.

I enjoyed it a lot, and believe it had campers more involved. As a trainee I didnt necessarily enjoy it because of the comparative programming in Knighthood, but this summer I really enjoyed what was done, It just needs more organization and more ways to motivate seniors to partake in the Track program.

The kids who bought into it really went for it, but many kids didn't buy into it. Many of my cabin 5 girls saw the list of requirements and were turned off by how much was required to do, they didn't want to have to sacrifice making friendships and rekindling old friendships to gain their track, a lot of them didn't feel it was possible to achieve both. And maybe making the J/M tokens harder to achieve as well.

Other than that I thought it was well thought out programming with great intentions. It was really cool to see it come together and I think it has the potential to be a program that is around for a long time and be loved by the kids.

J/M tokens definitely should stay.

I found it very hard to get the older seniors involved with the tracks program and also found that many of the

programs in the tracks program did not seem very feasible. Either they couldn't be done, or there wasn't enough opportunity to get them all done.

It was great! I'm super excited for the potential the new programming has for AH. I think some tracks were way to difficult to finish, and some staff wasn't super accommodating to campers who needed to finish things that they didn't get to finish due to other programming. I think its important for campers to still be able to be campers and do other activities outside of their track and still achieve and earn it! J/M tokens were fun and got kids amped to go to areas they normally wouldn't be super thrilled for.

The new theme, setting and Evening Plays were well received, but the track program needs work as expected. In my dorm I had only one camper attempt a track as the others felt they were there for simply camp and did not want any other duties.

I loved it! I think campers got really into it and it was very educational.

I think it was generally very popular with a lot of kids and I think its cool for kids to have something to strive for. I also like that it teaches them skills about areas that they wouldn't have known otherwise.

It's still racist, but now we're glorifying the racists. It needs to change and I'm willing, during the school year, to change that because most of it was through the "wild west show"

I thought it worked well

I thought it was very well done!

The Family groups are awesome and the consistency will be very nice year after year. Senior track program is great as well, but I had HT and the Junior Middler Tokens were kind of a pain, it seemed as we were always making them, or just handing them out. Instead of tokens the kids should learn some task at every area. Like during a carnival thing let them learn how to make things that native americans used to make. Would give them a more sense of culture.

Seemed great! It was my first AH so I dont have much to compare it to. Some of my girls got very into it and they were the youngest seniors. Others weren't as interested. Some gave up when they realized how hard it was going to be to complete certain things (rifles)

Early stages of tracks need to be easier. As they progress in the program it should get harder and harder.

The J/M programming was strong, and the kids LOVE those tokens. I think in future summers we should work to make them maybe slightly harder to attain because most kids ended up racking them up. The senior program was a little less strong, and a lot of last year campers I talked to understood why we got rid of Pow Wow but also felt really bummed that they missed out on their last one. They didn't love that we never really formally talked about why we got rid of it, and they felt like a lot of staff trashed on Pow Wow without realizing that it was really important to a lot of campers regardless of the problems with it. I think that could've been part of the reason the new programming wasn't so popular with the older kids. I do, however, think it will catch on as the program builds, especially if the little kids love it.

We did a "track morning" at barn for seniors when all three of us were on. I did arena lessons all morning, Jake did trail rides, and Mady taught grooming, tack, and horse behavior in the stalls. Seniors were able to hop around stations and complete all the tasks for their "track". This was also a great way for seniors to learn more about barn then they ever did before!! It was a great morning of programing!

I feel as though not many of the seniors took to participating in track programs, and since it was up to their discretion I think it was not as influential.

GREAT! Loved it. My favorite session.

I thought the new programming was excellent, it just needs time to get more buy in. I also think we should designate mentors for each track program who can help guide and mentor the seniors as well as explain anything that might be confusing.

I am so thankful and relieved AH got rid of pow-wow and other programming regarding appropriating Native American tribes, I think these are definitely steps in the right direction!! I had really high hopes before the summer began and in the beginning, talking about possible ideas and programming with many including Pete and Jessi Garhart, I thought the new 'progressive programming' and wild west theme was going to fix the unfortunate stain AH programming has been on camp. However, as AH unfolded and I was heavily involved with the Wild West show and helping campers with tracks, it became clear to me we unfortunately were not

on the right track with AH. I know this isn't what people want to hear after so much thought, time, energy, and resources went into the new AH, however I really think AH still has a lot wrong with it and it is better to confront that now than come back and redo everything again in 10 years. I could go on and on about how having cabins and dorms represent groups like 'The Scouts' and 'The Pioneers' glorifies the violent and racist colonization that occurred, how it resulted in a genocide of Native Americans, and now AH basically whitewashes history to make the expansion of the west seem heroic and all happy go lucky, but it is so much more complicated than that. And I know over the session there were attempts to talk about and include the Native Americans who existed before, while, and after the American expansion occurred, and I was part of those efforts but I don't think they were successful enough. During the session and since I've thought and worried a lot about how camp can make AH right and here's some conclusions I've come to: We can't talk about 'American Heritage' without talking about the slavery and genocide that America was founded on, but campers and counselors don't go to camp to learn about this stuff, understandably. It is not camp's job to teach history, but that is what AH inadvertently is based on and in effect attempts to do. Camp has to take responsibility in that AH as it has existed teaches a false or at least incomplete history, and that greatly shapes the beliefs and misconceptions campers leave with, and contributes to the huge racial inequalities that exist in America today. Over the session this past summer I tried my hardest to create educational experiences and have conversations with campers of varying ages about the changes of American Heritage, the importance of their groups, and challenge them to consider the facts and different perspectives of history. And overwhelmingly the response I got was not disrespect, but disinterest (from both campers and staff). People don't go to camp to sit quietly, focus, and learn about American history. They want to run around, get dirty, dress up, and be silly and free while submerged in the magic of the Glen! This is to be expected, and I don't think it is beneficial to shove the facts of the past on kids, or more likely teach an incomplete, inaccurate history that glorifies our country's dark and challenging past. And it's not camp's responsibility or place to teach American history, or patriotism. Our job is to give kids the best two weeks of their year while they can be as carefree and loved as possible. So here's my suggestion, and I hope you see where I'm coming from. I don't think American Heritage should be a theme of a session. We have Knighthood and World Friendship, and both are vitally important in instilling values and lessons kids and adults can learn from to better themselves, and hopefully take with them into the world. What about AH? Once again, it is not our job to teach patriotism, especially when it is based on a fairytale version of history that gives kids heroes who also happened to fulfill their dreams of conquering the Wild West through enslaving and murdering those they viewed as subhuman. Especially when those effects are still being very felt today, however easy it is for many of us at GG to ignore. In fact a large part of why I think GG shouldn't continue with AH is because of how easy it is for many at GG to ignore these realities based on the fact it is a camp made up of mostly white and privileged people. I know it would take a ton more energy, creativity, time and resources to come up with a whole new theme for those two weeks of camp, but it will still be camp, and there's a lot of other changes happening, I've heard change can be good, right? Like WF, the first two week session doesn't need to be packed to the brim with programming and can still be extremely valuable and impactful. Some ideas I've had while brainstorming are-

"The (American or not) Outdoors'/'Survivor' which could focus on outdoors skills and appreciating the environment we are so lucky to have. Some possibilities could be a session of "Survivor"-teach skills that are valuable in surviving in the outdoors, could have activities and competitions like Chautauqua and the Olympics in WF with things like building fires, swimming, archery, hatchets, creating things from natural resources etc, but could also have silly physical and brain challenges similar to competitions on the show Survivor-such as slacklining, obstacle courses, tug of war, puzzles etc. Could include stories of real groups of people/individuals who have survived relying on the environment, how we interact with the environment today, or stories of extreme strength and the will of people surviving when not expecting it-some 127 hours, or stranded at sea stuff!

I am not a great program planner, and I know this isn't much. But I think if more interested/passionate people

got together and brainstormed possible new session themes some great things could happen! I hope you (admin staff, board, whoever reads this and has power to influence the future of AH) hear and understand where I'm coming from. I know I'm only 21 years old and have a lot more to learn and understand, but my critiques and suggestions come from my experiences and education so far. These include living in New Mexico surrounded and involved with Native Americans and their culture there, and seeing first hand the the astoundingly real inequalities and segregation that exist today as consequences of colonialism and the "expansion of the West" which occurred. Throughout my schooling I have learned conflicting histories of our country, but now understand the history which often is not taught in schools, that of the people which existed in America for centuries before 'explorers discovered' what was there. Their history is one of genocide and destruction, and why it is so damaging to continue to believe and teach the incomplete and false history which perpetuates American Exceptionalism. If we want to learn from our past to make the future better, we can't ignore or rewrite what really happened. It can be confusing to simultaneously be proud to be an American based on our country's ideals, and at the same time ashamed of the crimes committed in the name of them. I am reckoning with this quite bit myself! However, the point is I don't think it is up to Geneva Glen to take on this momentous task of teaching these factors of American History (or heritage) to campers, and I think it is better to abandon the subject entirely rather than risk not being on the right side of history.

I know I sound dramatic, but it is because I believe it is really really important. For me personally, I have spent quite a lot of time thinking about AH and camp and how we can make it better, because camp is so important to me. It is a place I love, and I want to to be the best it can be. It has been hard for me at times to want to be fully part of a place that to me perpetuates inequalities that are painfully obvious when AH rolls around. I think getting rid of AH is a huge way to fix this. Please know all of my suggestions and critiques are not coming from a place of judging individuals or decisions made at camp in the past, but are part of recognizing the flaws that currently exist and how I think camp can be even better for everyone to experience it for years to come. I understand this is just one evaluation of AH and I can't expect it to actually change things, but if I didn't share these issues which have weighed heavily on my conscience I wouldn't feel right. I know this evaluation is long as heck, and I honestly tried to keep it concise! But if anyone has questions or thoughts about the issues I have raised, please contact me or others to examine these concerns further.

Junior/Middler tokens worked great! But in the future, will kids not be able to get another token in an area they already have? Will they build upon it or will the requirements the next year be the same for them? I think this is important because if kids already have a token, they have nothing more to strive for the next summer, but if there's multiple levels to build on each summer, it will be hard to keep track of which kids have attained which tokens.

The large woodcuts for the necklaces were bulky and heavy; perhaps thinner or smaller ones would work better. The Family groups were really cool and brought a lot of new, fun aspects to the program. I don't think the senior track program worked out as well as it could have--I think there might need to be slightly easier requirements or fewer from each area because some of the tracks were nearly impossible to actually finish one level. I think everything else was ingenious and much needed. The small issues I am sure will work themselves out.

What were your personal favorite meals?

Yellow meal. Hasn't changed since hilltop.

Pretty much every meat sandwich/cheeseburger was DELICIOUS

Something with a salad that isn't just a basic "house salad"

Anything with fresh fruit and vegetables!!!!!!!!!!

Gyro meal, philly cheesesteak, pasta meals, breakfast sammy biscuits

the spinach salad meals.

yellow meal, chicken wings, other things I can't think of

Yellow Meal, Steak Fajitas, Lasagna/Pasta

They made very good tater tots. Also the meal with the chicken nuggets and sweet and sour sauce.

Pita meals, tacos, pizza, sandwiches cookouts.

steak fajitas

Wings

This summer the meals were amazing. Overall the old same traditional meals were great, but the new ones were even better such as the fried chicken. I enjoyed and Mountain Berry is killing it.

Chicken wings, pizza, burgers

breakfast burritos

Curry chicken at chataqua, salad with feta and strawberries, fajitas

Cheeseburgers, yogurt and granola

I love grilled cheese and tomato soup! Except not with ham. I hate the ham. (lol)

Spaghetti, Chicken fingers, Peeta/chicken salad. Simple Easy to eat meals! More basic Fruit and Veggies is needed.

Sunday breakfast, Yellow Meal, Grilled Cheese, Tacos, Steak, Burgers

Grilled cheese, pita meal, breakfast burritos

Yellow meal

Grilled cheese, meatball subs, gyros

The pasta and cheese breadsticks from KHII, breakfast sandwiches, oatmeal was easily the best breakfast, so it made me sad we only had it once.

Yellow Meal

I loved the greek meal.

Oatmeal in the mornings, should not just be a vegetarian thing.

Any of the veggie ones, and any that had fruit

Sunday Salad day, Chicken and Waffles, and pizza

Tacos, pulled pork sliders, grilled cheese and tomato soup, OATMEAL, build your own sandwich

Grilled Cheese and the Chili

Breakfast sandwiches, Chicken Alfredo

Beef Stroganoff, Many of the Meals during our introductory week, and french toast sticks

Spring rolls.

All of them

Grilled cheese and tomato soup, pizza

Pasta/veggies, pancakes/sausage, yogurt/granola

The Mediterranean meal with tofu was amazing

Hummus and guac

What were your personal least favorite meals?

Chinese meal got wayyy better by the end of the summer but at the start it was not good.

The Asian one.

Eggs Every Day for Breakfast. Chinese

Chinese

Pancakes, Sunday salad, grilled cheese

the salad meal and the weird leftover breakfast's (specifically the Sunday when we had churros for breakfast)

Pancakes and eggs and cereal

Asian meal

The Chinese food meal was always not great.

Chinese food, beef stroganoff, pork chops, cereal.

breakfasts

Beef stroganoff

I like the Pizza, however I believe there should be more nutrition with it. Maybe fruit or protein would help especially when we have Induction and Ladies court where we need to stay fed.

SALAD MEAL

Any questionable vegetarian options (although they have improved so much since past summers)

Salad meal :((((

Orzo and chicken

asian food

I never really get into the egg roll/ rice meal.

Asian food, Bolognese

Chinese, Beef Stroganoff, Scrambled Eggs

Salad meal

The mystery meat mashup during orientation

All of the chinese food

Anything asian was literally the worst and generally made me want to barf. Not a huge fan of American cheese on grilled cheese and tomato soup day.

Ham and egg breakfast mix

I felt that more protein was needed at breakfast meals.

Beef stroganoff. Used to like it but this summer very soupy. There should be more noodles than beef and mushrooms.

beef stroganoff, salad meal (potato, tuna, egg), egg brick thing, they didnt like when meat was just "thrown in" to a dish

Breakfast.

breakfast burritos, biscuits and gravy, Mediterranean lunch

The bad Asian ones but the spring rolls are godly

Chili, pancakes more than once a week.

Eggs, the salad meal and the yogurt breakfasts

BREAKFAST WITHOUT PROTEIN!

Don't like the asian meal with rice.

sloppy joes

meals with no fruits or vegetables or breakfasts with no proteins

Chinese food

What were the favorite meals of your campers?

Yellow meal

Yellow meal

Yellow Meal

Yellow meal

tomato soup and grilled cheese

yellow meal, chicken wings

Yellow Meal, Pasta

Burgers were always a fan favorite. Also any breakfast with cereal took the least convincing for them to eat something.

Pizza, yellow meal, tacos

yellow meal or the grilled cheese

Yellow meal

N/A

Yellow meal, chicken wings, pizza, burgers

Yellow meal.

Yellow meal, chicken fingers

Yellow meal, grilled cheese and tomato soup

The simple meals, more fruits and veggies as well as the younger campers have a hard time getting themselves to eat the complex meals.

yellow meal, burgers, sunday breakfast, cereal

Yellow meal, grilled cheese and tomato soup, pancakes

Anything that they had eaten before

Yellow meal, grilled cheese

yellow meal (obviously). Cinnamon rolls,

Yellow Meal

yellow meal and greek meal got a lot of praise.

Tomato Soup and Grilled Cheese

yellow meal, chicken nuggets, pizza, pita bread one, burritos,

Yellow meal, wings and fries meal.

yellow meal, grilled cheese and tomato soup, chili

Grilled Cheese

Grain and hay

Anything sugary.

All the basic camp meals

pizza, yellow meal, pancakes

Yellow meal, chicken nuggets, teriyaki chicken/eggrolls, cookouts/picnics, grilled cheese/tomato soup

Yellow meal, chicken soup, the classics

Yellow meal

What were the least favorite meals of your campers?

Egg salad/ tuna meal. Even though they're wrong

That Asian meal

Chinese

Any meal that was vegetable heavy

Couldn't really tell

Salad Meal

The fried pork was not a crowd pleaser.

Same as mine

breakfasts

Beef stroganoff

N/A

Sloppy Joes, Salad meal

asian food

They are never thrilled with any meal that had 2 options (just a trend I picked up on). They weren't thrilled with the vespers salads meal either

chinese, chile, scrambled eggs

Sloppy joes

Anything that they had never eaten before

Sloppy joes, egg caseroles

Aisan Food

Ham and egg breakfast mix

I think a lot of younger campers wanted more of a variety at breakfast and needed more protein.

Just egg breakfasts. The eggs with bacon bits and hashbrowns mixed were good.

beef stroganoff, salad meal (potato, tuna, egg), the many egg meals,

breakfast

vespers salad meal, beef stroganoff, Mediterranean lunch

Sloppy Joe

Many did not eat the salad meal and seemed to get a little tired of the pizza

Weird meat dishes.

The asian one

sloppy joes

pork chops, biscuits/gravy

Chinese food or the fancy pork-chops

Administrative Evaluation

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

I felt like I was falling behind on the teen leader and trainee program as an area head because of the few times I worked radio so the area head should be scheduled at that area so they can encourage teen leaders and trainees to come and help them learn about the area.

Trainees need to be an equal amount of American Heritage, Knighthood, and World Friendship kids. If we do not want kids to compare sessions, we should not value one over the other. I am talking about Knighthood.

My only comment would be that I really don't like the title CIT: whenever kids heard that I was a CIT, I immediately lost all of their respect and they turned to the other counselors for permission for things, because the way "counselor in training" sounds made them think that I wasn't as much a counselor as my cos. I know that staff didn't feel the same way, and I generally felt respected by staff, but the kids' reactions made me feel much less respected. I think that changing the title would do a lot for the CIT program in general.

Great!

The trainee program has been awesome and has really improved over the past few years, the teen leadership program is good but they need more participation in it, and the CIT program I am not a huge fan of because campers start to disrespect you for being "in training" and a lot of those CITs, including myself have a lot of experience, often more than quite a few others on hill.

I think the teen leader program needs to have a structure in the same way the trainee one does. Some areas did a great job working with their teen leaders and others really fell through (this includes WILD). Having the teen leader chair get an agenda from each area before their allowed to take teen leaders seems important.

I'm not sure what the goal of the trainee program is and I think we should define it more clearly. In some ways I'm not sure that the program should exist. I think the kids get cliquey especially towards the end of the summer (somewhat unavoidably) and it's hard for anyone to be at camp that long. One of my campers WF said that she thought really hard about applying to be a trainee, but that "the trainees were never welcoming to me, so why would I want to be one?" I'm not sure that we're really helping the kids learn and grow more than they would if they only came for a month.

I like the CIT program, I think it helps the age group get closer, but being a counselor for only J/M for the girls is brutal. That's easily the hardest summer I've ever had. You do get a lot better at counseling little kids, but when it came time for me to counsel seniors the next year everyone assumed I was an expert and it was in some ways a much harder transition to make because I never had them my first year.

The trainee program is amazing, and I believe it is perfect where it is. I did not see the Teen Leadership program or the CIT program. However the CITs did well, so they are doing it right.

The Trainee and Teen Leadership program became one of my favorite programs this year, because you are able to form these relationships with the campers that makes it much easier to gain their respect and also gain respect for themselves. Also it is awesome to let these kids associate with a specific area and give them the opportunity to learn the ins and outs of the area.

CIT is a confusing term. Often the CIT at other camps are what trainees are and often when campers find out that their counselor is a CIT they think less of them because of the "in training" portion of the title. I would consider a name change.

CIT program: please stop calling it "Counselor in training" - it makes a weird power dynamic

No problems.

Maybe get rid of the term "CIT" it sometimes encourages a hierarchy among staff, and at times can concern

parents about the experience of their child's counselors.

I think these programs are vital to the future of camp. One thing about this years trainee group though was that it was almost all knighthood campers, which I think definitely caused a bit of a divide. The more diverse a group the better.

I know the cit directors have a valued position on sup staff, but personally did not find too much significance in their job. It seemed that they only really plan the retreat and everything else they did could have been done by the hills as a whole.

CIT program should be renamed to first-year counselors or something because its unnecessary to call CITs CITs. Teen leadership is fine, and so is the Trainee program. I think the trainee program is still to exclusive, and if a camper wants to shadow a counselor they should totally be allowed to do that..maybe as a part of the teen leadership program as a supplement to the trainee program?

I think the trainee program was getting close to being overshadowed by the teen leadership program, or at least the part about having a trainee for certain areas while also having teen leaders. Maybe take out from the trainee program about being designated areas and have it be mandatory for them through the teen leadership program. Also, the name "CIT" is very misleading. We are counselors and though we are first time counselors, we aren't "in training" or else we wouldn't be counselors. Other camps have this title too, but it's for what we call trainees

none

I though these all went very well.

Comments on trainee program made above.

Turning CIT into "First Year Staff" would be so much more benefit to staff as a whole. First year staff members need the same support that the CITs receive. Even if its just knowing that you have someone you can turn to. Its hard just molding in quickly. As the age of a senior counselor, I didnt have any more experience than any of the CITs. I actually had less because I was never a trainee or on crew. This doesn't have to change now, but should just be considered for the future :)

For the trainees, it can't just be Knighthood girls, they were all SO great, but the other sessions need to be represented. I heard many times cabin 24 girls saying they can't be a counselor because they are not Knighthood campers-this shouldny even be a thought in their heads

All three of these programs are really amazing and do a lot of the people involved. My only suggestions are that teen leaders should have a chance to interact more with younger campers. Since thats a large part of the trainee program, being able to give the campers who aren't trainees those same chances. My other suggestion would be to take away and replace the title CIT. Having the word "training" in your title can make you feel like only half a counselor. This part of the title can also lead to issues with kids thinking that since you're in training they don't have to respect you as much.

I think the CIT Program might be better transitioned into something like the New Staff Member Program. I think a lot of the problems that CIT directors have to deal with are ones that come from staff members who aren't sure of how camp works on the day to day. Obviously CITs need guidance as well, but so do those staff members who may have never been to camp before and don't understand things as small as the bell schedule, the concept of evening plays, or meadow time. Having a designated person to go to with that staff could be cool. I also again just want to say again that Kellie and Troy did an awesome job with the Trainee Program and having a clear goal for those kids.

I think the CIT director position should transition into "head of first year counselors". This would include not only the 18 year old "CITs", but also all counselors who have not been on staff before. Most CITs have been at camp for years (most for 8+ summers!) They may be new to counseling but they know camp! Counselors who are completely new to camp (or were only campers for a few summers when they were young) need more direction. We don't do the best job during orientation explaining the day to day operations of camp. They could use a direct supervisor to go to with questions and to hold an orientation meeting that covers the parts of camp we just assume that everyone knows.

This is a small change, but CITs should be called something else. They are not “counselors in training”. At most camps, that title explains a program similar to our “trainee” program. Usually 2-3 times a summer a CIT has an issue with campers learning their job title. They are not in training but rather often the most committed counselors at camp.

I didnt like how CIT meetings after Movie Nights were cut short. That wasn't cool because we only got one good one. That was my time to ask for help and just adjust to my first year on staff. Also, CIT escape should actually be invested in. Come on really??

The trainee program should focus on including a wider range of campers from American Heritage and World Friendship and encourage the trainees to learn from each other about other sessions.

I thought the Trainee Program and the Teen Leadership Programs were the best I've ever seen them this summer. Lisa did a great job getting kids involved with areas and leadership- the only time when the ball was dropped was when area heads didn't prioritize teen leadership learning. So perhaps additional check-ins with area heads about their teen leaders would serve as an additional point of accountability.

I think there is great value in the Trainee and CIT program. It is great to get to know and see their growth in both skills and love of camp.

I don't have any comments on the leadership development programs.

(copied from trainee directors eval): I think the trainees feeling overwhelmed and at times unsupported is a result of trying to give the trainees too much responsibility and their program too much structure, so when the trainees didn't complete the what seemed like massive amount of things they were supposed to do each week they felt like they weren't being good trainees, or that someone was going to be disappointed in them. I think it would be beneficial to tone down the amount of things required/expected of trainees, and remind them all that they're campers there to have the best summer of their lives (so far), and they should never feel like they have so much on their plate they feel stressed about it.

Also for trainees-This year all of them were knighthood campers, what the heck!?! For obvious reasons I don't think this is great, and I also think it easily bolstered the cliques that occurred and made them more pronounced.

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

Dish Crew needs to be held responsible for completing the jobs laid out before them all summer. Many times dish crew were late and did not set dishes on tables and it was left to other staff.

Cupcakes should be more involved in the kitchen than this past year. Many skills I have today were built in the kitchen because I did more than serve food and water. The cupcake position should be more of a cook than a waiter.

Krew needs to somehow become more intermingled. Many times I felt distant and completely detached from Work Krew, and it sucked to put it lightly. I will think about ideas to make it better, but we should strive to make all Krews feel valid. Many times I had people act like Cupcakes did nothing at camp, and it hurt because we do a lot and do not get validated like Work or Dish Krew.

They were all so helpful and went above and beyond. I love the idea of Steve having a GG chef crew!

NOthing

n/a

Personally I believe crew could have some work. This summer was hard for me, and I believe it could be changed a bit. I believe that we could switch up the crews more. The one day in which we did was a great day. I know it would be hard for training, but I think switching up two people a week would help smooth out the

program and also get everyone more experience with the three different jobs.

So much hair in the food this summer....

N/A

Nah. Do your job and make sure the bells are loud and on time. Attitude is huge, a lot of crew had sour attitudes about their job. Everyone is great

Crew sometimes needs to be put in their place. This year they would complain about having to do their jobs and then rip on last year's crew even though we did more work than them and did it better

none

I think the cupcakes should be given more responsibilities and that crews should have more bonding activities for crew as a whole to avoid "dish crew vs work crew" types of situations and just to further bond as a whole group.

Next year I would really like to see Liam Lacey on crew. He is an amazing kid and would do an incredible job on staff. He flies under the radar in the strong group of boys in his age group so I just wanted to point him out.

None

I loved seeing crew and off hill staff involved in camp heavily this year, so keep having that be a thing!

Nope!

In the future it should be crews job to set the table. Its not hard to take an extra 10 min to set all the tables, and we should encourage counselors to stay in the meadow with their kids until the 5!

Nothing. They did a good job this summer!

There needs to be more accountability for Cupcakes. If they are late for their shift, who is penalizing them and taking notice? Cooks, dish crew boss, Johnny? Morgan hardly ever showed up to her shifts on time, and I was able to see this in the mornings when several times the cooks would not have been able to get any food on tables in time because there were no cupcakes in the kitchen! So Abbey and myself would have to go into the kitchen, cut fruit, fill water pitchers, bring food to tables, etc in order for breakfast to start on time like usual.

I think the biggest suggestion is making it very clear that their position at camp has changed greatly now that they are on staff and that their work this summer will set up what future summers look like.

No comments.

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

Noon to noon worked very good for my schedule but since I live far away I don't schedule appointments on time off.

Time off was nice in my opinion, but I've never experienced the old version of breakfast to dinner.

Please, please make time off dinner to dinner - it would just make things so much easier. Lunch to lunch was a bummer because I would always feel too drained in my afternoon time off to really do anything, and then since I had a long drive from home to get back to camp the next day, I didn't have enough time in the morning to really get anything done. With dinner to dinner time off, staff would be able to go home and relax in the evening and then wake up the next day and have the entire day ahead of them to get stuff done.

Airport runs were MUCH better when we could meet an alum to take the camper to the gate. It went so much faster. I do not love the noon to noon model. I think that, although it is nice being able to sleep in, having a full day off is really refreshing and really important when you have lots of things to do. I think that the breakfast to breakfast model (or if we wanted to try out dinner to dinner) would be better. There should be less people on the CB committee!

Nothing

I'm curious about dinner to dinner and would like to try it

I believe orientation and the Hump were both straight on. Orientation helped me get integrated into camp.

Every activity was enjoyable and it helped me learn about the staff experience. Counselor banquet was perfect this year and it was a great way to reflect on the summer. With not knowing the experience of morning to morning offs I cannot say, yet I loved noon to noon. It left more time to sleep in and I liked it. Change noon to noons back to normal days off.

The noon to noon was weird, but I think I liked it. I got so much more sleep!

N/A

The rainy check in of knighthood 2 was pretty unorganized, we should figure out a better system for rainy days like that. I really enjoyed orientations and cb. Noon to noons didn't feel like a full 24 hours, I think that dinner to dinners could be good because it would allow you to sleep in and have a full day.

I felt like I had less time with noon to noons, but I think its the best possible choice. Plus having lunch and rest hour right after you got back REALLY saved me energy and I felt like I was a better counselor for it. I'd be down for Dinner to Dinner too.

I did not enjoy noon to noons. They were not effective for me to recover. We need night to nights and if there is a problem there, we should be able to discuss those problems and move past them and fix this.

I think an evening to evening would be more helpful for out of state staff members.

I thought check in/out days, airport runs, the hump, in-services, orientations, and counselor banquet all went very well. For days off I really enjoyed noon to noons and it was nice to be able to sleep in, however I feel that a 1st period to 1st period might be better because that way people can still sleep in a bit longer, but it also allows for more of an actual day off where you could sleep but also see family and do activities which is a bit harder during a noon to noon.

Counselor Banquet should be chosen either during the hump or that inservice of KH2 to give them some more time.

I believe it is really important for staff to have more time off and I think it would be ideal to have another full day in between sessions. I think one way to make this possible is cutting down the length Orientation. To be honest, a lot of the sessions during Orientation seem unnecessary, like the 3 T's for example. We could handle all the technical and legal stuff and have full days without "free time" and finish Orientation in 3 days. We could then push the start of camp earlier and add a day between sessions. It would be great for peace and power. Just an idea!

I think it would be helpful for future CB committees if this was something decided on at the hump rather than two weeks out from the event. There were certain ideas we had this year that had to be nixed not because of financial limitations, but because the shipping or execution was not possible in what is realistically a 10 day window. This would also spread out the process in a way where counselors would be away from their kids for shorter windows.

Having a little bit more downtime during orientation would be really nice.

Get rid of noon to noons. They do not feel like a full day off, and even though I got to sleep in, I felt less well rested and more rushed than I did with breakfasts to breakfasts. I know most staff agrees with this opinion.

Noon to noons were a burden on staff. Kellie was the only staff member I ever heard a positive reaction to the new day off structure. If you are concerned with staff coming over hungover do nights to nights. With the noon-to-noon structure, staff members often felt like they just got an extended night off. They never had a full day for activities, and ended up working every day of the summer. It was a lot harder to gain peace and power with this structure.

This summer was tough since the only off hill staff members who could drive campers were Mady, Jake, Matt and I. None of us minded going on airport runs, but it was often an extra burden put on us that was outside our job descriptions. There should be a \$50-100 leadership pay that goes to those individuals who are the "go-to" staff members for airport and urgent runs.

Did not like noon to noons because I felt like I didnt have anything I could do with my day off. Liked it because I could sleep in.

Noon to noons were great!

I think counselors need more time during Change-overs in order for them to 1) recover on sleep from the late night before (Powwow, Ladies Court, Induction) 2) be able to catch up on laundry and family time 3) come fully able to use the energy needed for check-in days.

For Counselor Banquet, a smaller CB staff would be more equipped to plan in order to minimize communication issues. Additionally, there are a lot of staff members with party planning experience or who would like to plan CB, and there are a lot of staff members who do not want to plan CB at all. For this latter group, when they are on CB, they complain, don't do any work, and make it even harder for the members who are excited about planning. So I think it would be more beneficial to ask who actually wants to plan CB and has the time, and staff can still vote from that group a Toast master/mistress. CB committee should also not be expected to come back to camp the Sunday after CB or stay during their off-time to plan without getting compensated. Perhaps they get a bonus in their paycheck? Or some other incentive so that they are not slaving away during their off time when others simply get to go home.

For the most part I think all of these run very well. My two comments would be on the World Friendship orientation I think we should not highlight certain "world friendship" staff members, I think the "divide" between sessions is just self made because staff perceives it during these orientations. I strongly disliked Noon to noons. It felt like I had less time off, I was also unable to plan as many things in my time off as I did in previous years.

I really liked the noon-to-noon time off schedule, and I thought it allowed me to come back to camp well rested.

Any comments on the hiring process?

Think wisely about who you hire back. Some people were not dedicated to camp, and I hope the people who deserve to be hired back do over them.

More feedback from all supervisory staff would have been nice - I felt like I was always getting feedback second- and third-hand, and it wasn't until the very end of the summer that I got any feedback at all. I know that office staff is really busy and therefore doesn't have a lot of time for such things, but feedback from on-hill supervisors throughout the summer would have been nice. I even co'd with my direct supervisor and didn't feel like I got a lot of feedback, so that's really my only general input.

Take staff's input more seriously!

NOpe

n/a

N/A

I think for supervisory staff positions, everybody should have the opportunity to make their case for the job on equal grounds and should be informed if they got it or not before the selection is made public.

Please keep doing phone calls from the supervisors to the whole staff. That did wonders for the summer. It sent the message to the new staff that this was a serious rule not to be messed with along with it being a serious job. It sent the message to the whole staff that the supervisors were behind the change and were committed to it too and that it wasn't just the admin staff pushing the change. It allowed for us to explain very clearly and openly what was allowed and what wasn't allowed, which didn't allow for grey areas, and it allowed us to get ideas from the rest of the staff on how we could make the culture change successful.

N/A

Nope!

I think the hiring process needs to be more direct because when we don't hire someone, we leave them in the dark, waiting.

none

I think it is great!

None

Nope!

Nope! All good!

I hope that my incident in the kitchen with Kalely Moon doesn't reflect my entire camp career.

Please hire me.

I really liked the Skype (or Zoom?) portion of the Supervisory Staff interview. I think this should continue as long as possible! Even if it is not with all of office staff on the other side of the call.

Camp should be more communicative on hiring. I think it would be really nice to hear about what camp was thinking or just to hear from camp in mid off-season just to hear from the place we love and to get an idea of what their planning would make a lot of staff members feel more cared about and cared for.

None.

See head of hill, but I think it extends to all of sup staff as well-I think when choosing leaders of staff you should make sure to choose people who will not only be accountable to and work well with year round staff, but also people the majority of staff looks up to as a leader so they not only have to follow and respect them, but already want to.

Appendix A – Outcomes Based Program Design

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

GG “Fruitage” – Goals and Outcomes in Program Design

What are we doing?

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

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

Why should we do this?

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

Who’s Involved?

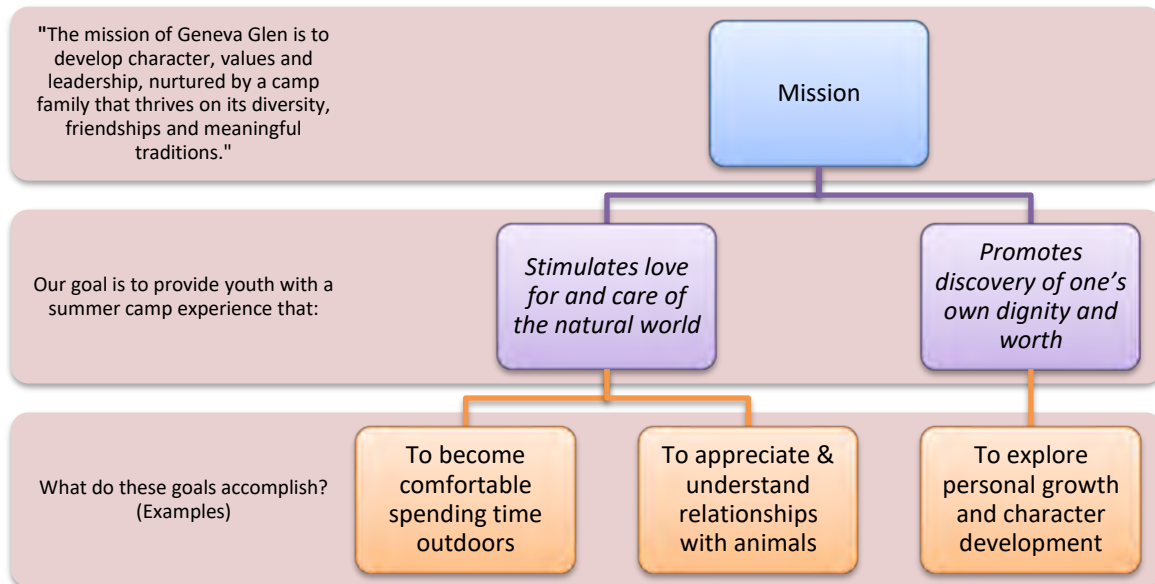
- Board of Directors
- Program Committee
- Year-Round Staff
- Area Heads

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

Purpose and Philosophy

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

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



Geneva Glen's Mission

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

Geneva Glen's Goals

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

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

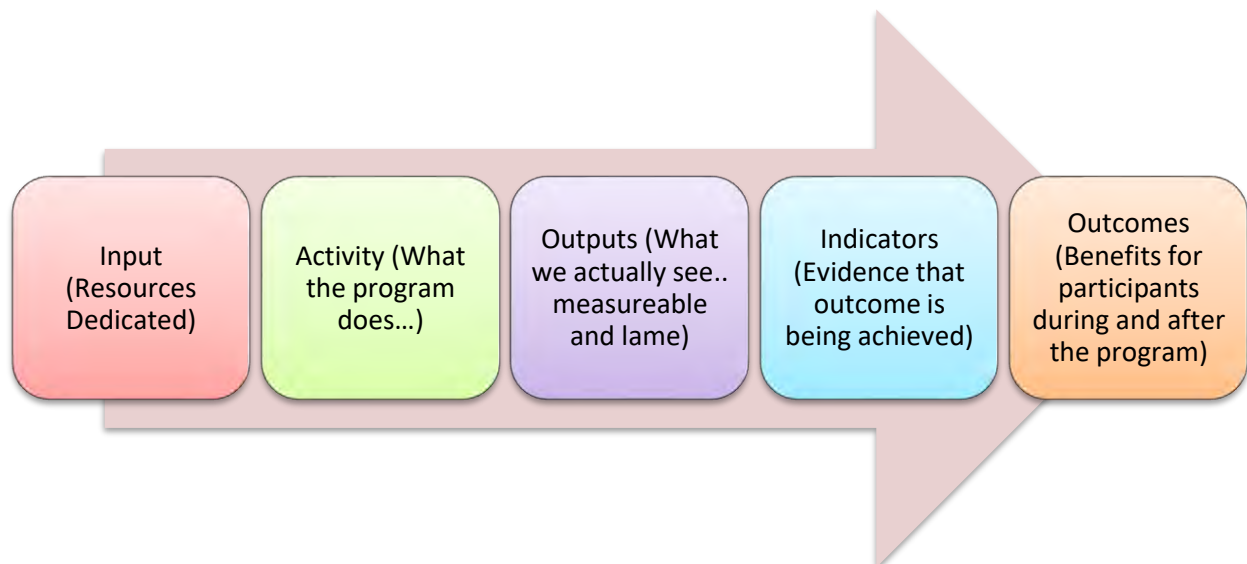
Geneva Glen's Outcomes

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

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

Program Design "Logic Models"

Creating a program activity intentionally

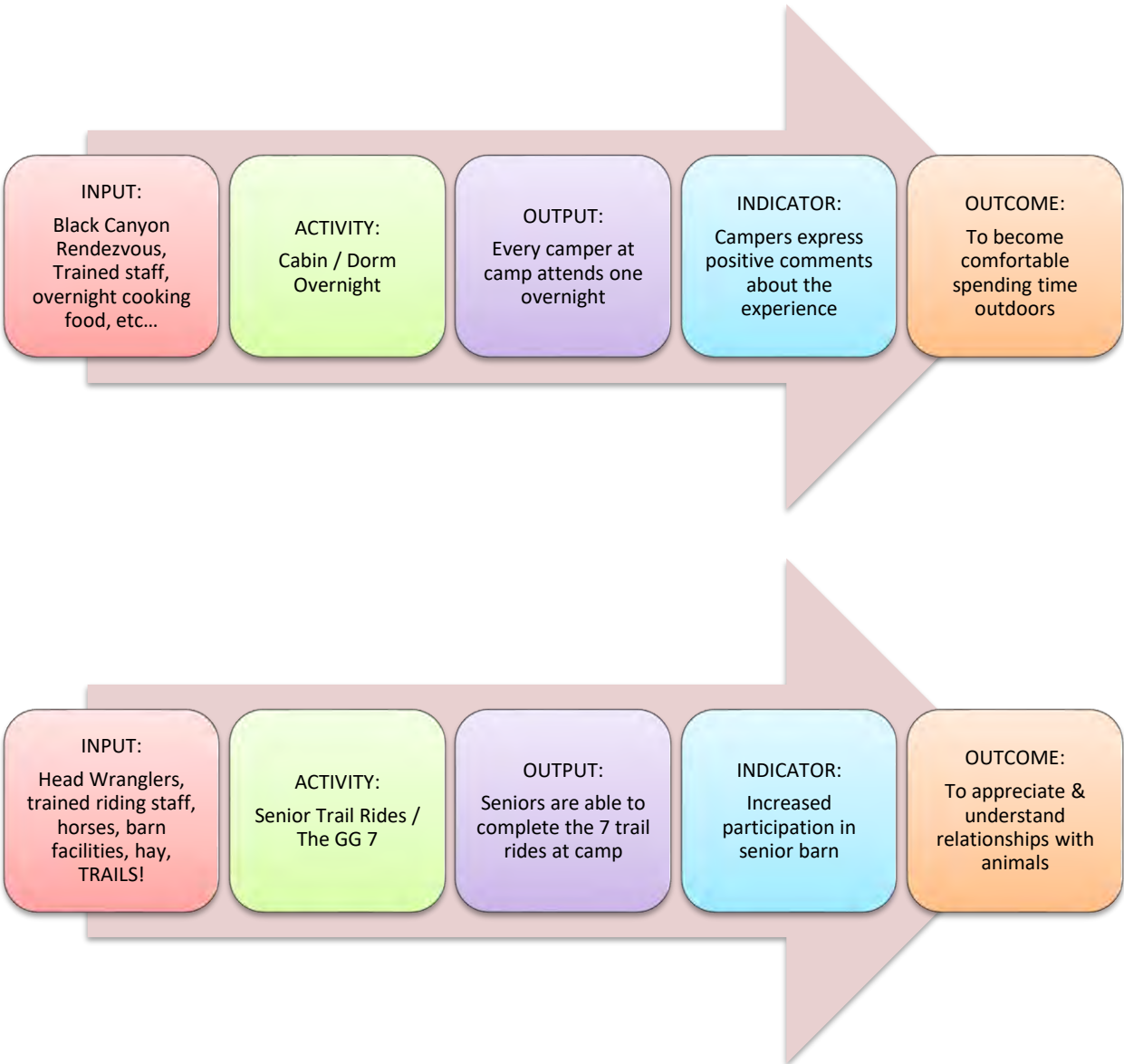


Elements

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

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

Examples



Outcomes Evaluation

The Youth Outcomes Battery Elements

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

Outcomes Design Cheat Formula

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

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

Activity Planning

Designing the Activity

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

Explain

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

Participate (Doing the Activity)

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

Processing (Debrief)

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

Set goals for “next time”

Appendix B – Additional External Resource List

ACA Youth Outcomes Battery

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

YOB Outcomes Data Table and Analysis Charts 2016

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