

Geneva Glen Program Outcomes

Summer



2019

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 2019
Summer

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Youth Outcomes Battery

YOB Introduction

From Overview of the ACA Youth Outcomes Battery V2

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

The YOB can help camp and youth program staff:

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

Specific Youth Outcomes Measured by the YOB

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

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

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

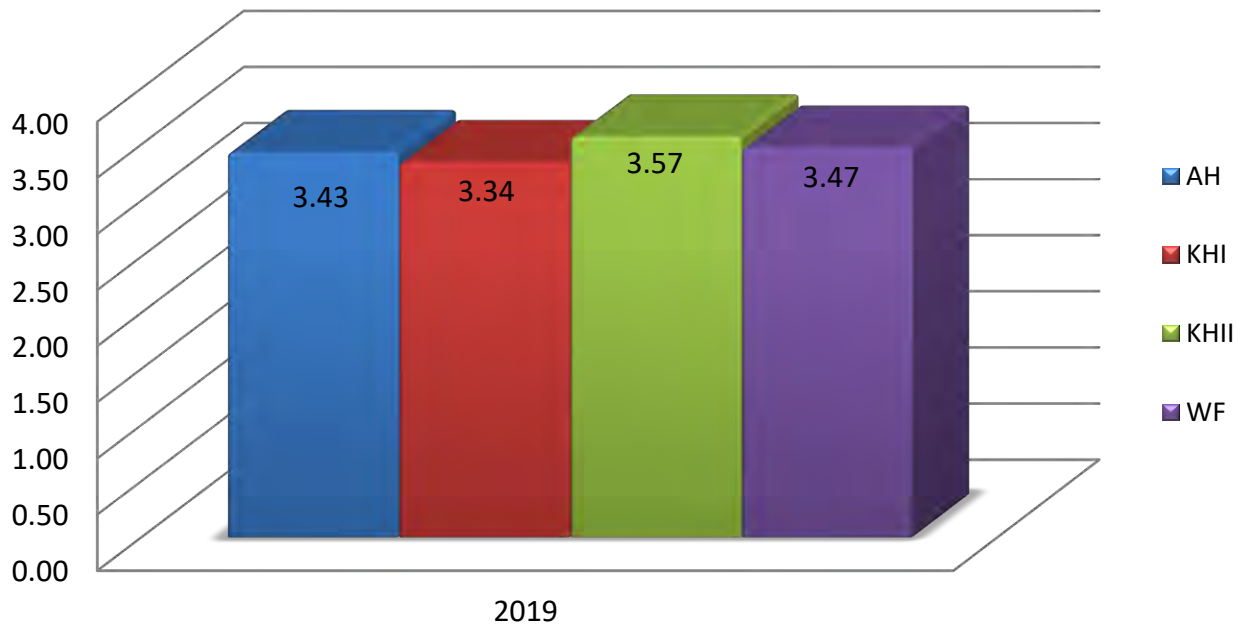
YOB Result Analysis

Young Camper Survey Analysis

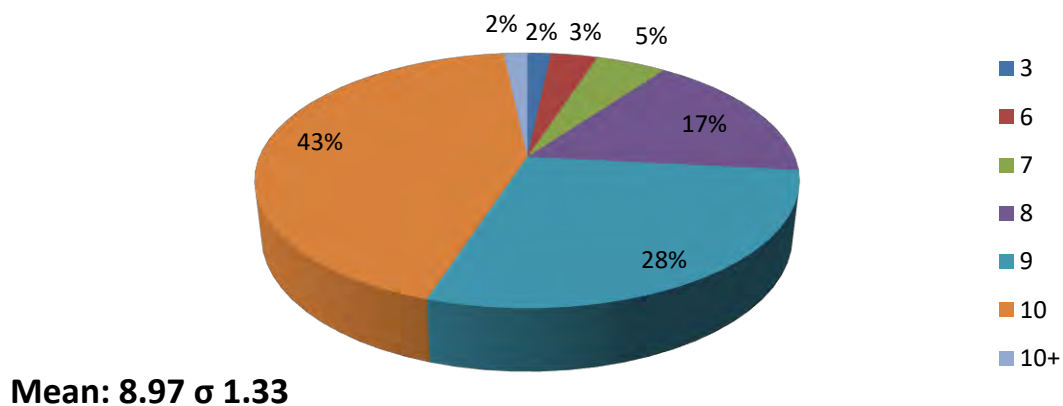
- 60 Campers were interviewed representing approximately 21% of that demographic (285 Campers)
- 14 Question Survey Yields a “Total Result” (not module/outcome based)
- Grades 2-5
- σ of .22 on Total survey (Compared to .32 in 2018)

95% 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. (+5.4% from average 2010-2018)

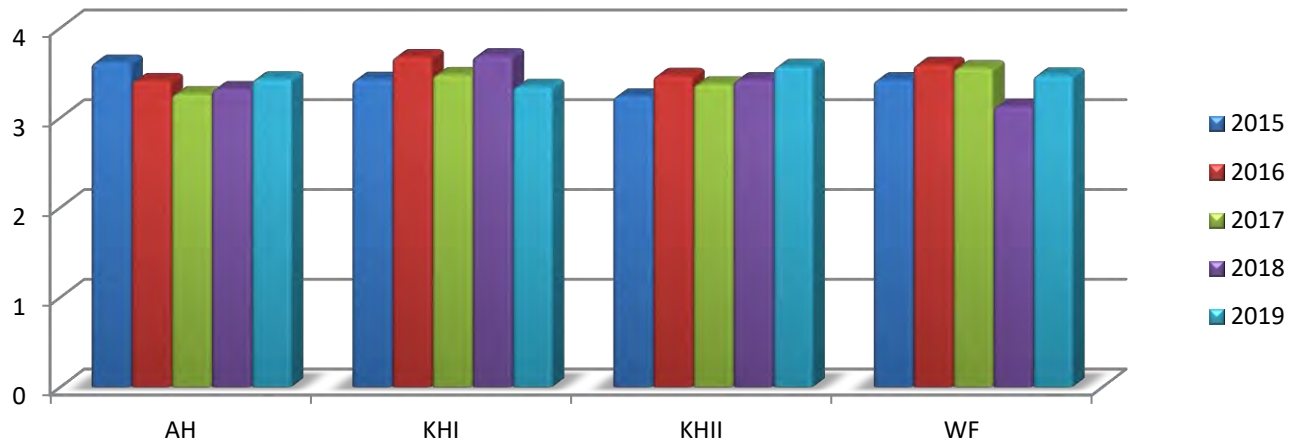
Average Scores by Session - 2019



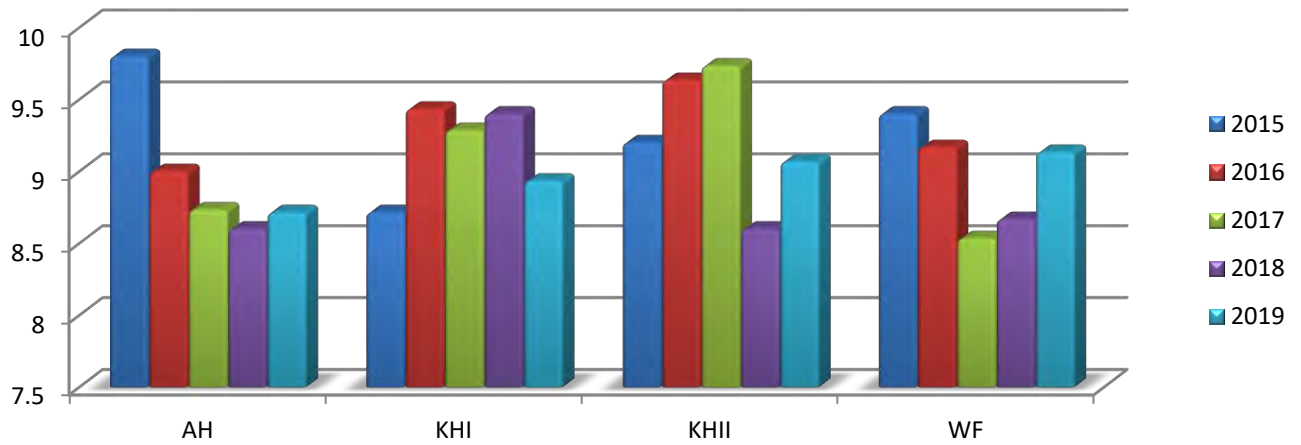
Satisfaction Results - 2019



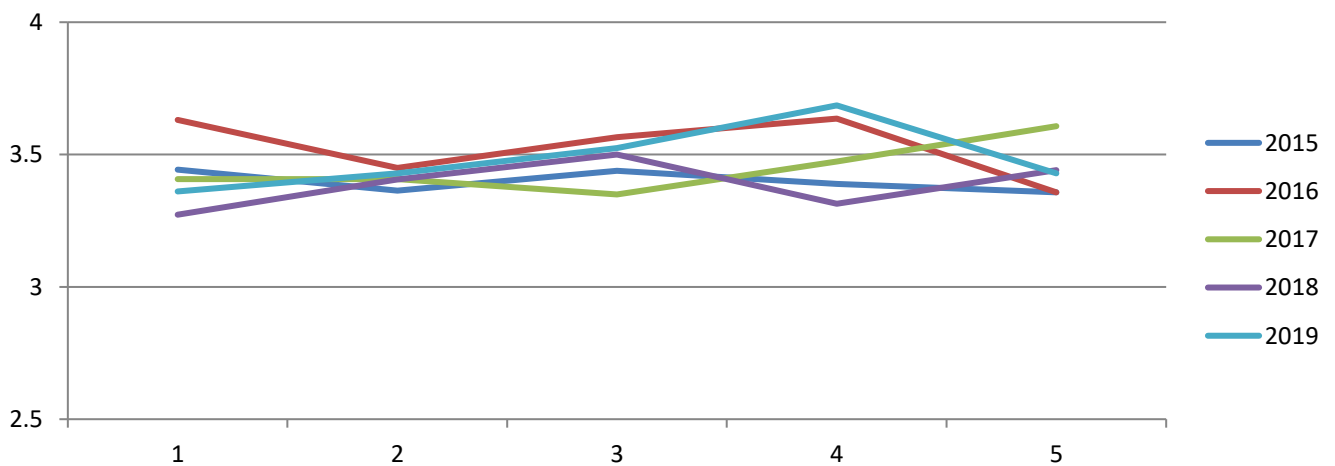
Average Score - 5 Year Comparative



Satisfaction - 5 Year Comparative



Avg Score by Year at Camp - 5 Comparative



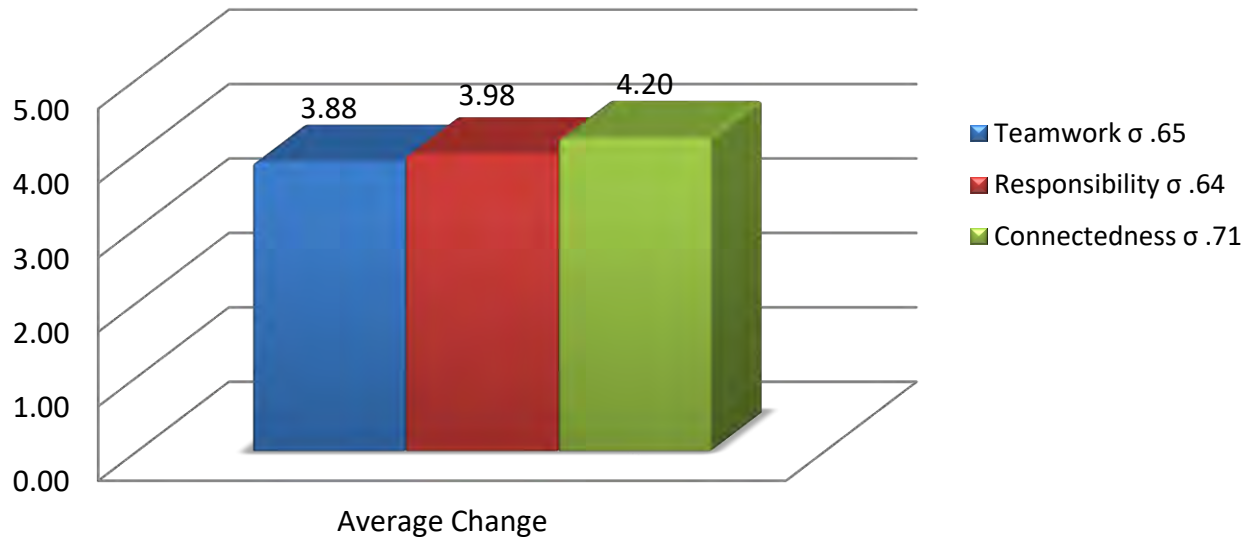
Basic Older Camper Survey

Basic Older Camper Demographic

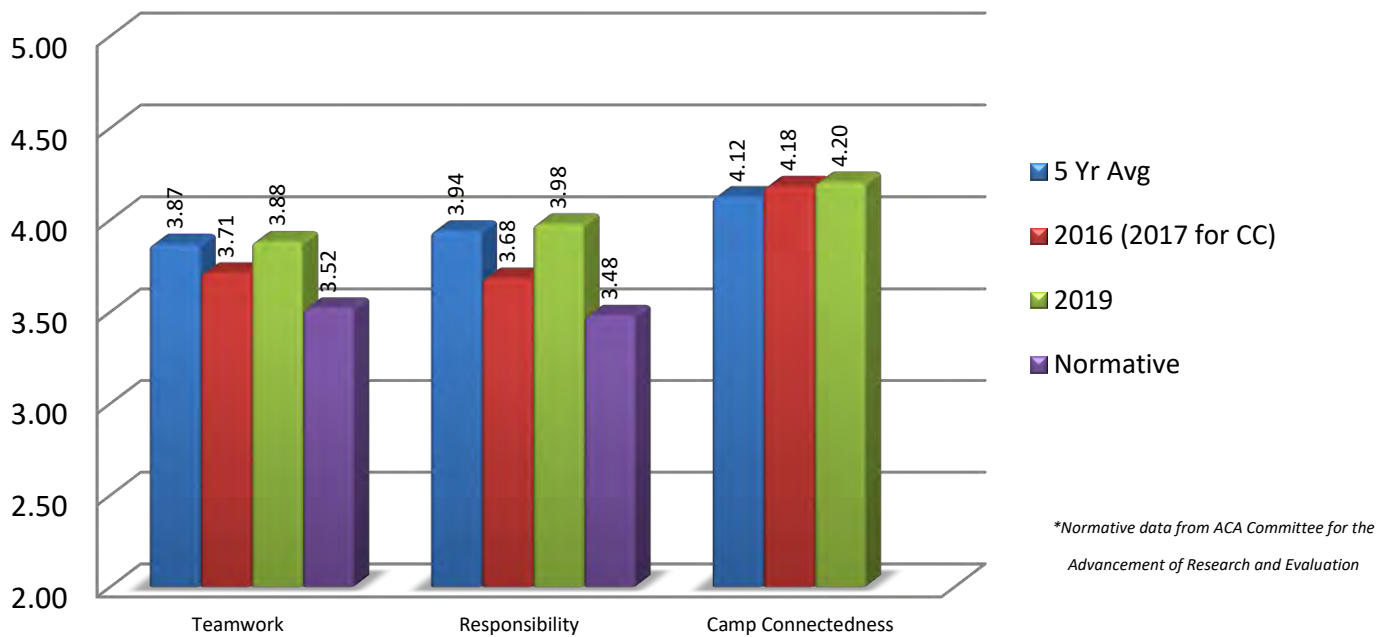
- 80 Campers were interviewed representing approximately 26% of that demographic (308 Campers)
- Cycle 3 Survey (2019): Responsibility; Teamwork; Camp Connectedness
- Grade 6-8; Cabins, 14, 15, 10, 9; Dorms G, B, H

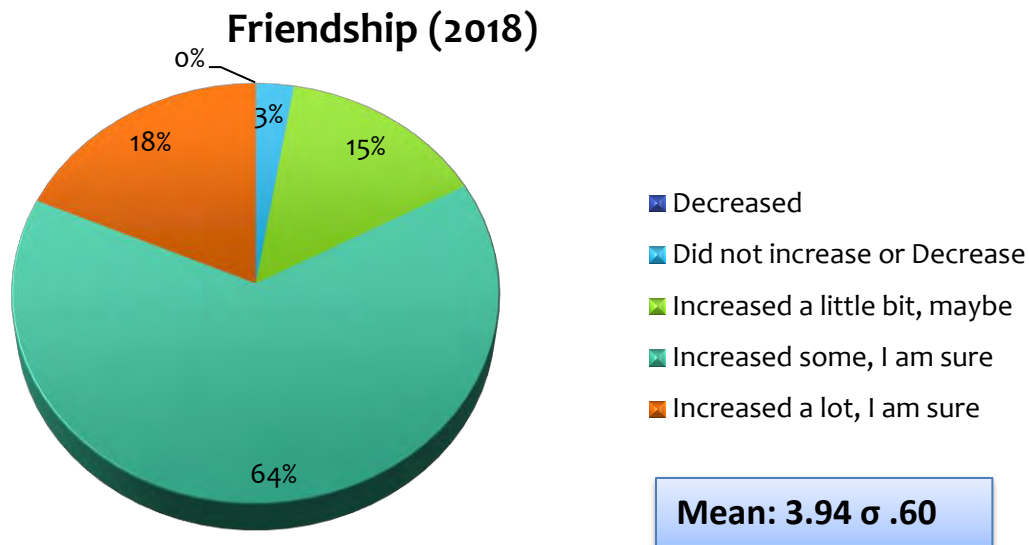
Basic Older Camper Survey Analysis

Average Scores by Outcome



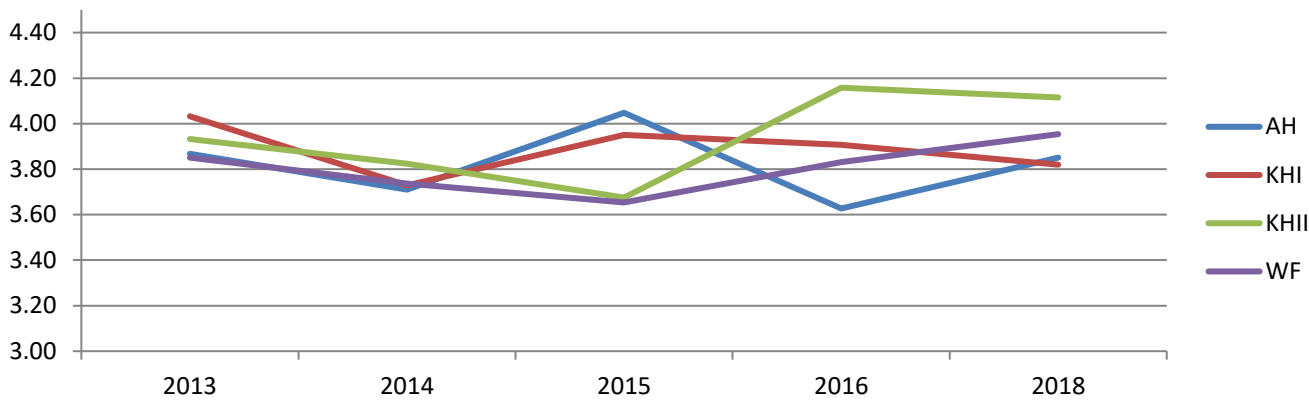
Average Scores by Outcome



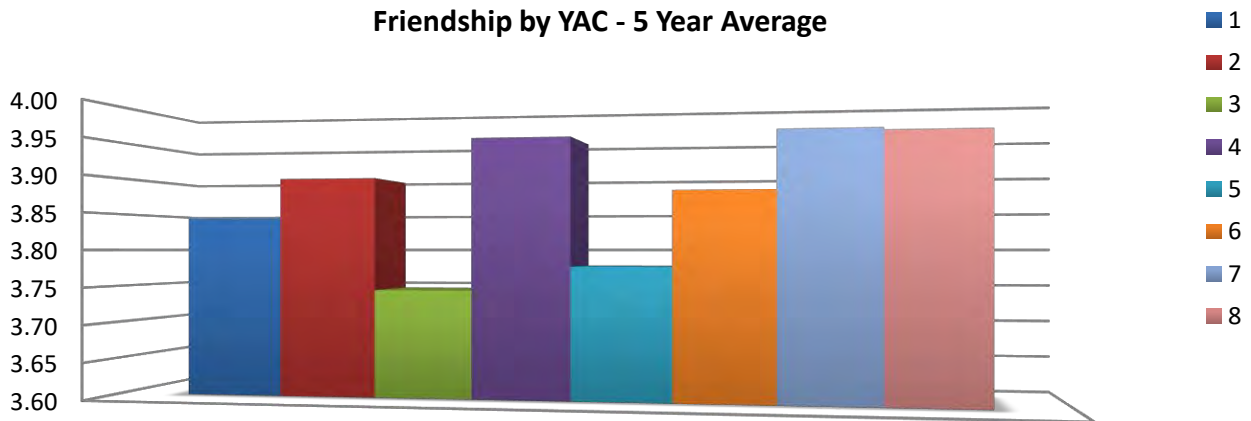


- 97.4% felt that camp helped increase their friendship skills (-2.6% from 2016)
- ACA Normative Values: 40-50th Percentile (3.82 Mean / σ .89 National Norm)

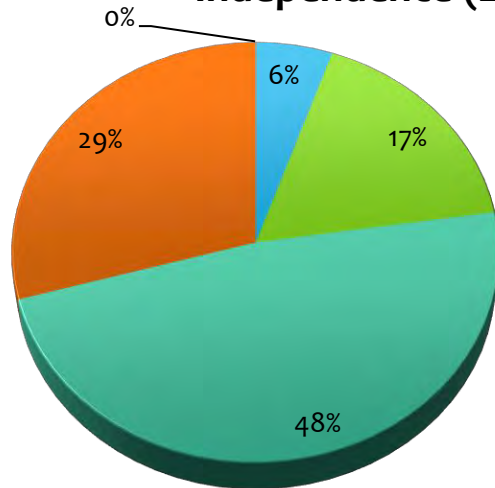
Average of Friendship by Session



Friendship by YAC - 5 Year Average



Independence (2017)

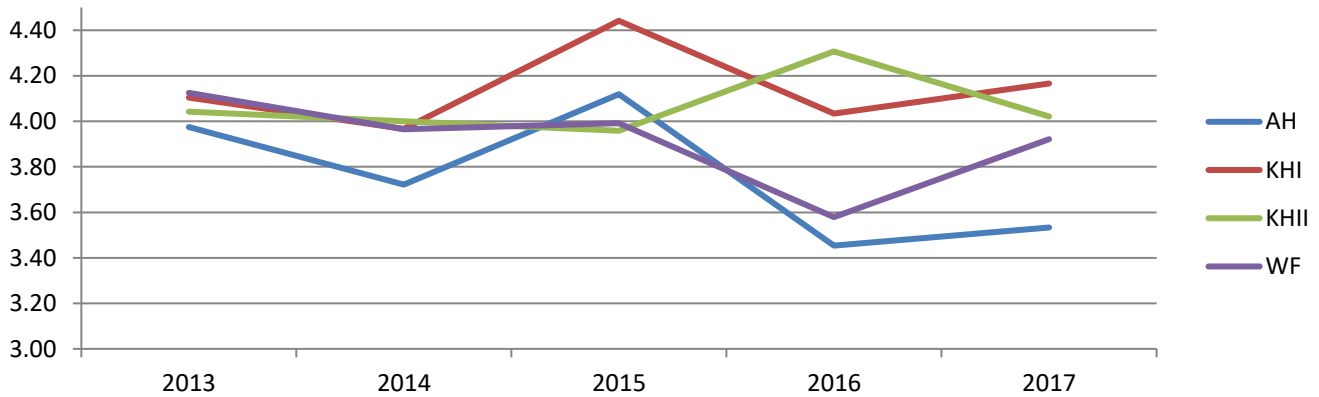


- Decreased
- Did not increase or Decrease
- Increased a little bit, maybe
- Increased some, I am sure
- Increased a lot, I am sure

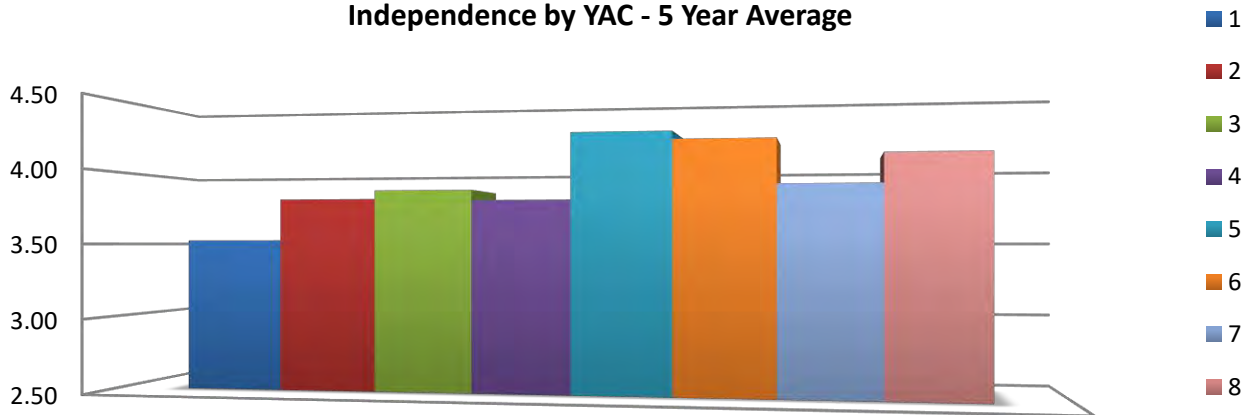
Mean: 3.90 σ .79

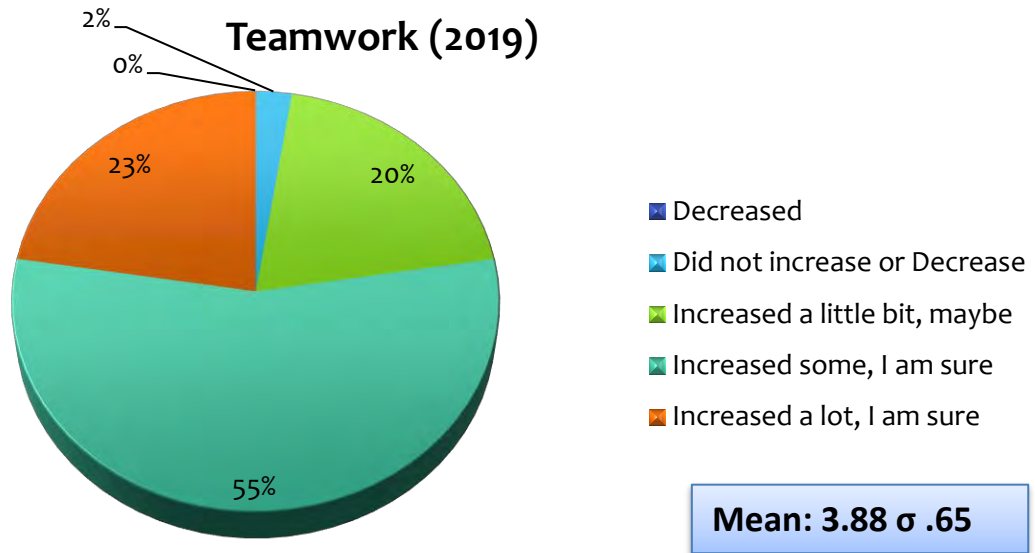
- 94.7% felt that camp helped increase their independence (4.3% increase from 2016)
- ACA Normative Values: 50-60th Percentile (3.64 Mean / σ .96 National Norm)

Average of Independence by Session



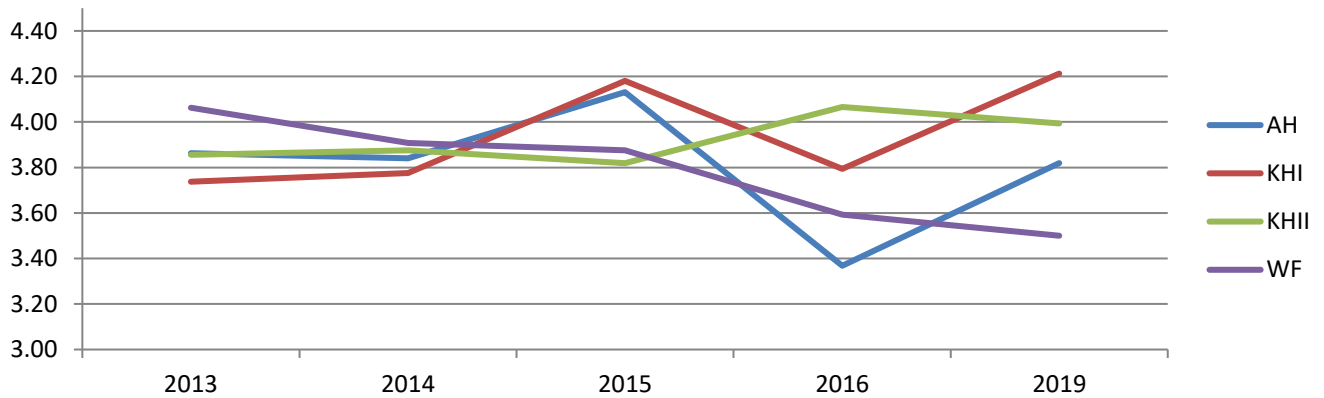
Independence by YAC - 5 Year Average



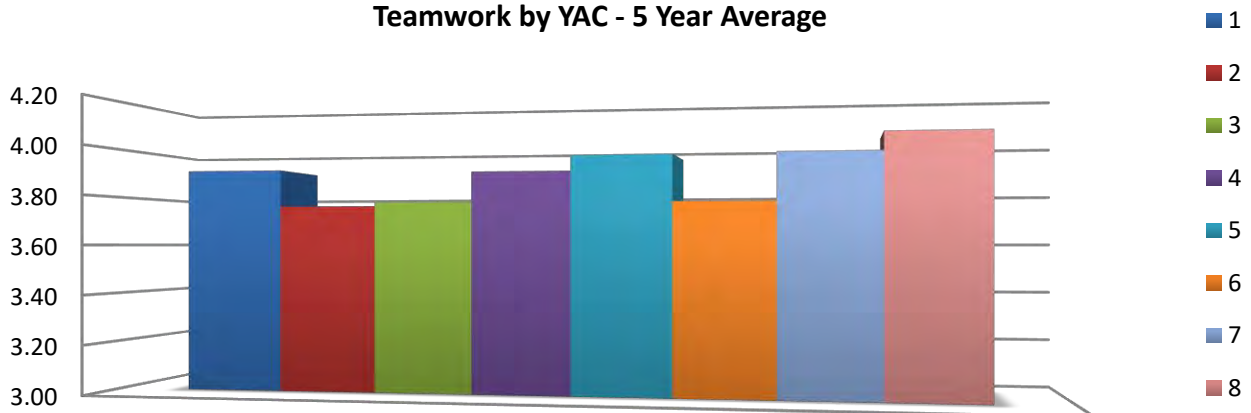


- 97.5% felt that camp made them better team players (+7.4% from 2016)
- ACA Normative Values: 60th Percentile (3.52 Mean / σ .95 National Norm)

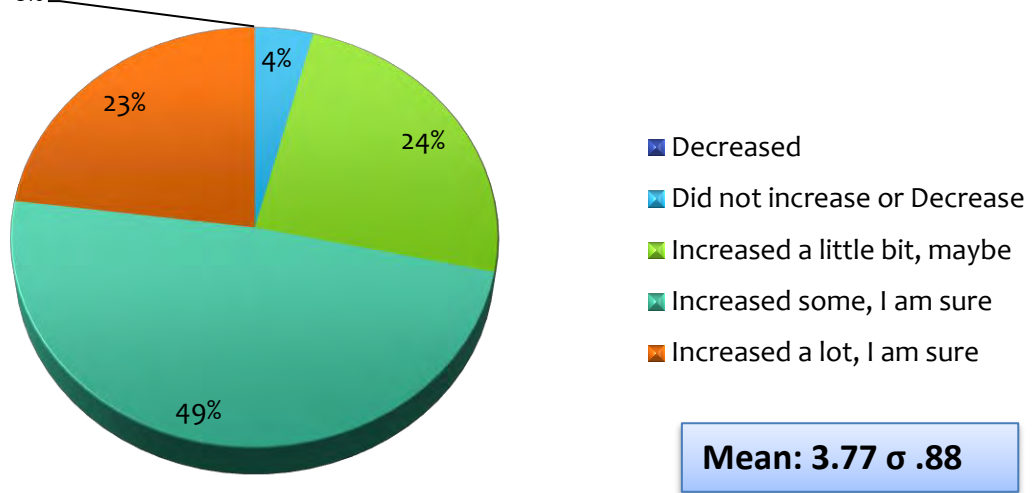
Average of Teamwork by Session



Teamwork by YAC - 5 Year Average

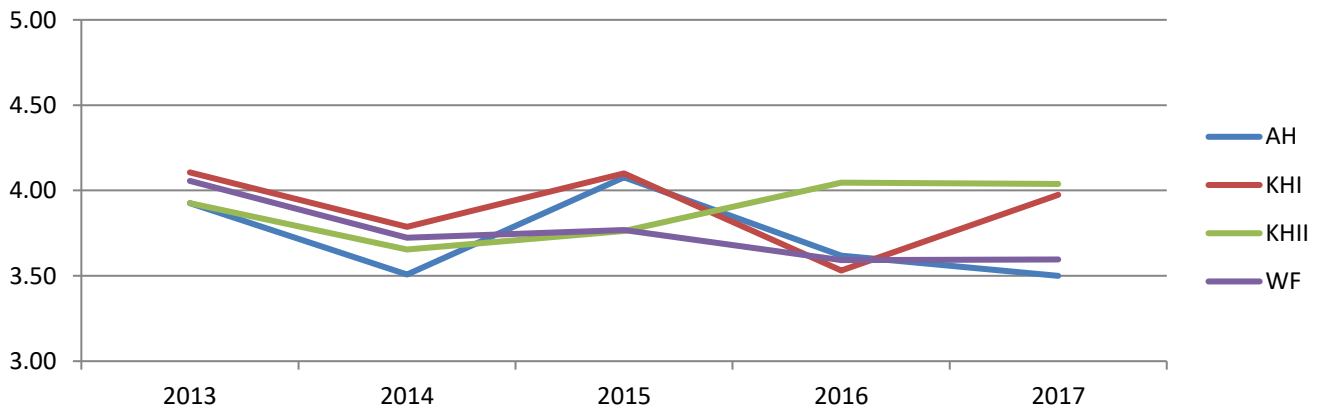


Perceived Competence (2017)

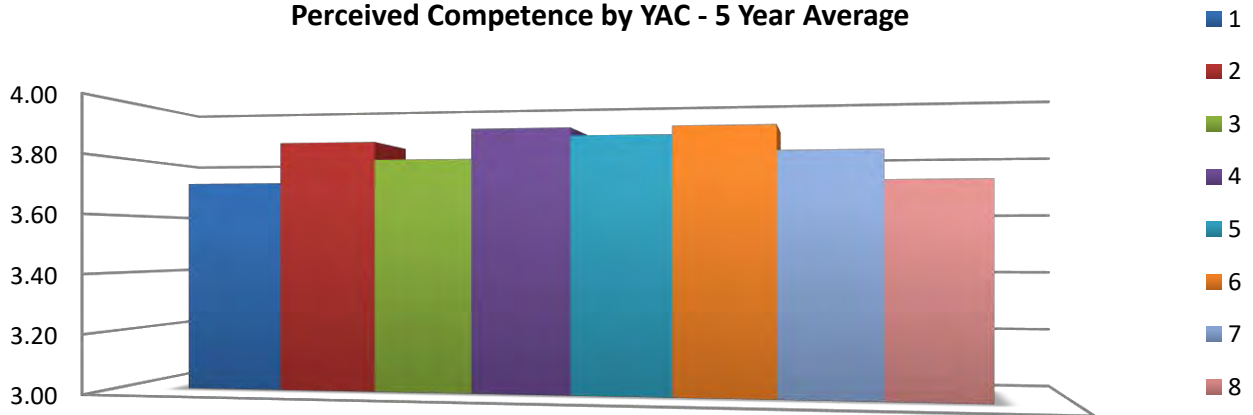


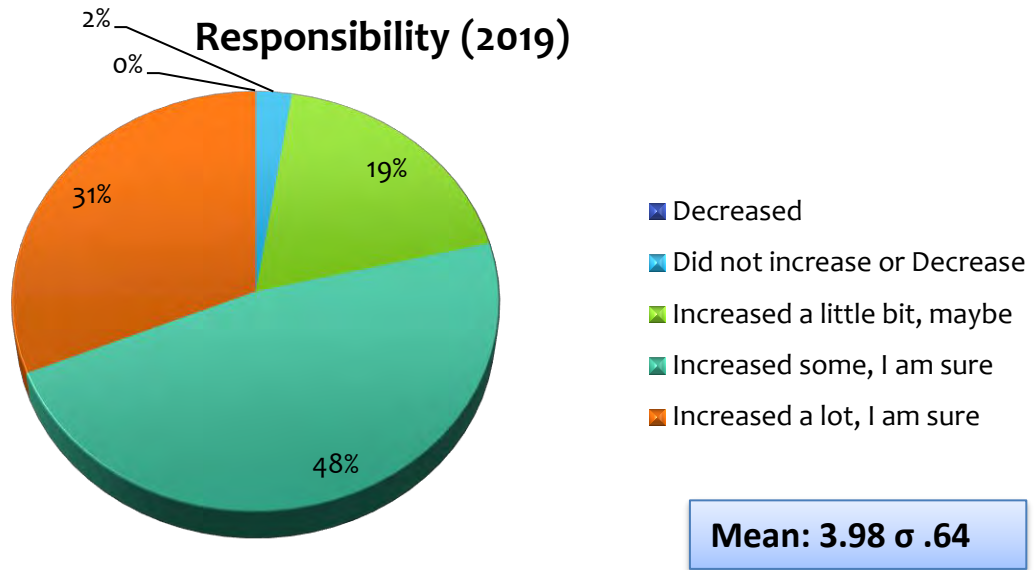
- 95.9% felt more confident about themselves after camp (4.2% increase from 2016)
- ACA Normative Values: 50-60th Percentile - Decreased from 2015 (3.57 Mean / σ .86 National Norm)

Average of Perceived Competence by Session



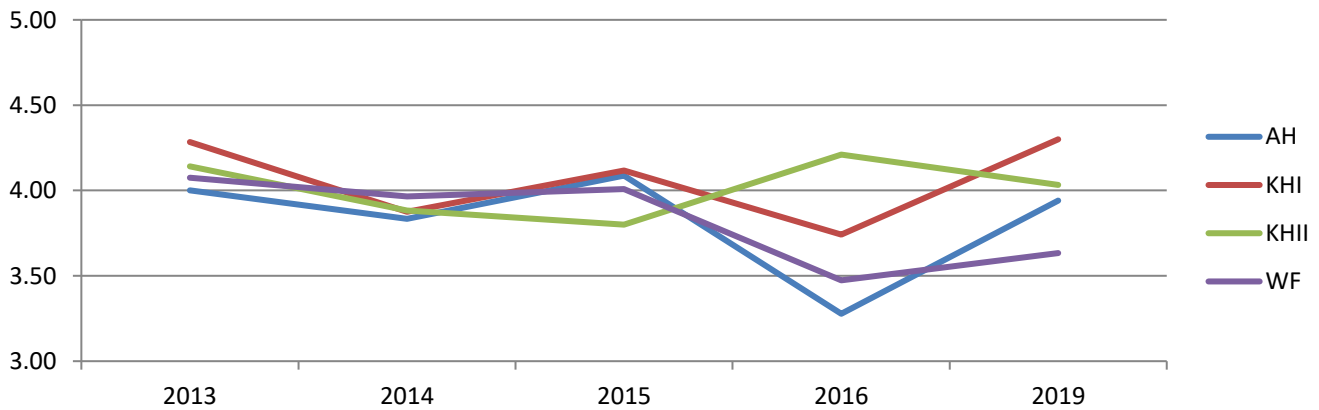
Perceived Competence by YAC - 5 Year Average



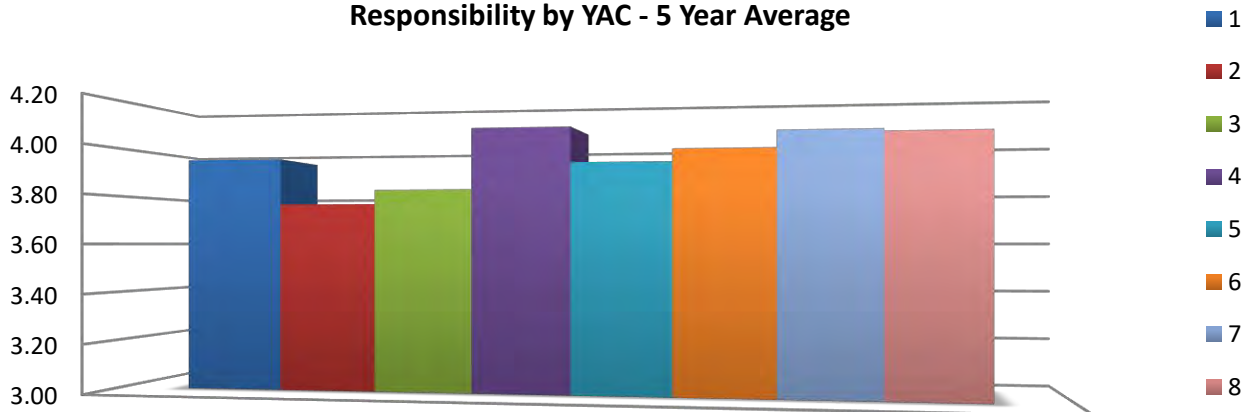


- 97.5% felt more responsible after camp (+9.0% from 2016)
- ACA Normative Values: 60-70th Percentile - Increased from 2016 (3.48 Mean / σ .97 National Norm)

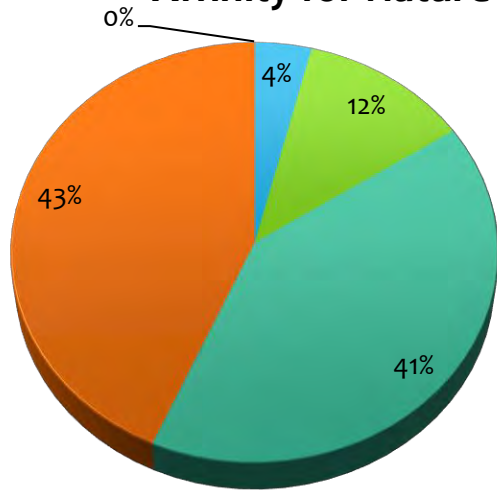
Average of Responsibility by Session



Responsibility by YAC - 5 Year Average



Affinity for Nature (2018)

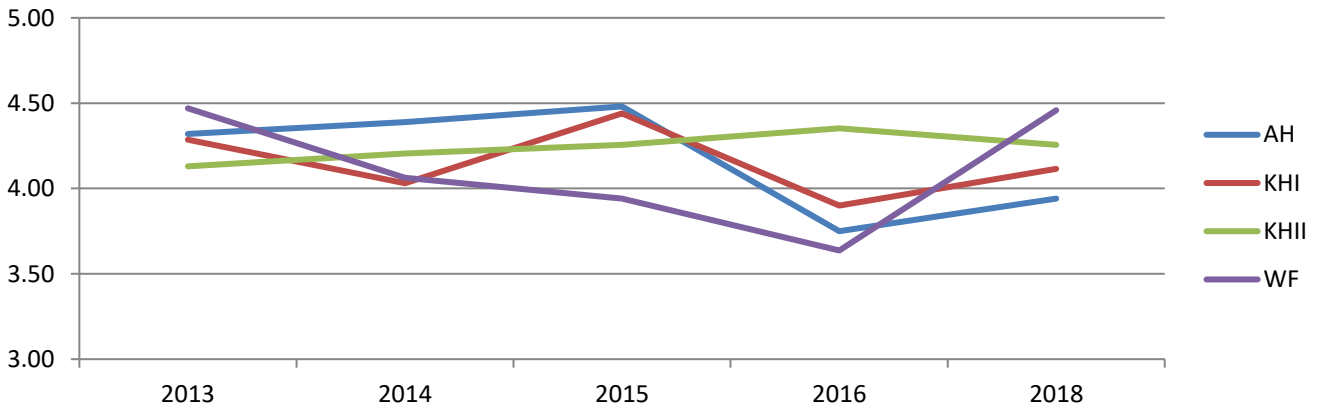


- Decreased
- Did not increase or Decrease
- Increased a little bit, maybe
- Increased some, I am sure
- Increased a lot, I am sure

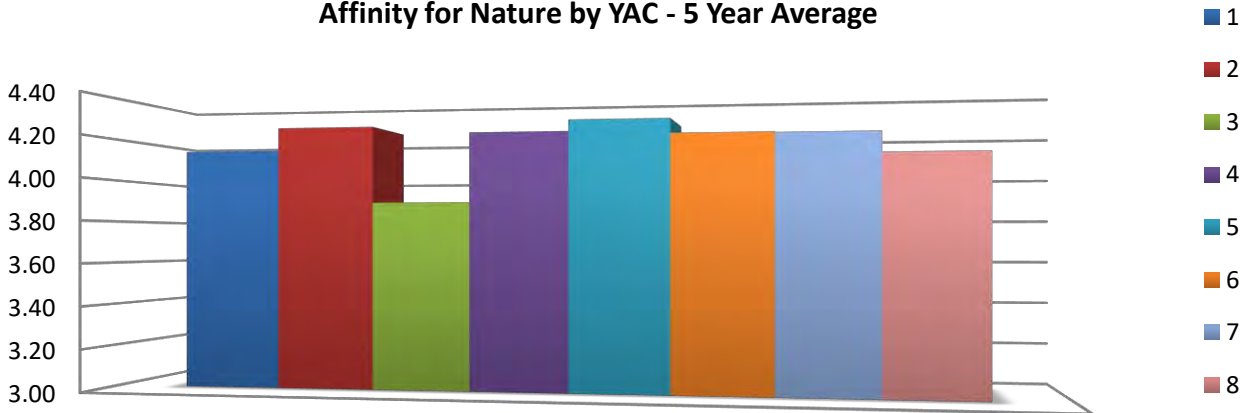
Mean: 4.18 σ .71

- 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)

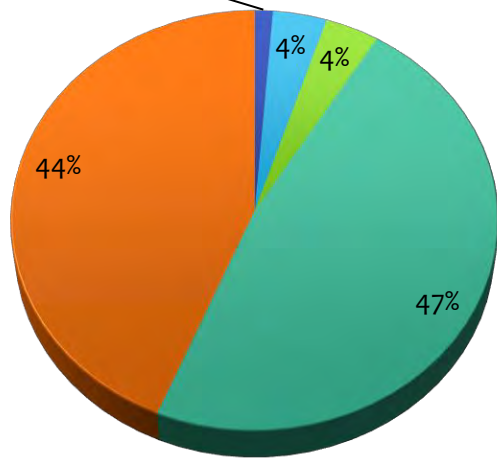
Average of Affinity for Nature by Session



Affinity for Nature by YAC - 5 Year Average



Camp Connectedness (2019)

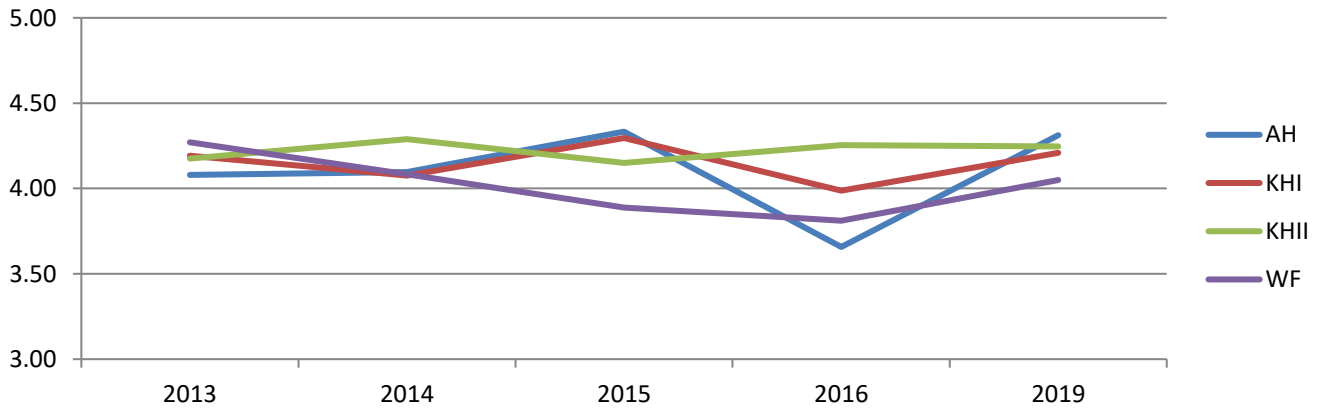


- Decreased
- Did not increase or Decrease
- Increased a little bit, maybe
- Increased some, I am sure
- Increased a lot, I am sure

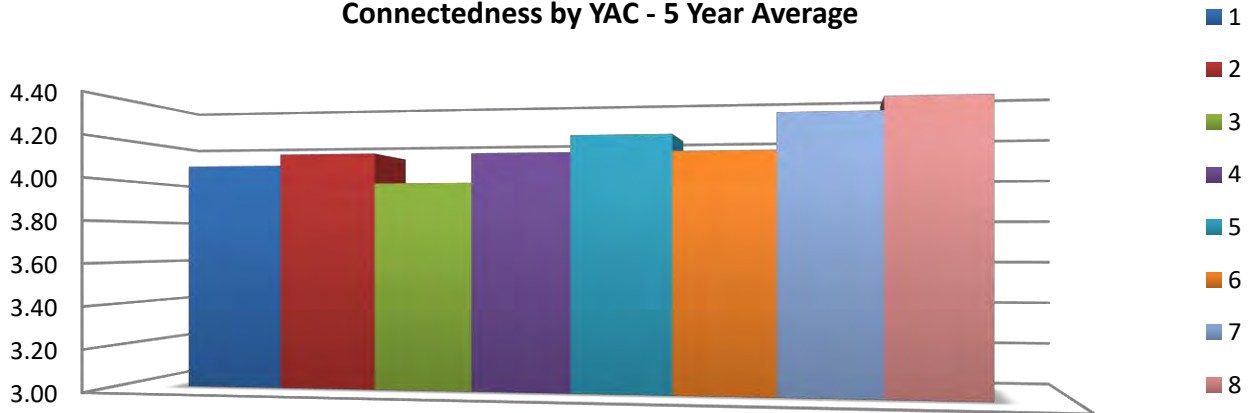
Mean: 4.20 σ .71

- 95.0% felt welcomed and supported at camp (-1% from 2017)
- No National Norms

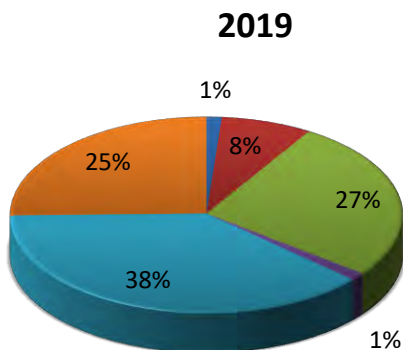
Average of Connectedness by Session



Connectedness by YAC - 5 Year Average

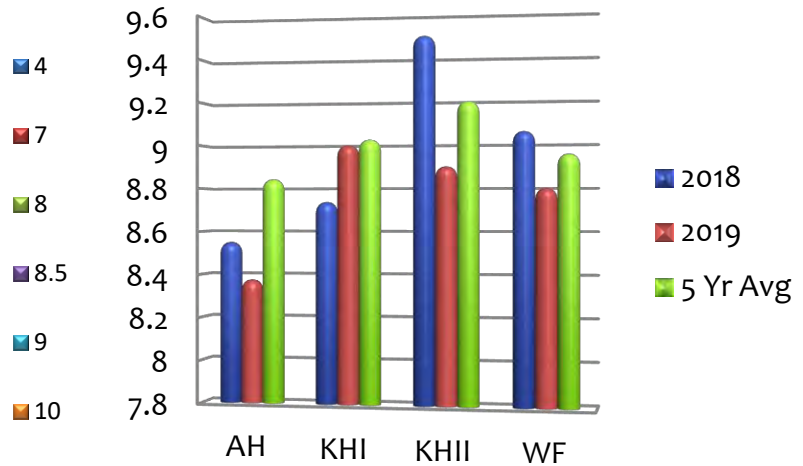


Satisfaction Survey Results and Other Analysis



Mean: 8.76 σ 1.05

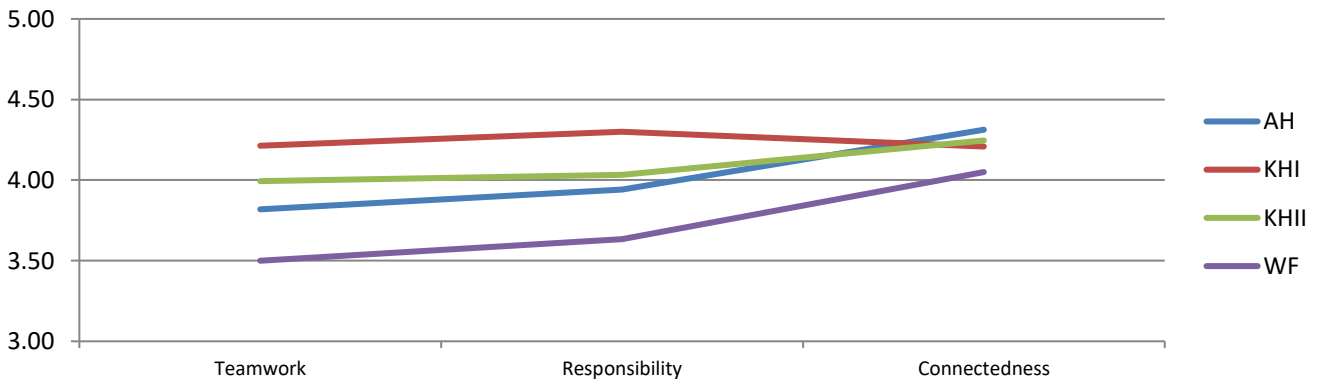
Session/Year Comparative



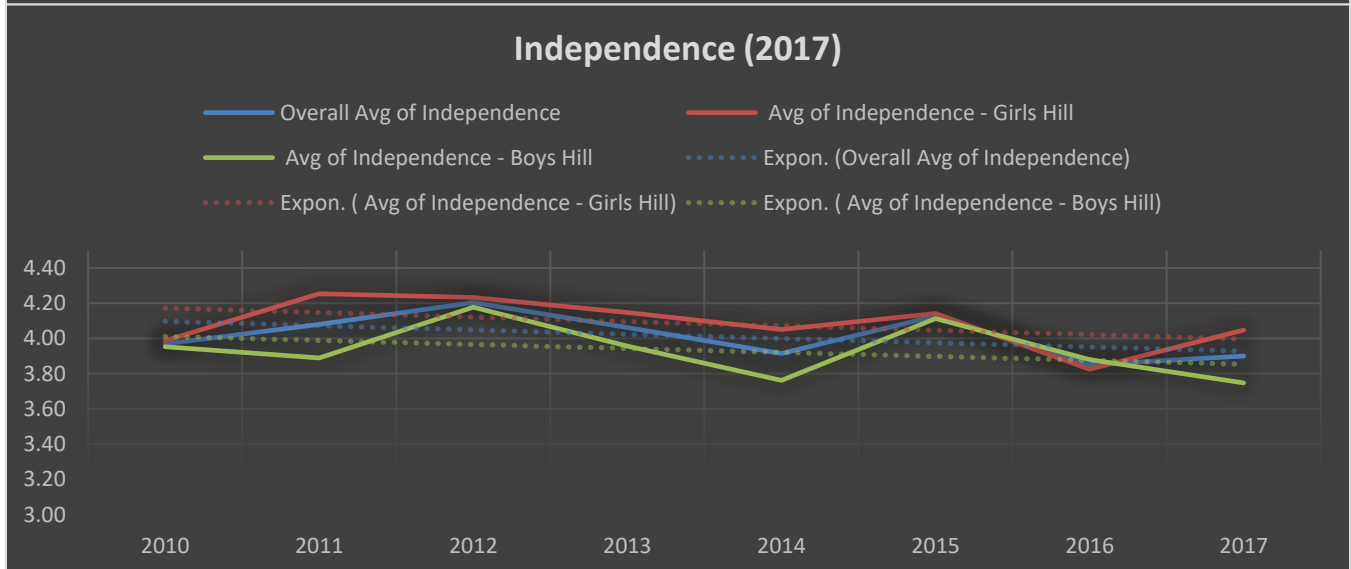
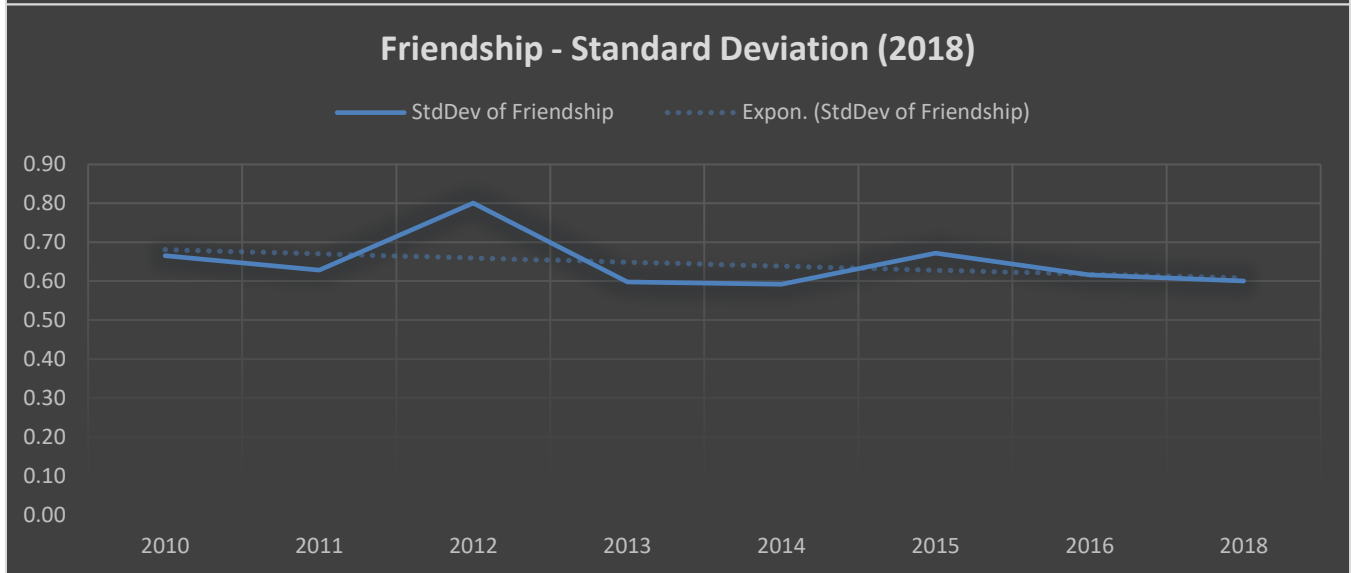
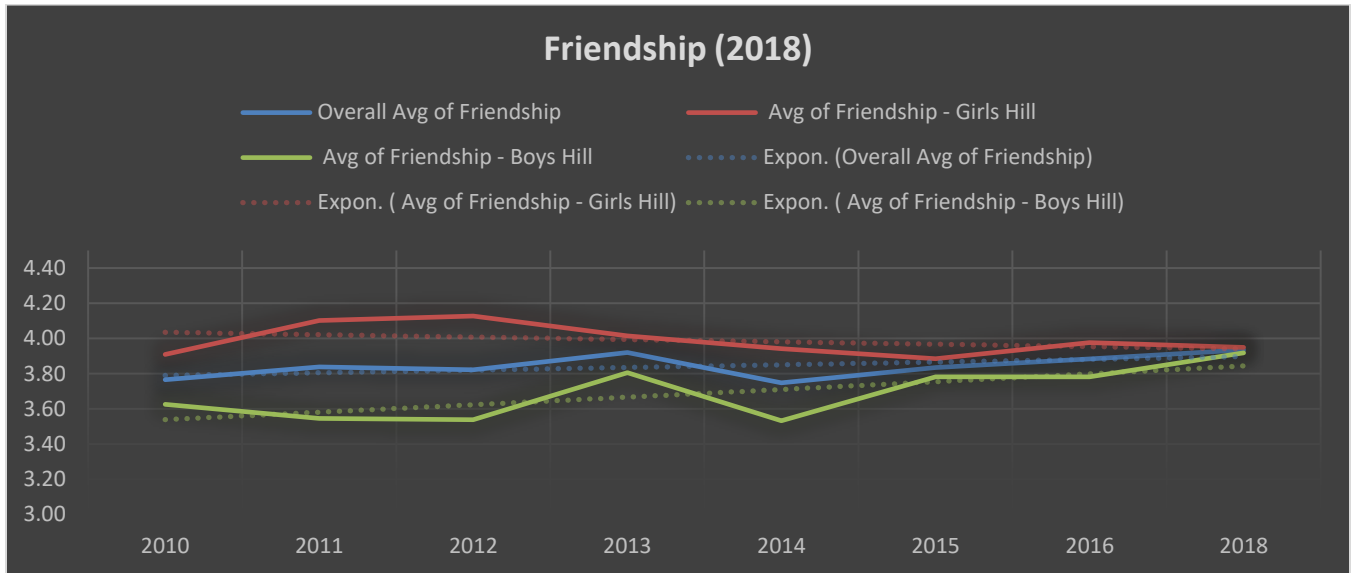
- Drop from 2018 (2.23%) – Continues the trend from 2018 of being the lowest mean satisfaction rating in the history of the survey
- 2019 Satisfaction rating 2.7% lower than 5 Year Average)
- Knighthood II was the highest rated – Knighthood I had the highest effect on campers
- World Friendship had the lowest effect on campers – American Heritage was the lowest rated session
- Girls rated higher than boys (8.73% higher)
- Favorite Activities: Barn, Ropes, Pool
- What do they want to change:
 - Blank or nothing: 66.3%
 - Random Program Comments (23.75% of comments)
- What did they NOT LIKE about camp?
 - #1: Alchemy – It was great (15% of comments)
 - #2: Nothing (14% of comments)
 - #3 Social Issues (7.5% of comments)

What else should we know?
Overall Satisfaction rating has dropped for two years in a row.

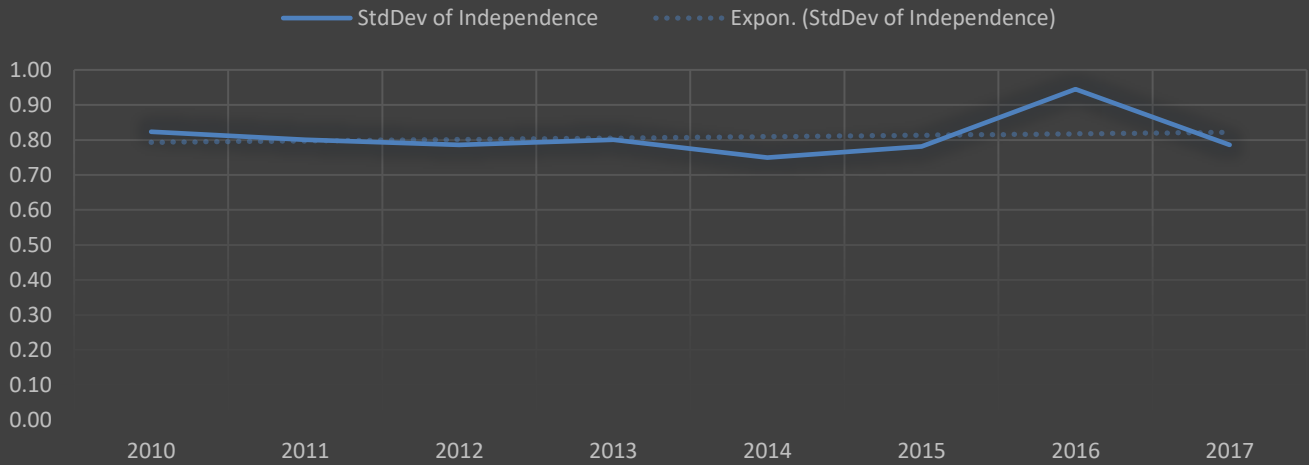
Average of Outcomes by Session



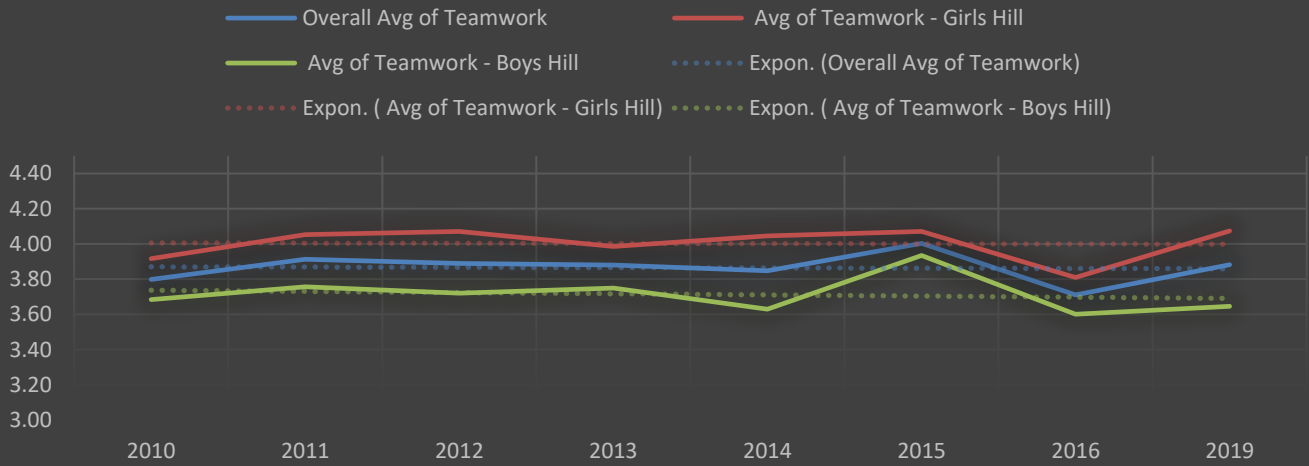
Outcome Yearly Trends – Basic Older Camper



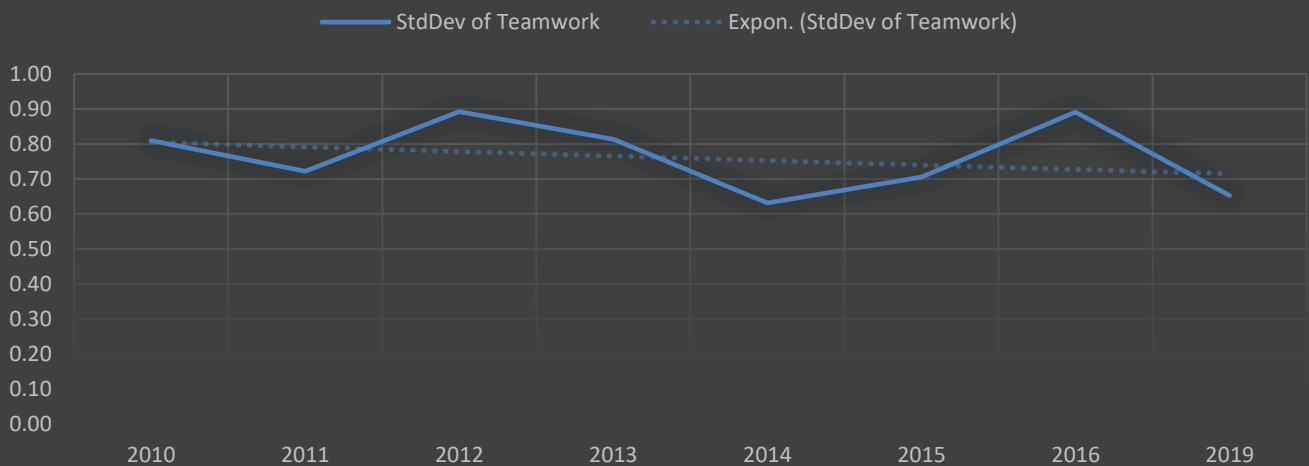
Independence - Standard Deviation (2017)



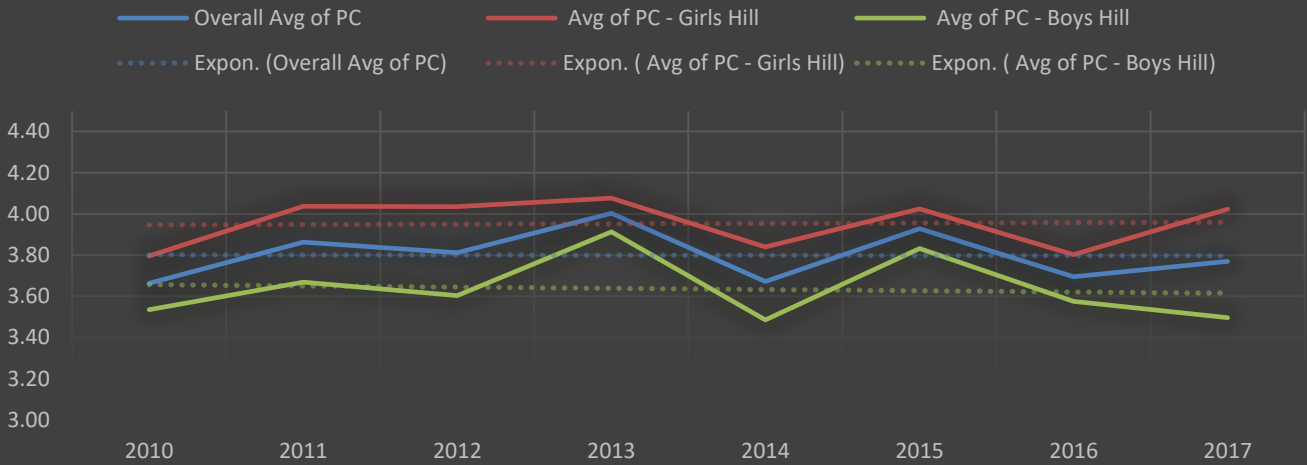
Teamwork (2019)



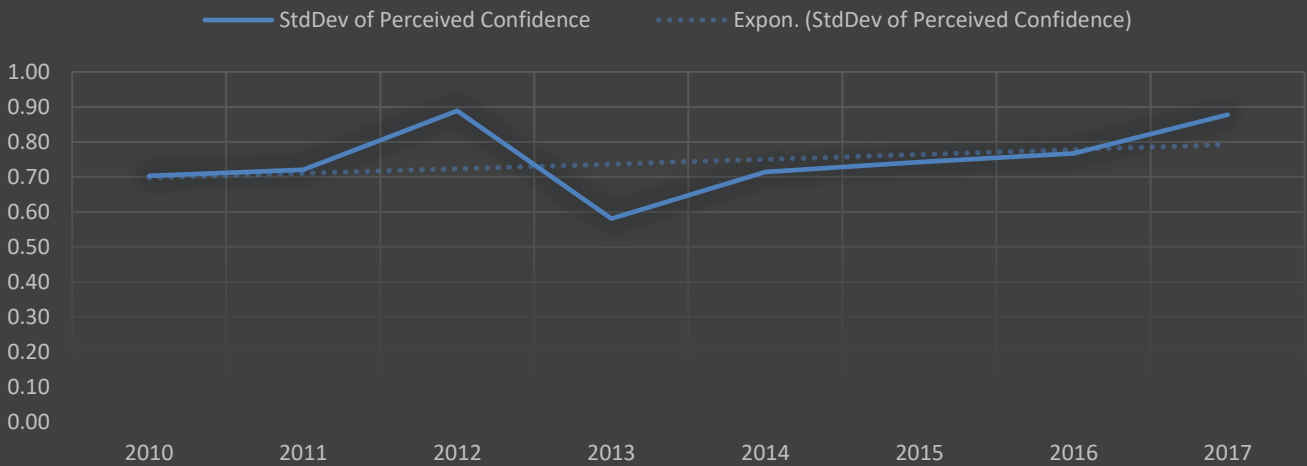
Teamwork - Standard Deviation (2019)



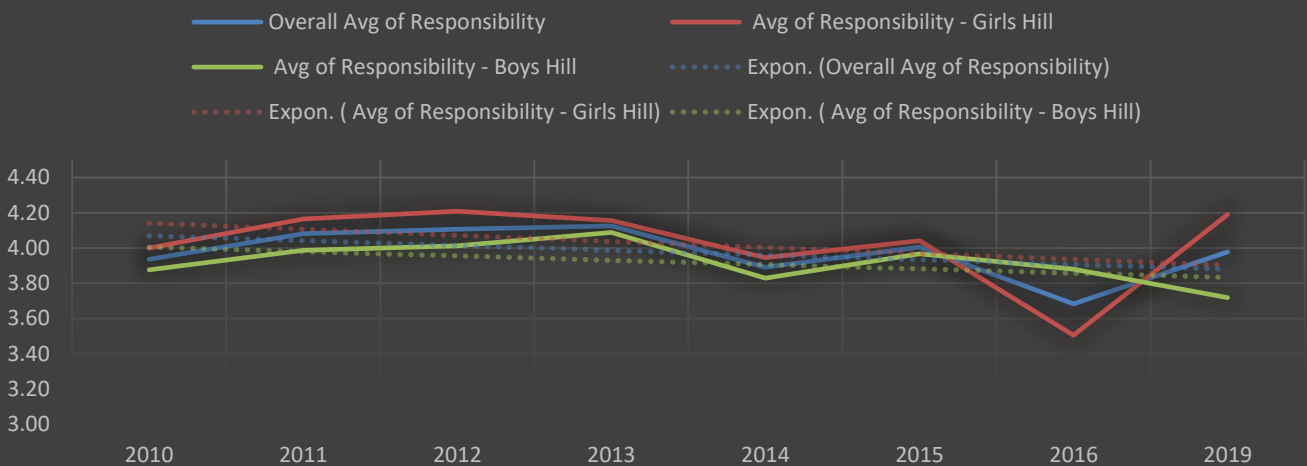
Perceived Competence (2017)



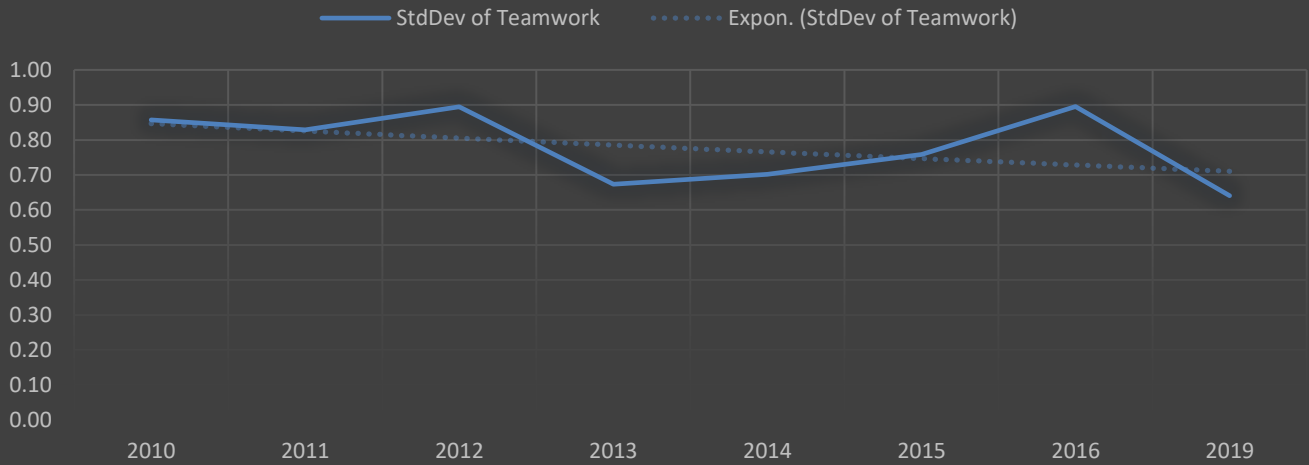
Perceived Competence - Standard Deviation (2017)



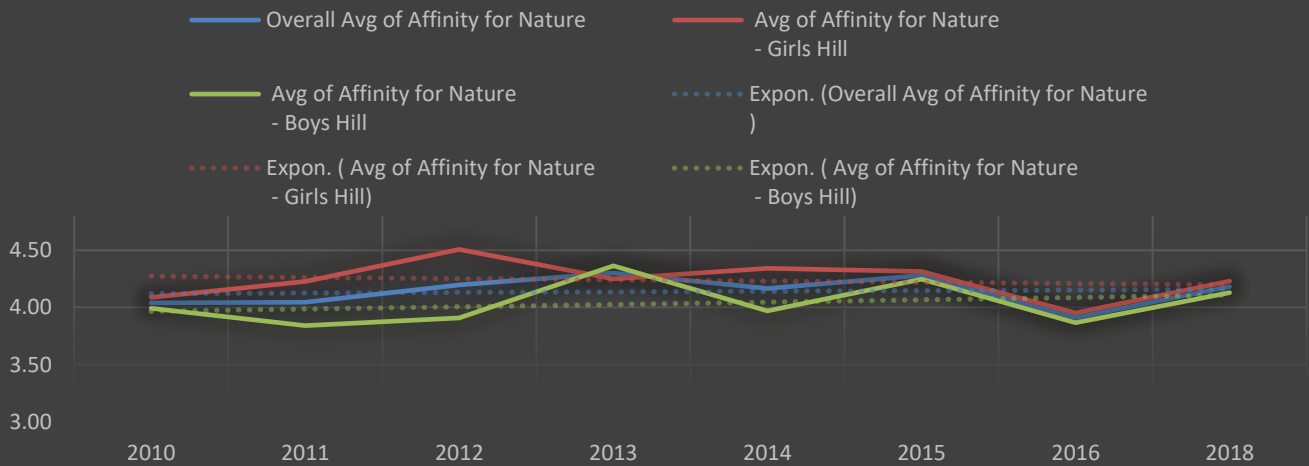
Responsibility (2019)



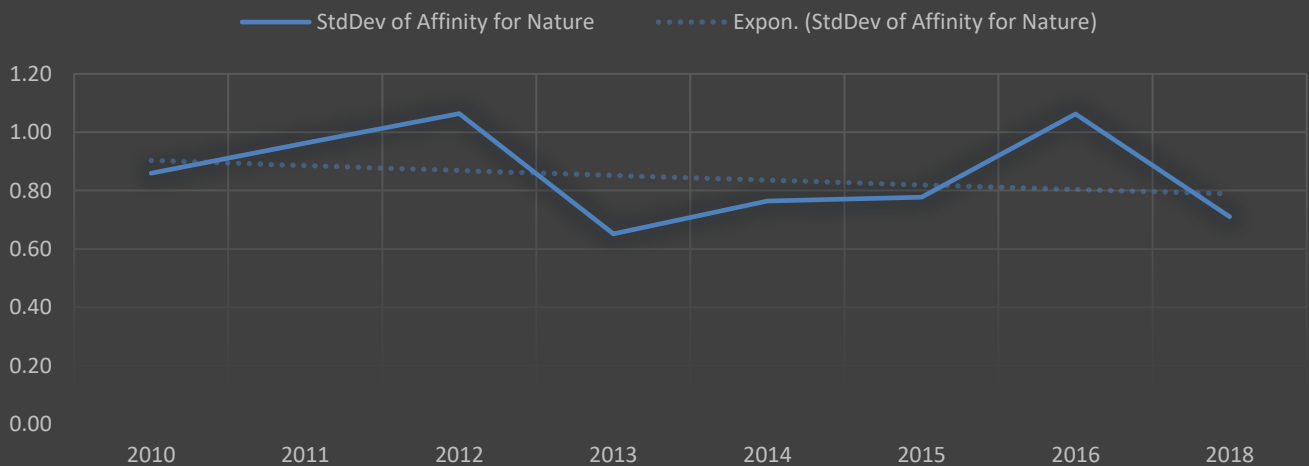
Responsibility - Standard Deviation (2019)



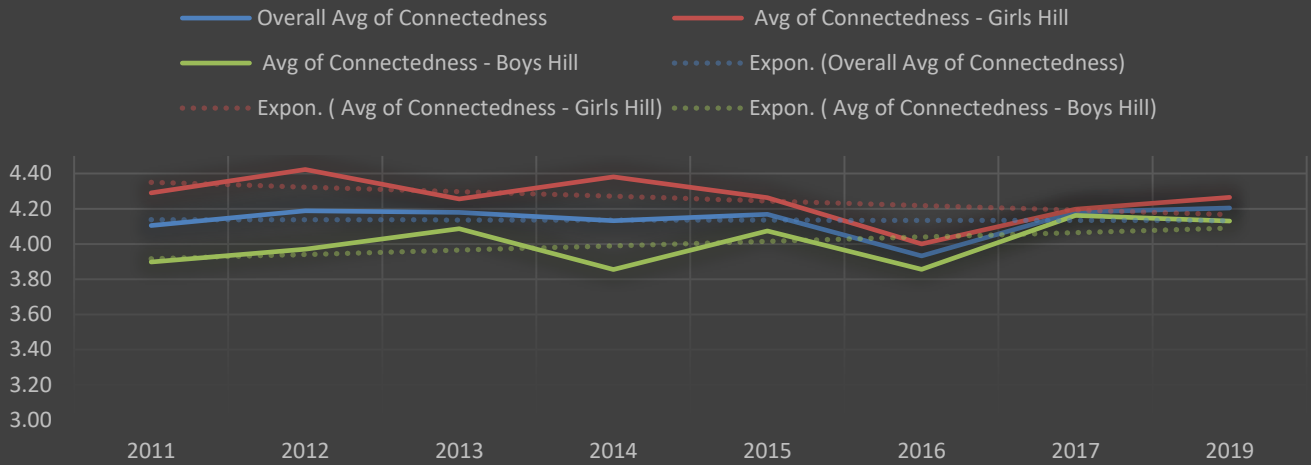
Affinity for Nature (2018)



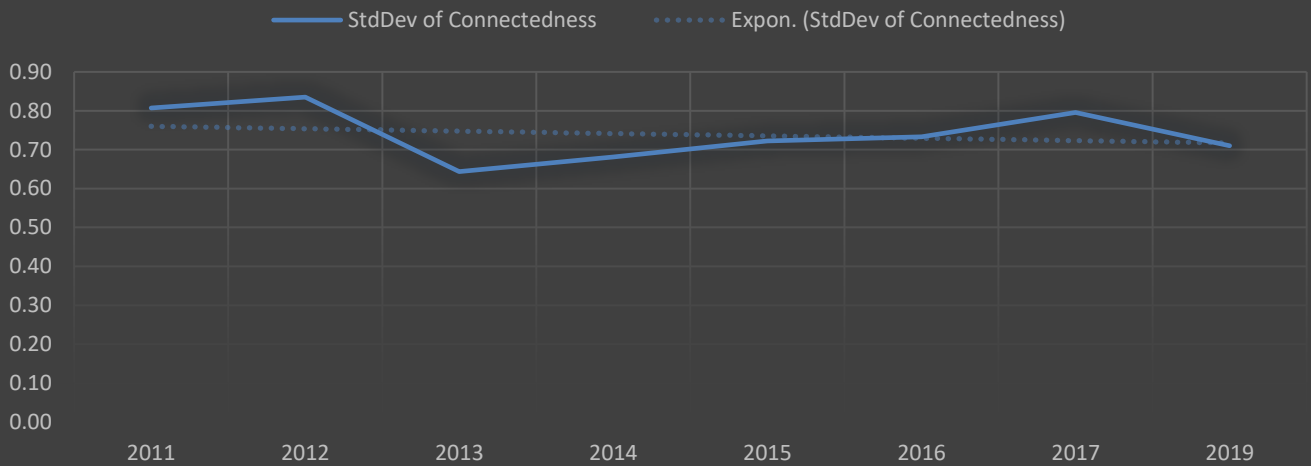
Affinity for Nature - Standard Deviation (2018)



Camp Connectedness (2019)



Camp Connectedness - Standard Deviation (2019)

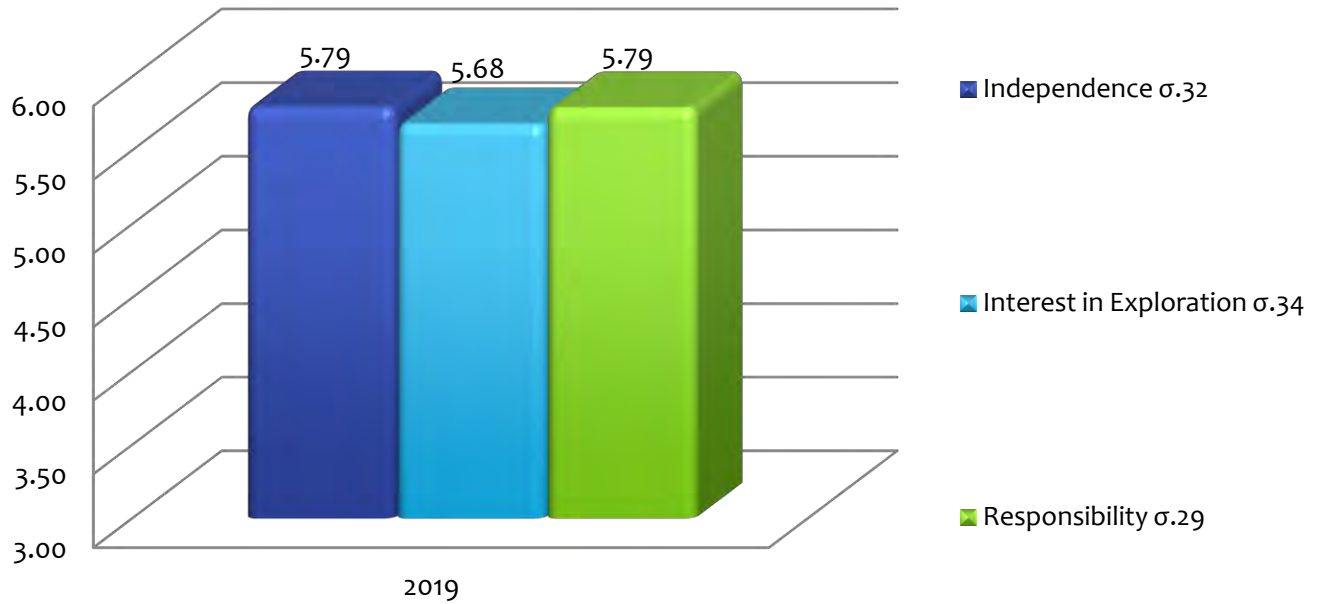


Detailed Older Camper Demographic

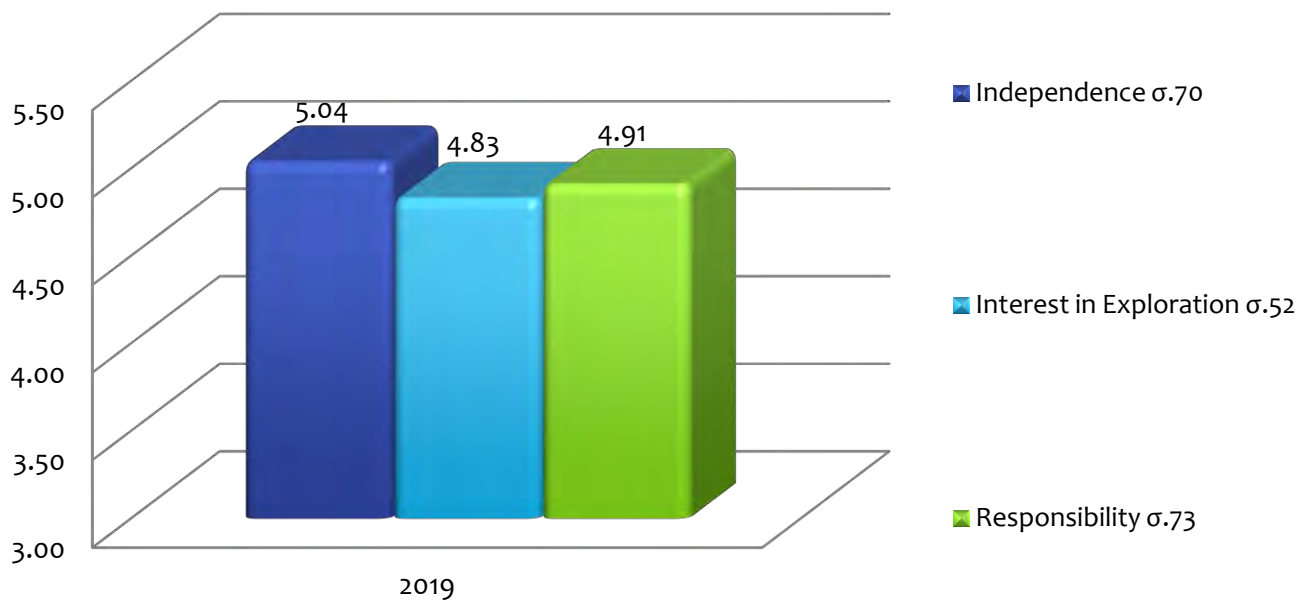
- 75 Campers were interviewed representing approximately 21% of that demographic (359 Campers)
- Cycle 3 Survey (2019): Interest in Exploration; Responsibility; Independence
- Grade 8-11; Cabins 2, 4, 5, 7, 6; Dorms A, E, F

Detailed Older Camper Overview

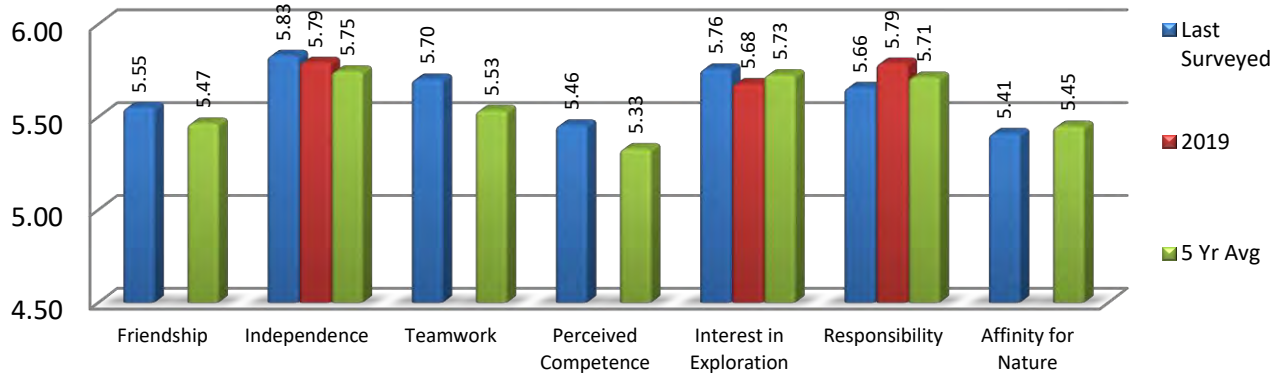
Average “Status” by Outcome



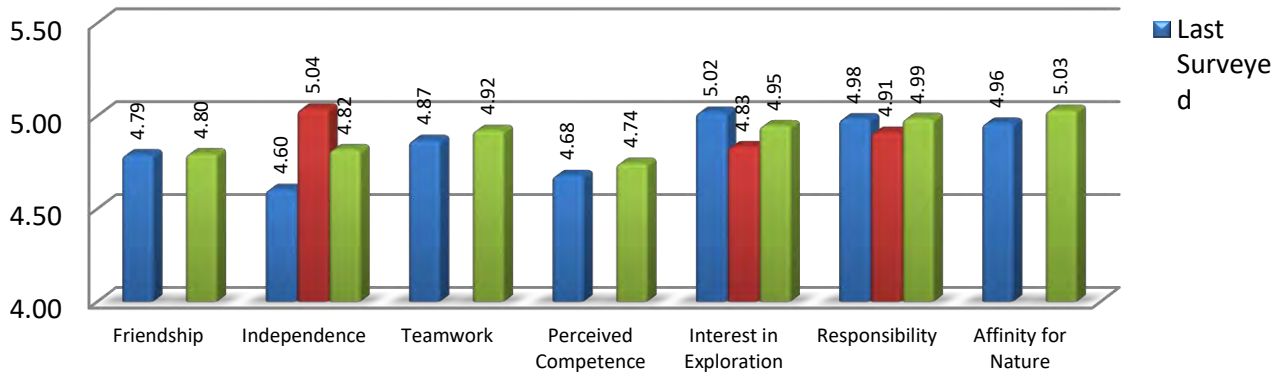
Average “Change” by Outcome



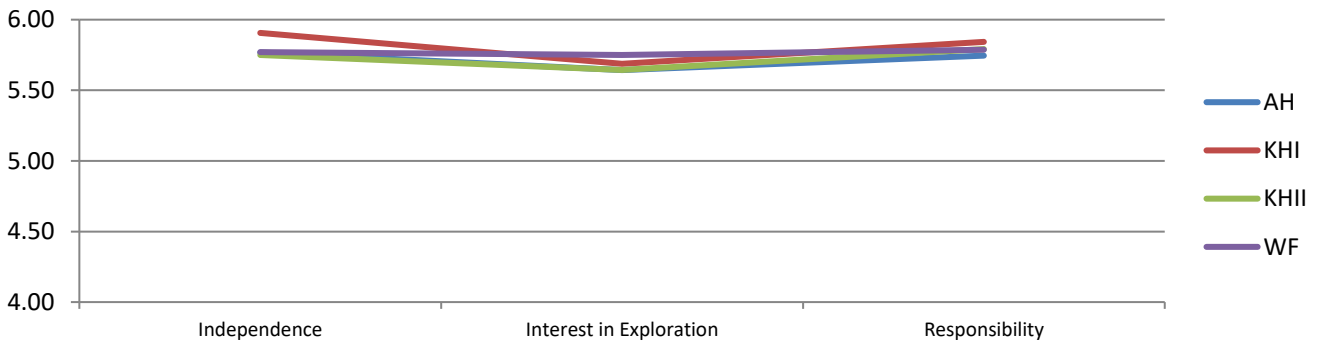
Average "Status" by Outcome



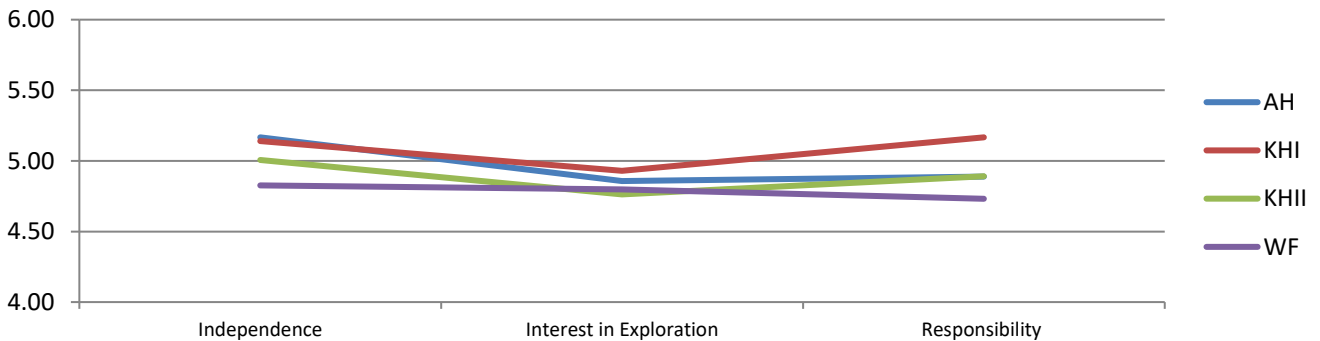
Average "Change" by Outcome



Average of "Status" by Session - 2019

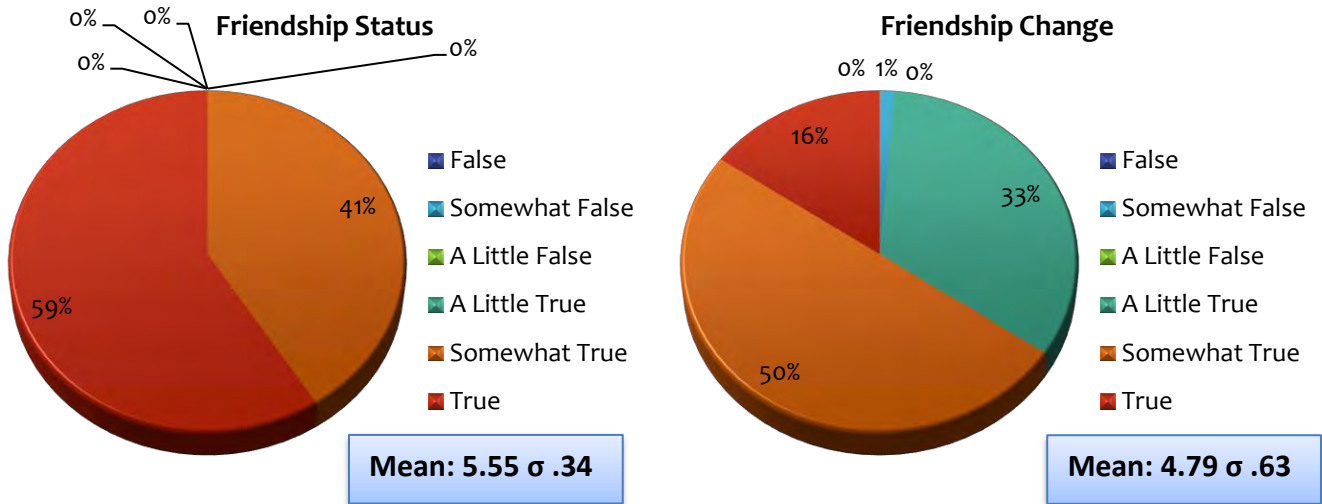


Average of "Change" by Session - 2019



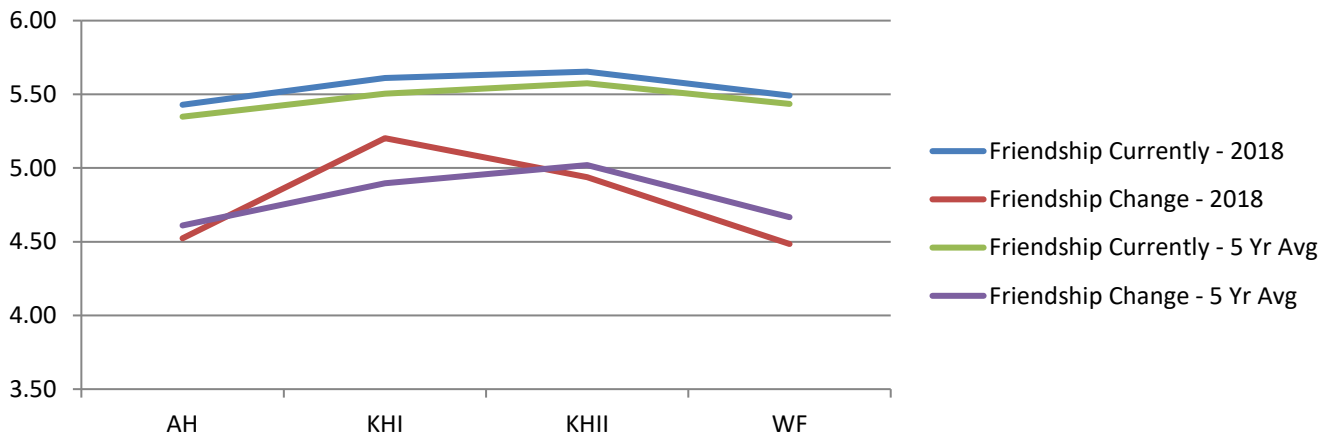
Detailed Camper Survey Analysis by Outcome

Friendship (2018)

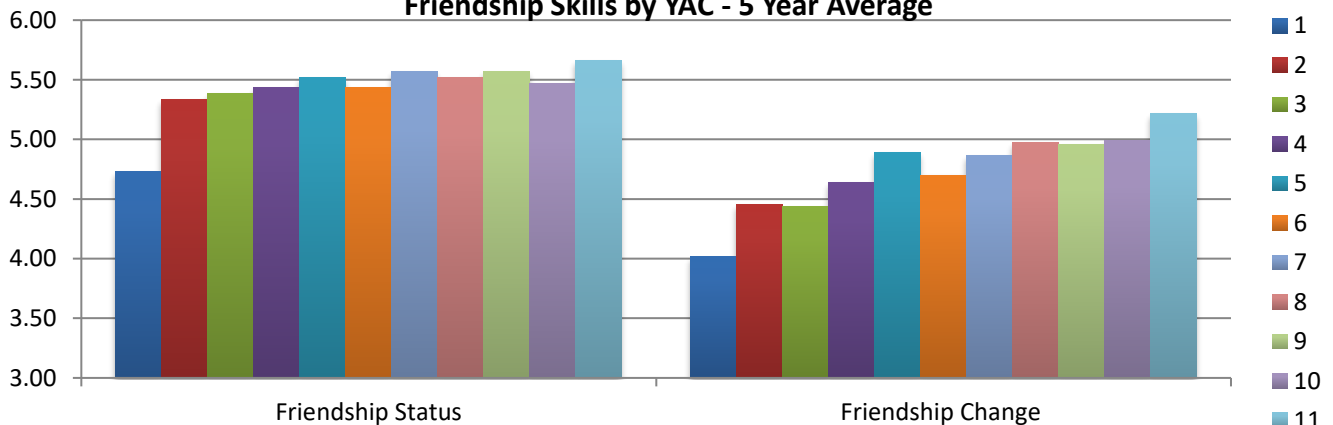


- 100% felt “I have good friendship skills” was a least a little true (+0% from 2015)
- 65.4% felt that camp significantly improved their friendship skills (-9.5% from 2016)

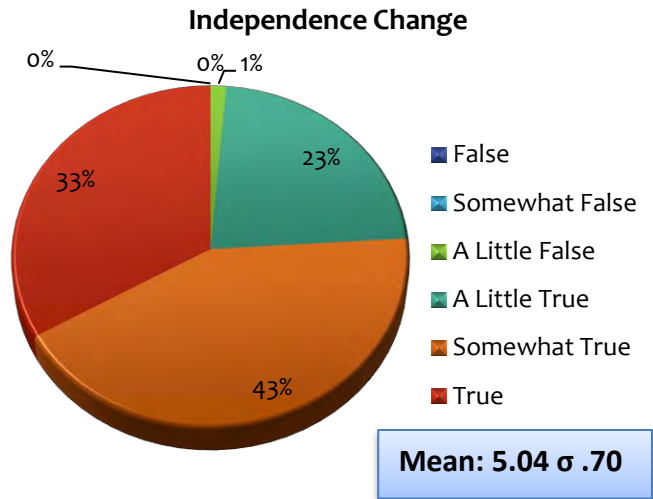
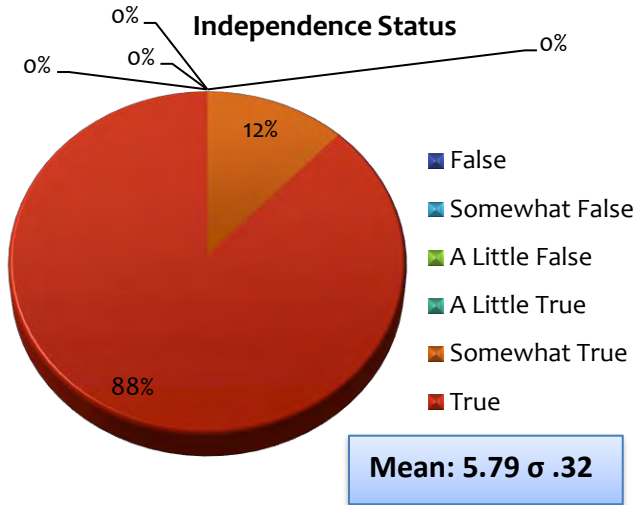
Friendship Change & Status by Session



Friendship Skills by YAC - 5 Year Average

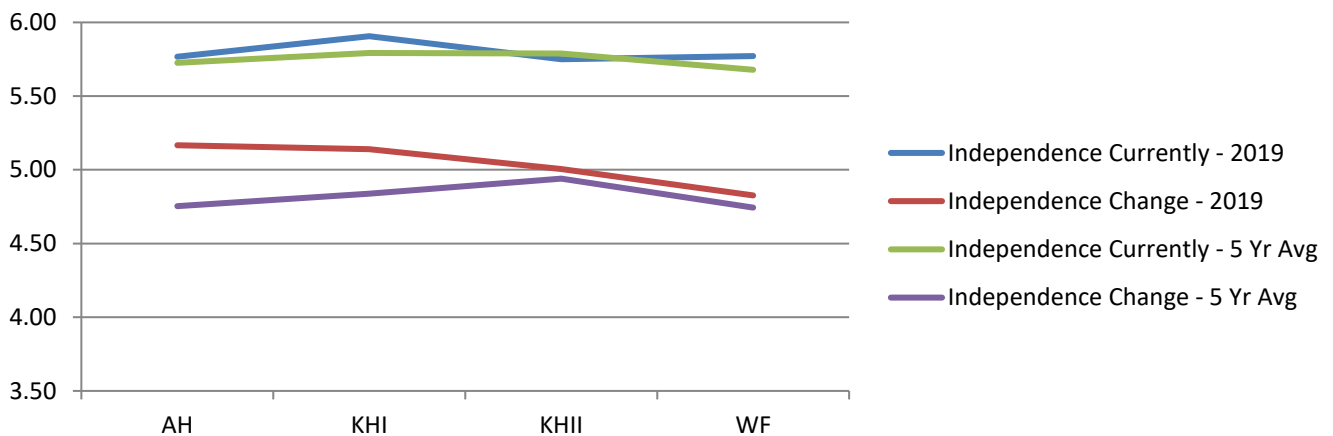


Independence (2019)

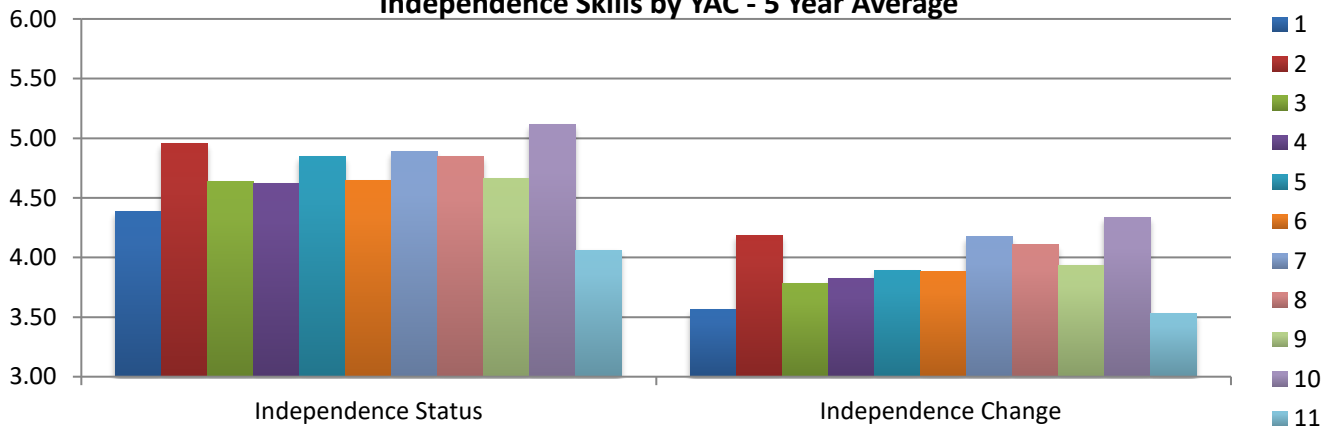


- 100% felt “I have good independence skills” was a least a little true (No change from 2017)
- 76% felt that camp significantly improved their friendship skills (46% increase from 2017)

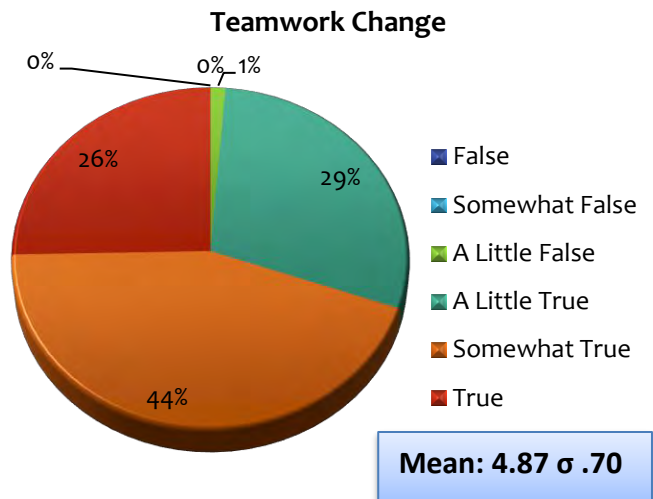
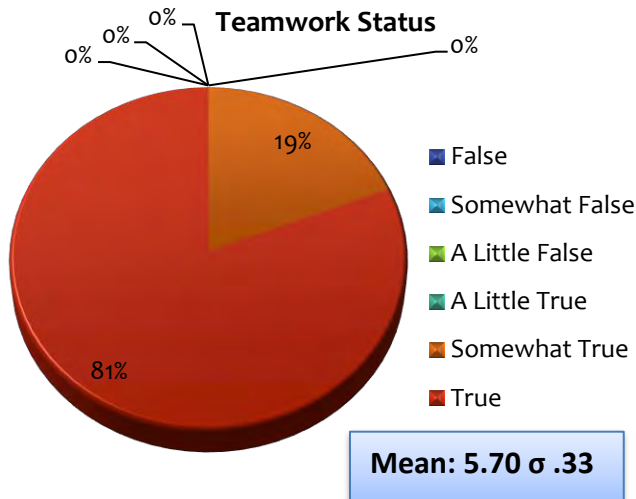
Independence Change & Status by Session



Independence Skills by YAC - 5 Year Average

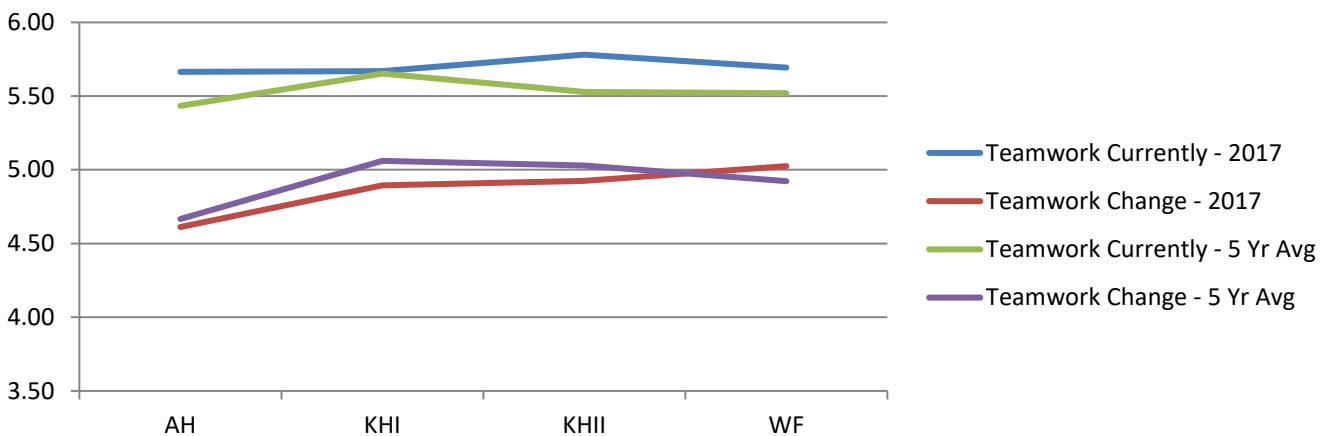


Teamwork (2017)

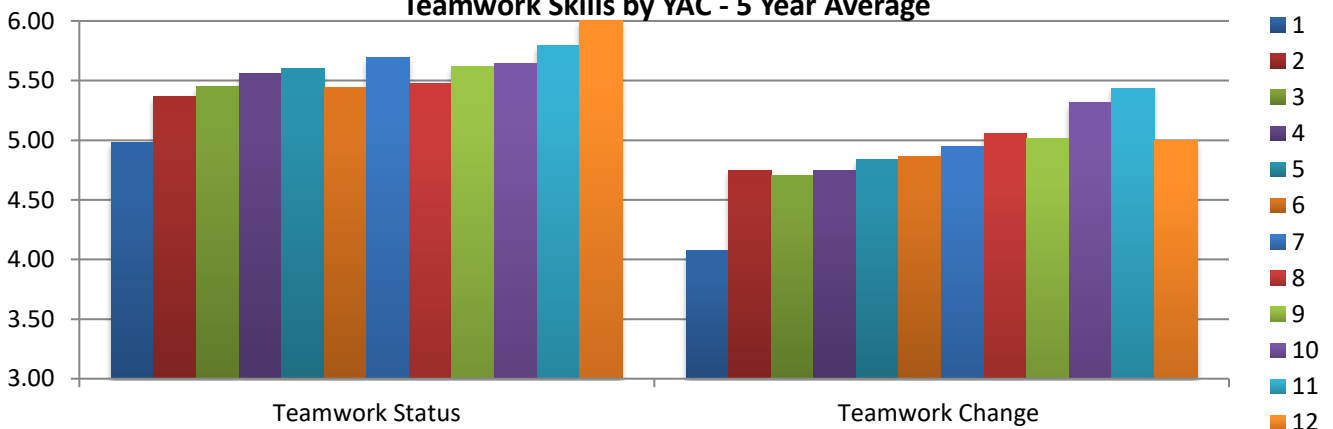


- 100% felt “I have good teamwork skills” was a least a little true
- 69.6% felt that camp significantly improved their teamwork skills (6.7% decrease from 2016)

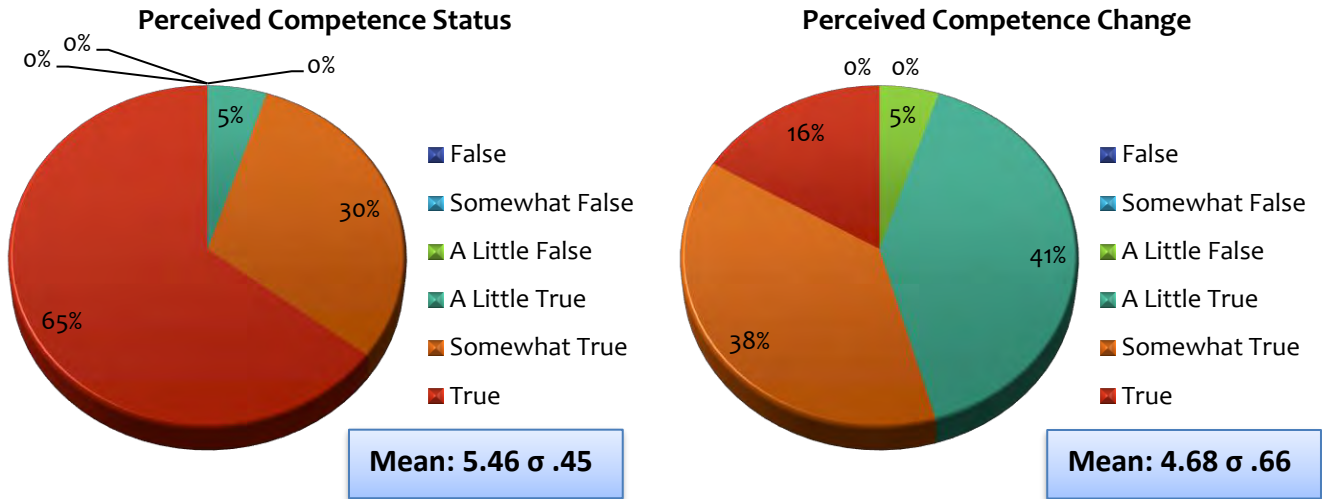
Teamwork Change & Status by Session



Teamwork Skills by YAC - 5 Year Average

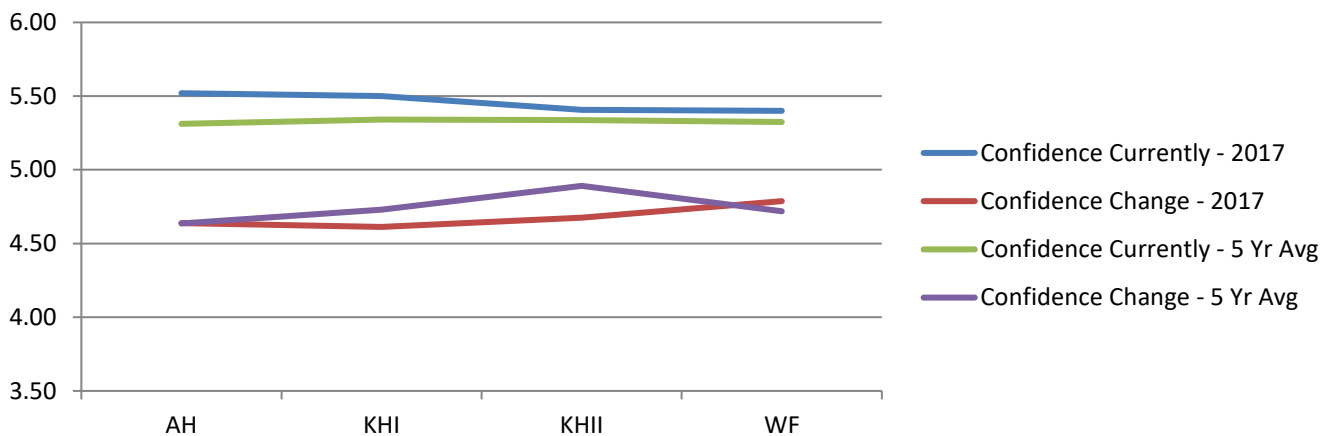


Perceived Competence (2017)

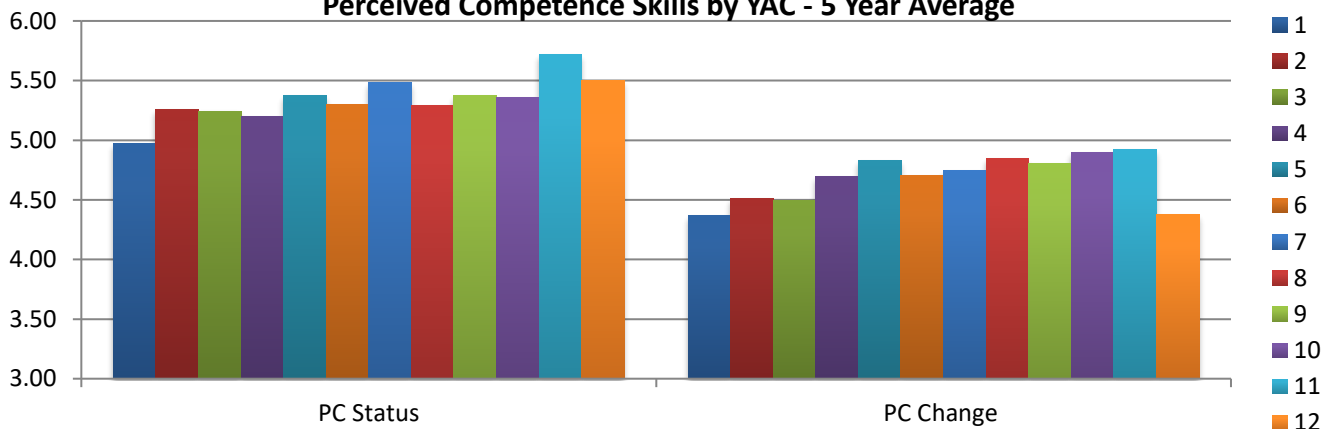


- 100% felt “I am confident in myself” was a least a little true (+0% from 2016)
- 54.4.4% said that camp made a big difference in how they feel about themselves (-21.1% from 2016)

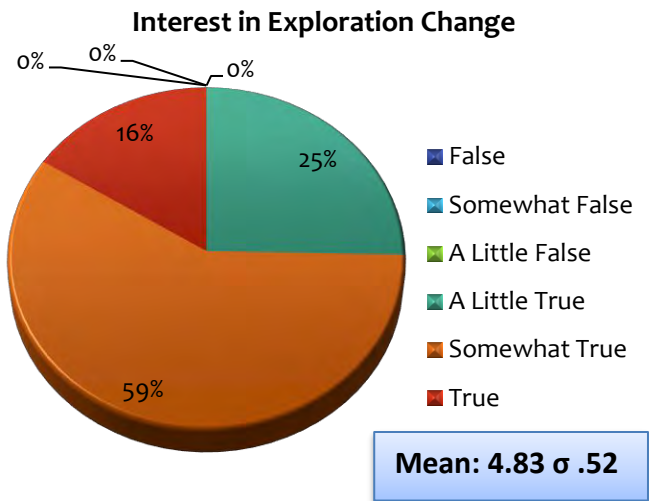
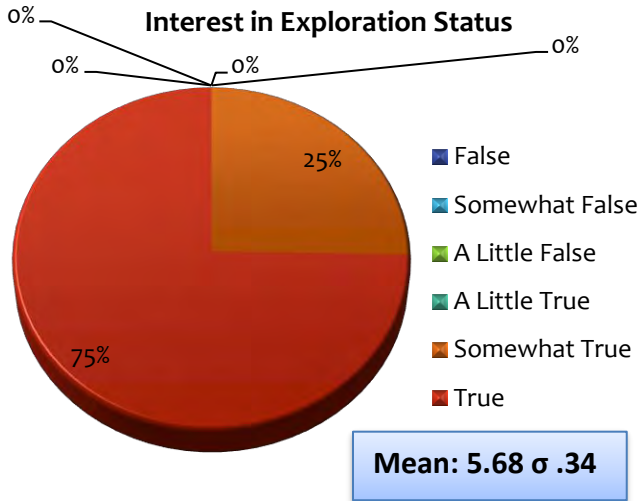
Perceived Competence Change & Status by Session



Perceived Competence Skills by YAC - 5 Year Average

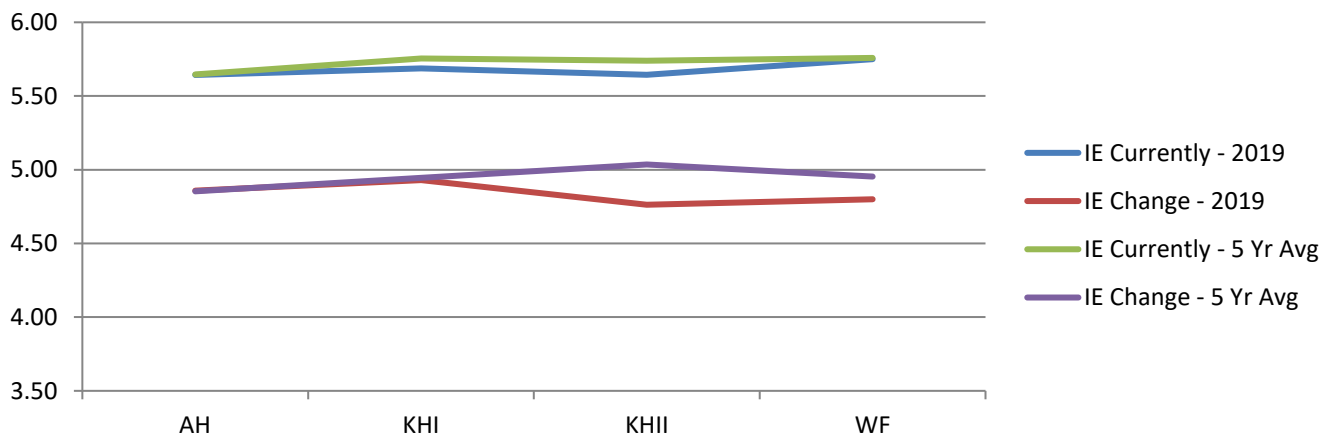


Interest in Exploration (2019)

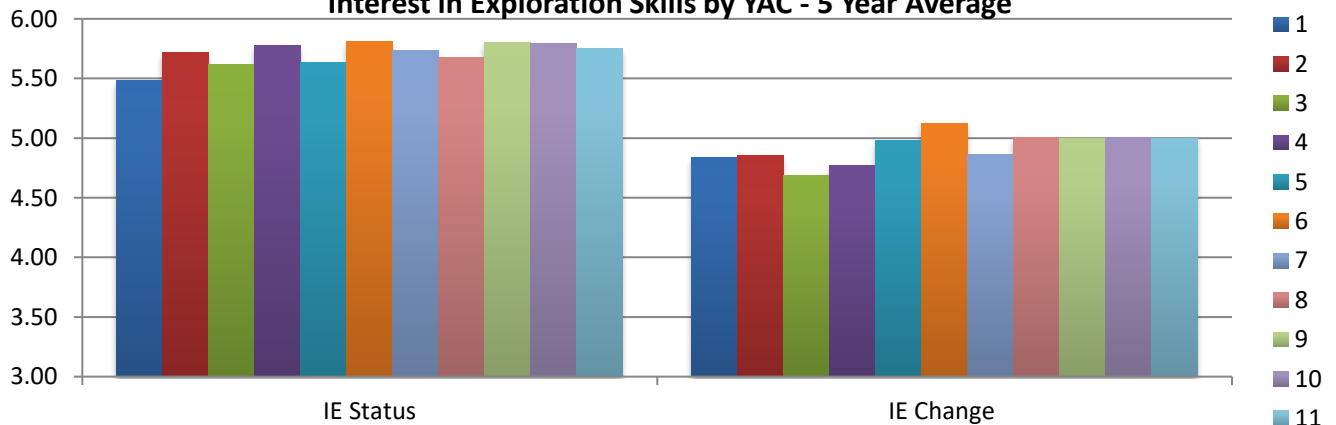


- IE defined: Learning Skills, Citizenship Skills, Nature and Outdoor Adventure
- 100% felt “I have an Interest in exploration” was a least a little true (+1.4% from 2016)
- 74.7% said that they far more interested and prepared to learn and try new things as a result of GG (4% decrease from 2016)

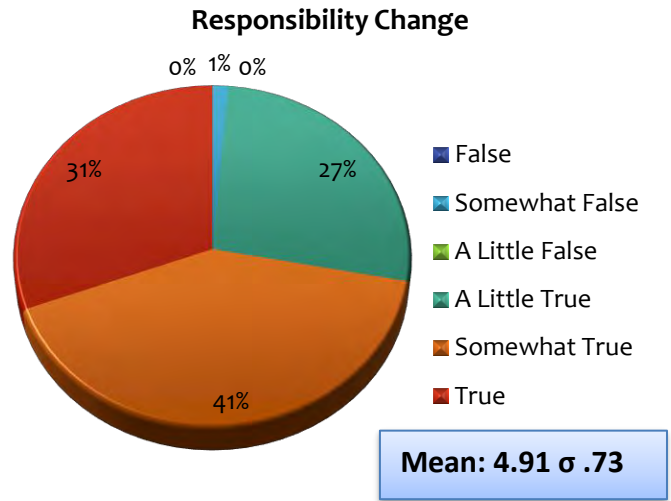
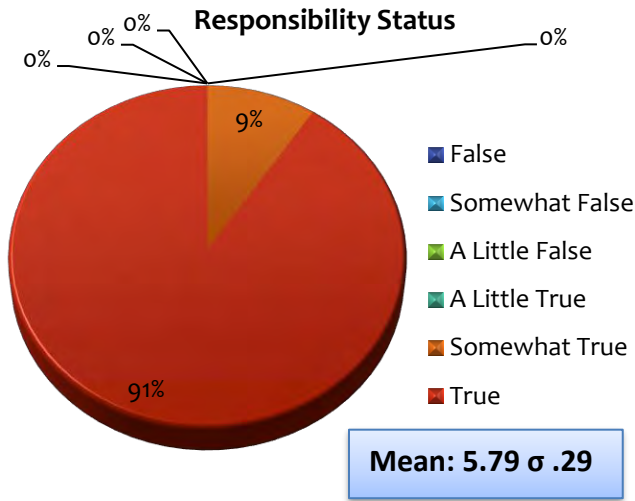
Interest in Exploration Change & Status by Session



Interest in Exploration Skills by YAC - 5 Year Average

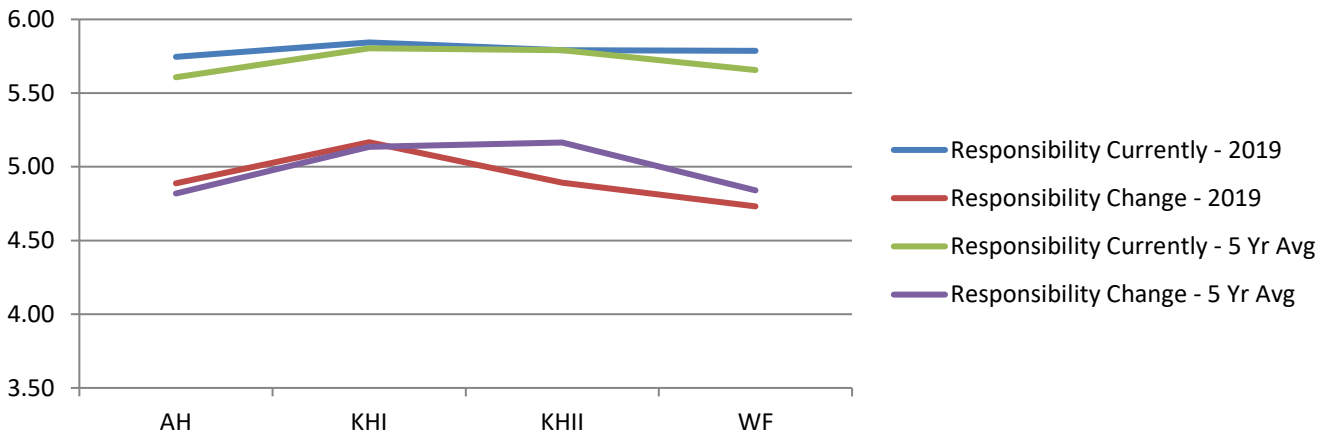


Responsibility (2019)

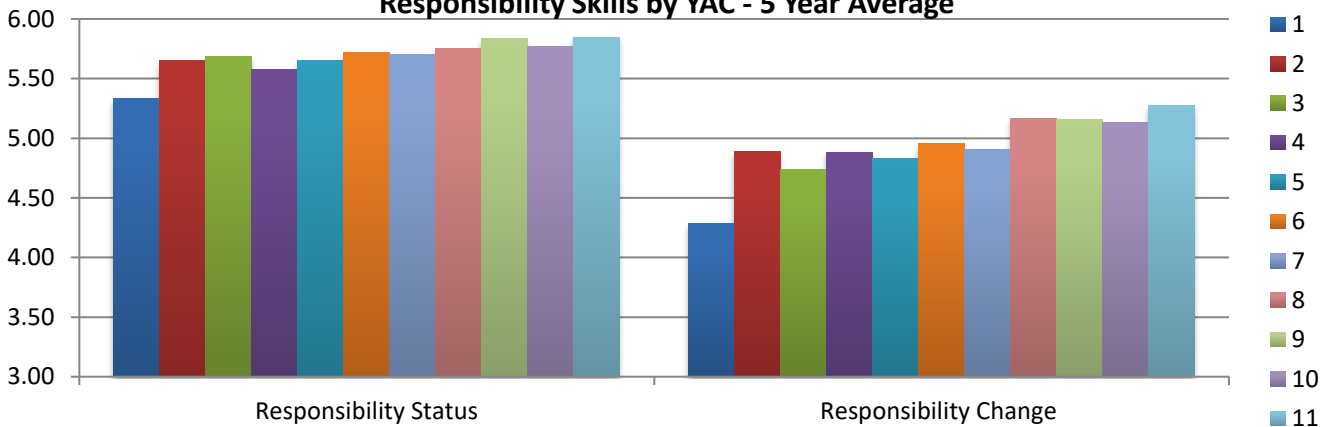


- 100% felt “I am responsible” was a least a little true (No change from 2016)
- 72.0% said that camp has made them considerably more responsible (-11.9% from 2016)

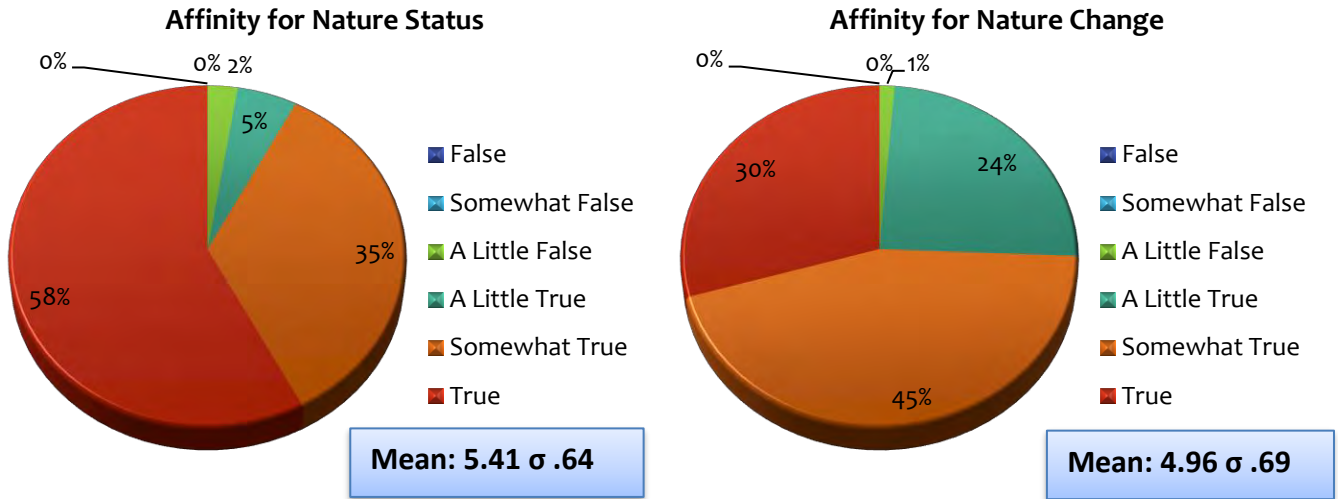
Responsibility Change & Status by Session



Responsibility Skills by YAC - 5 Year Average

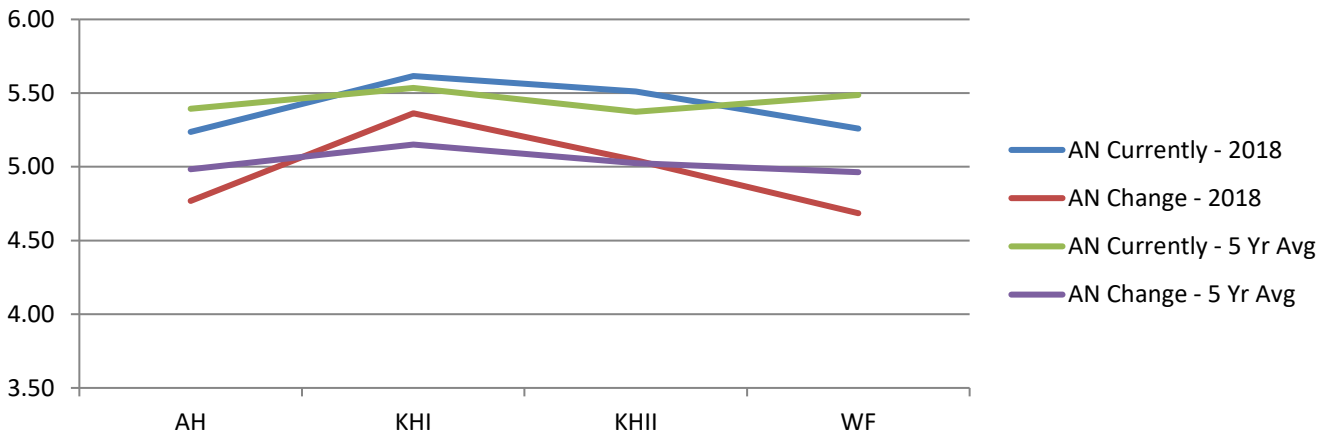


Affinity for Nature (2018)

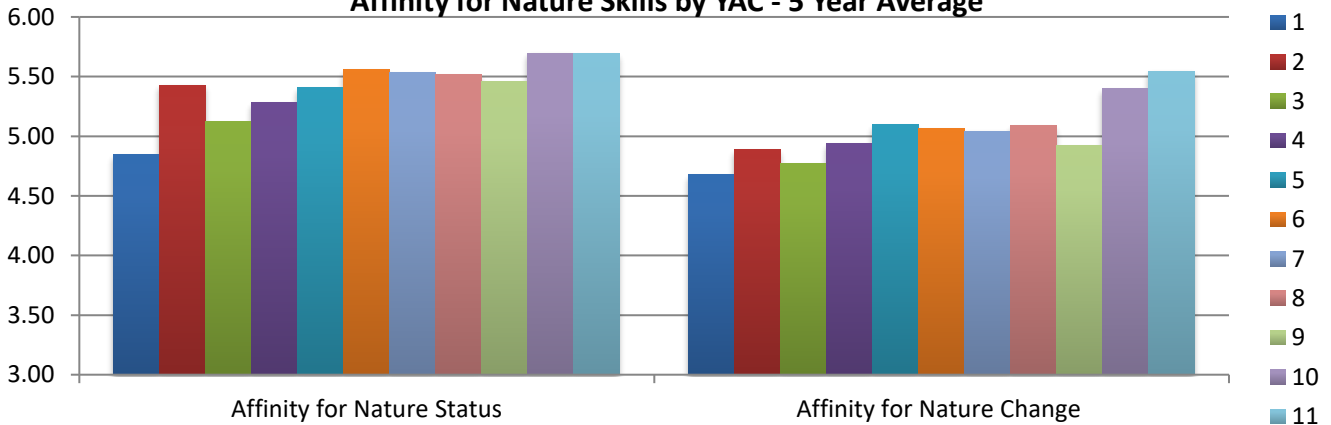


- 97.4% felt “I have an affinity for nature” was a least a little true (-1.2% from 2016)
- 92.3% have a significantly better affinity for nature as a result of Geneva Glen (-2.3% from 2016)

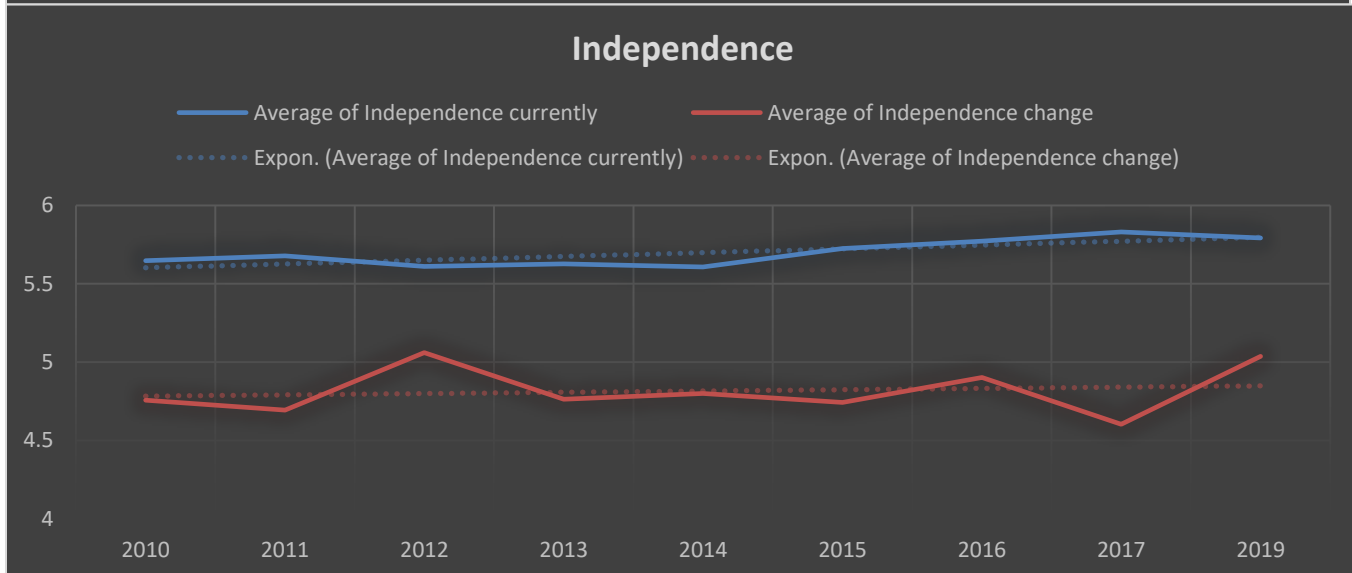
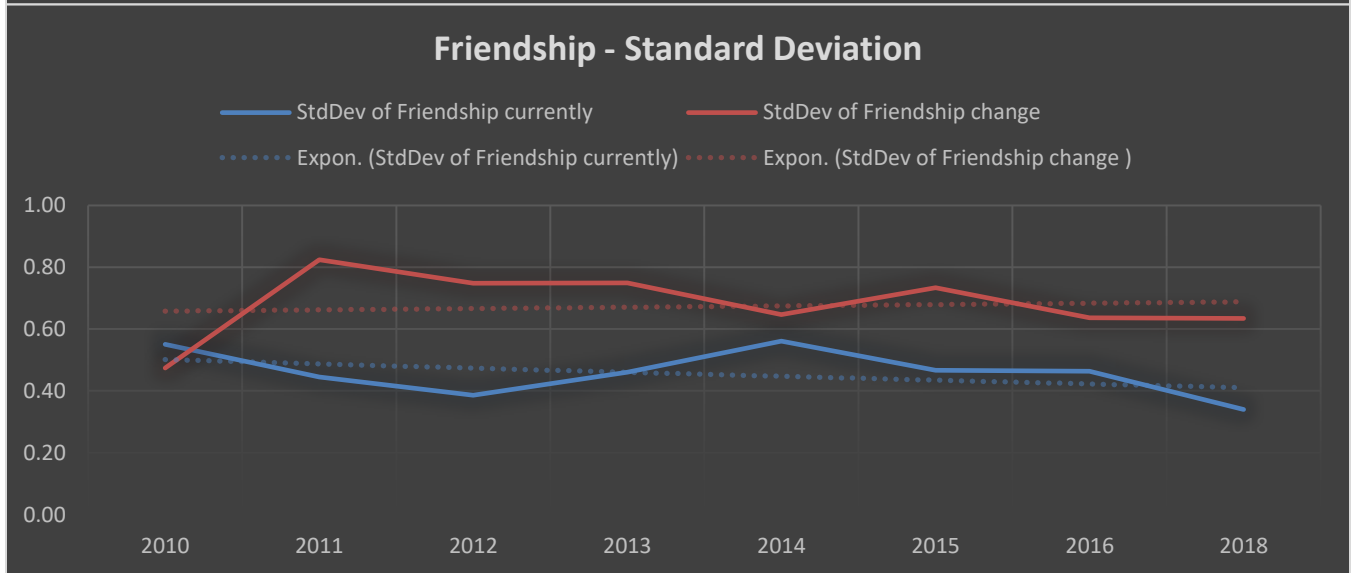
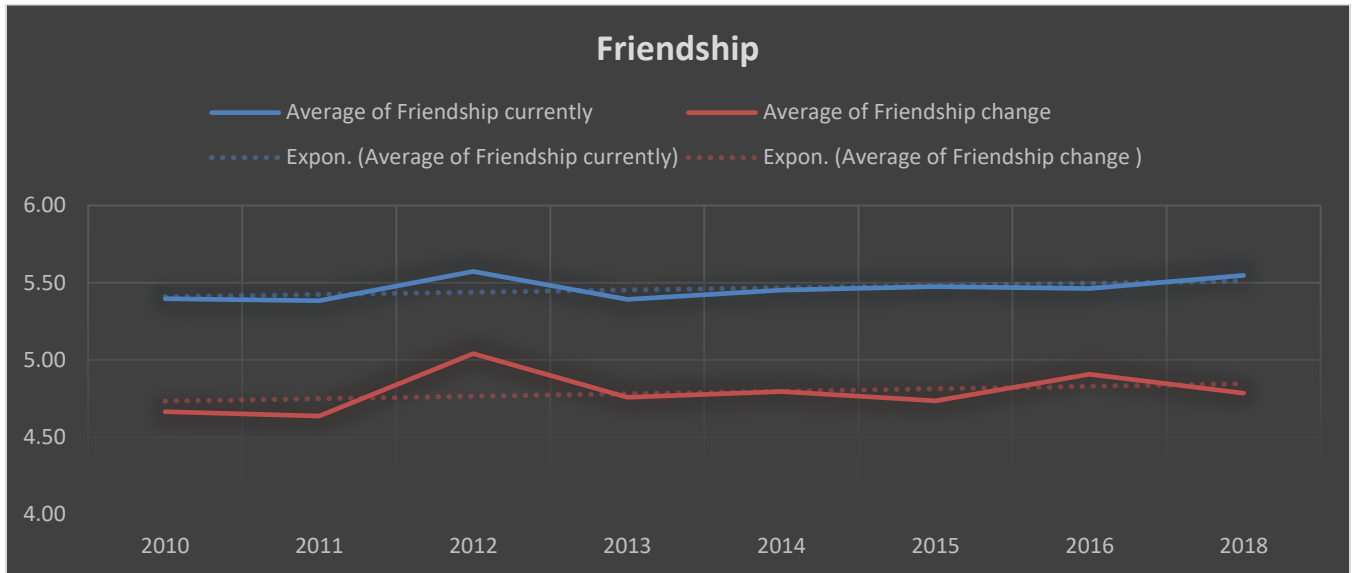
Affinity for Nature Change & Status by Session



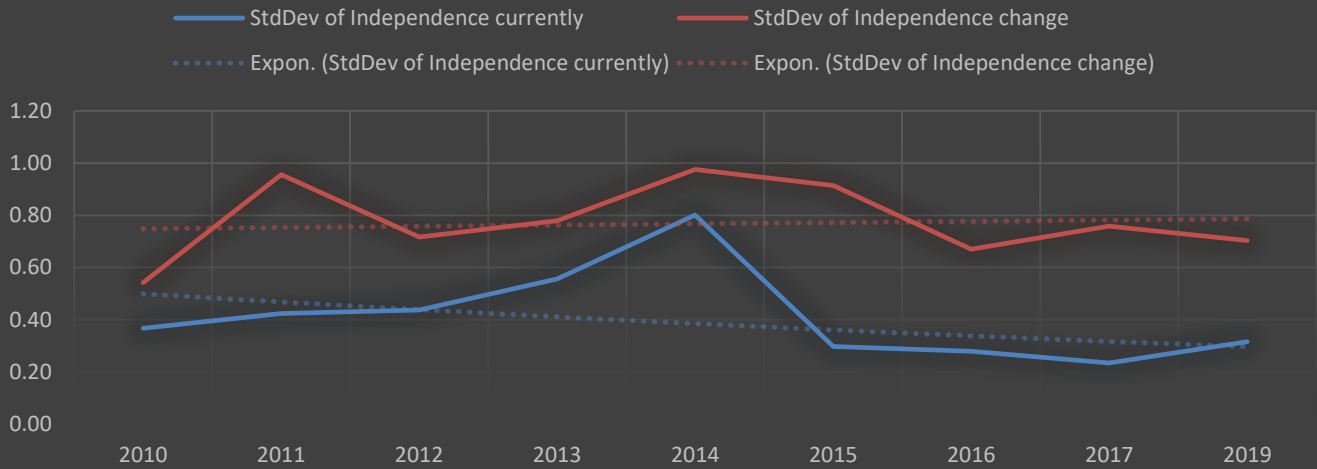
Affinity for Nature Skills by YAC - 5 Year Average



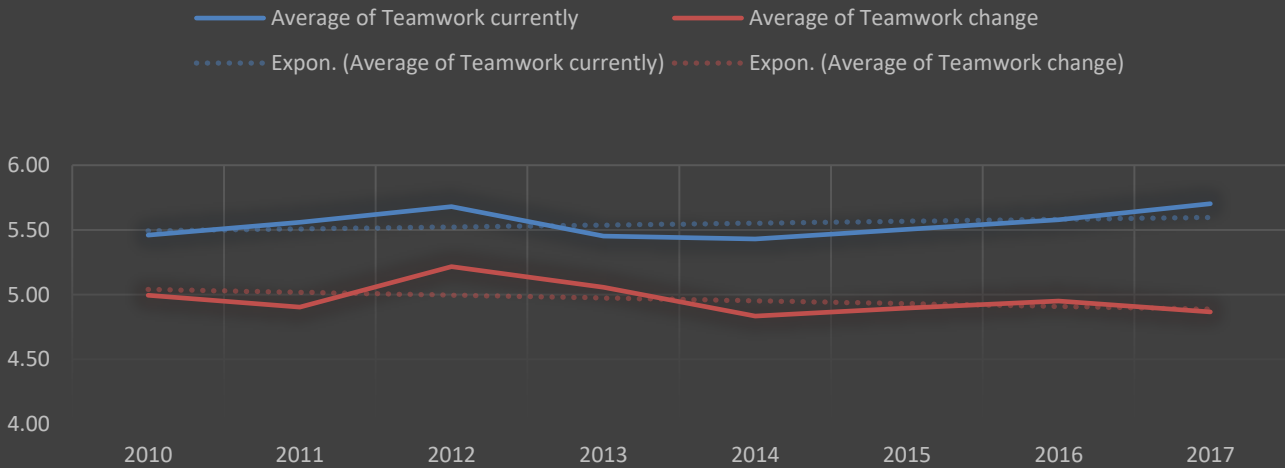
Outcome Yearly Trends



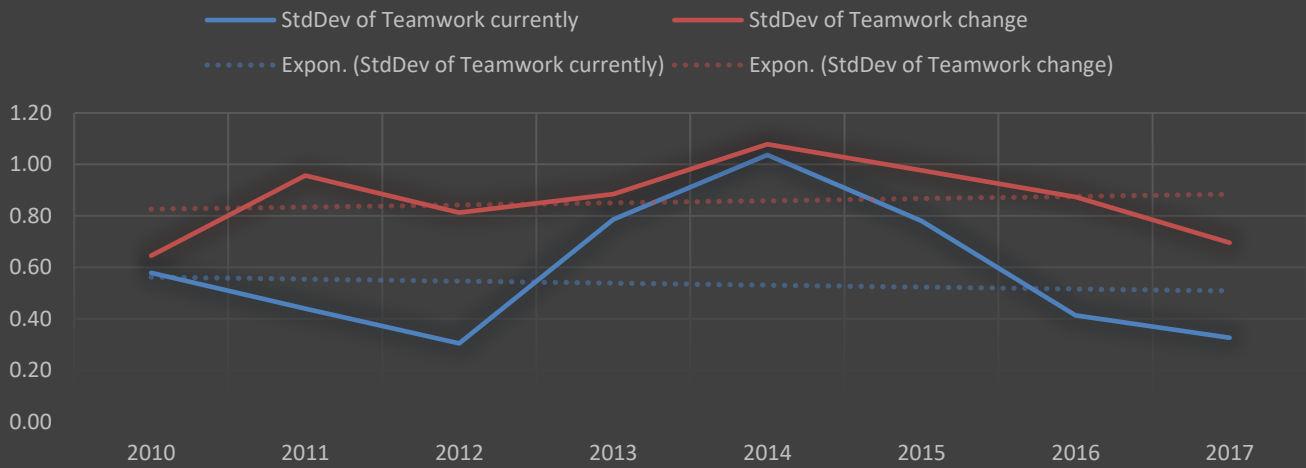
Independence - Standard Deviation



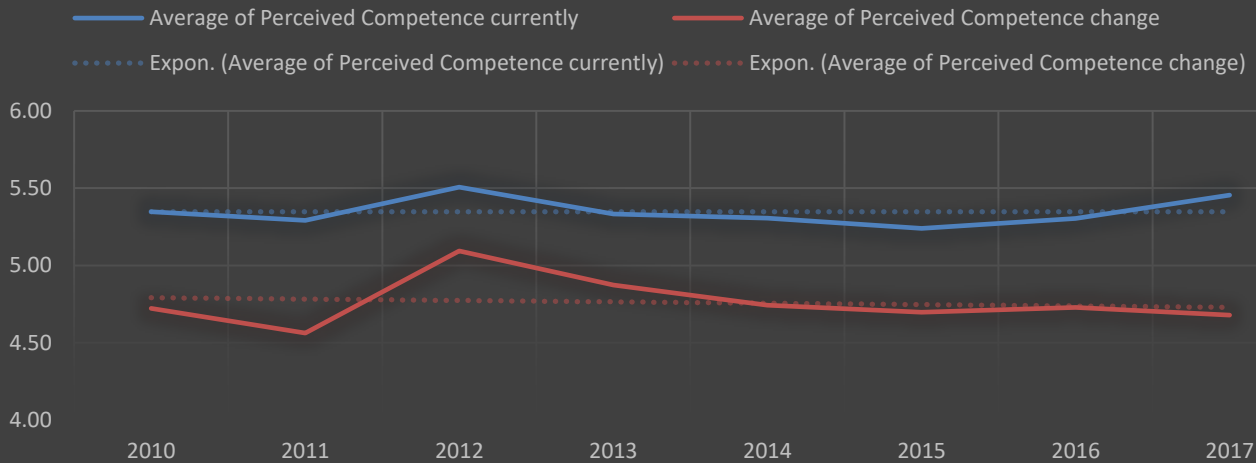
Teamwork



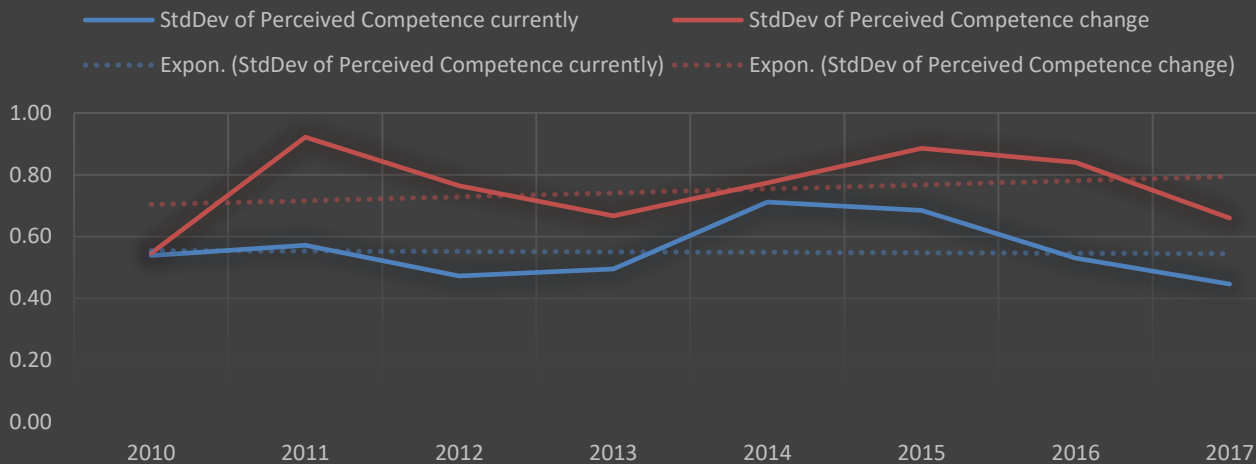
Teamwork - Standard Deviation



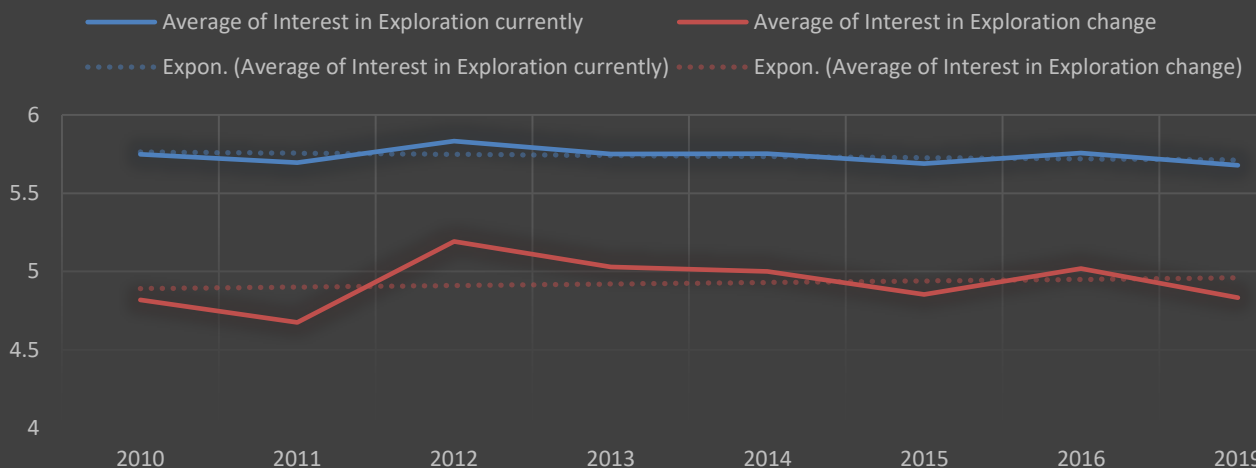
Perceived Competence



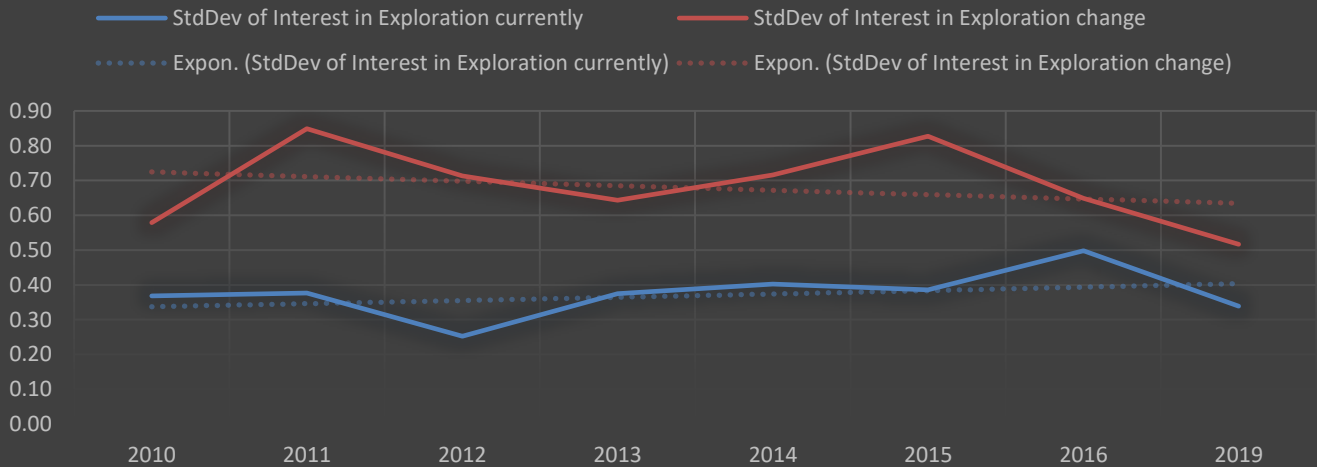
Perceived Competence - Standard Deviation



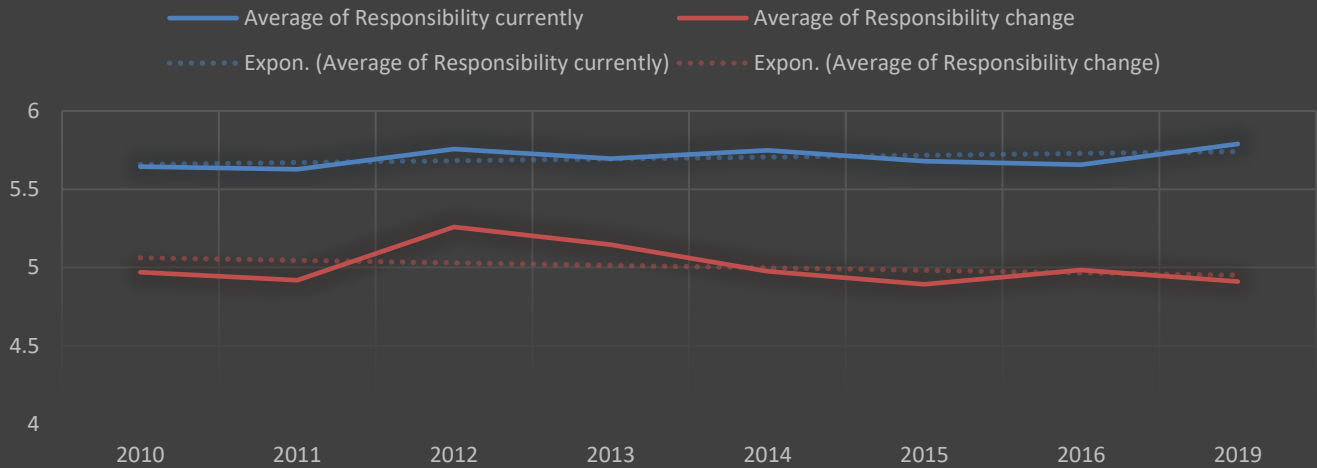
Interest in Exploration



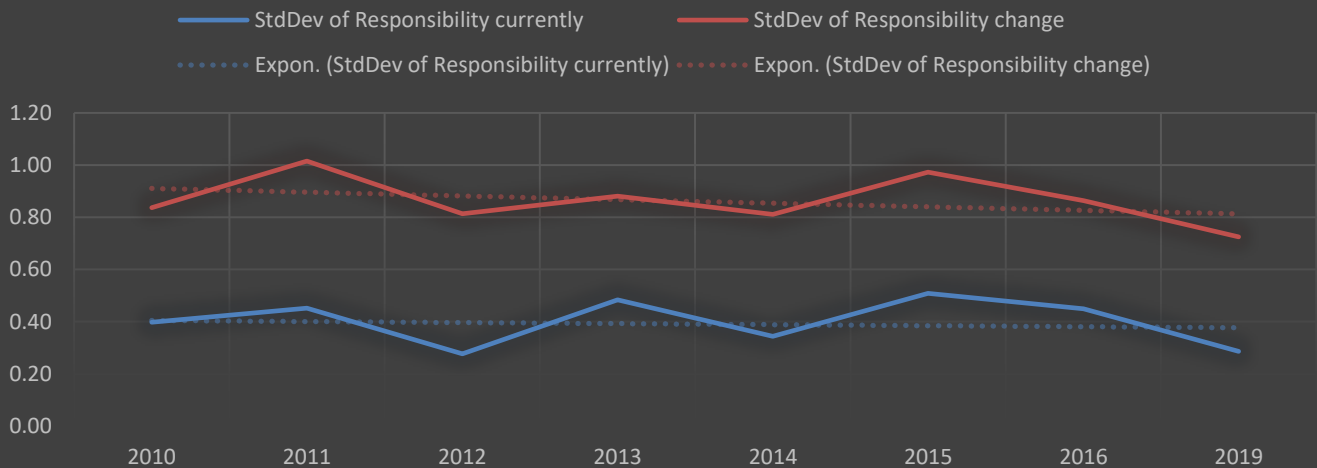
Interest in Exploration - Standard Deviation



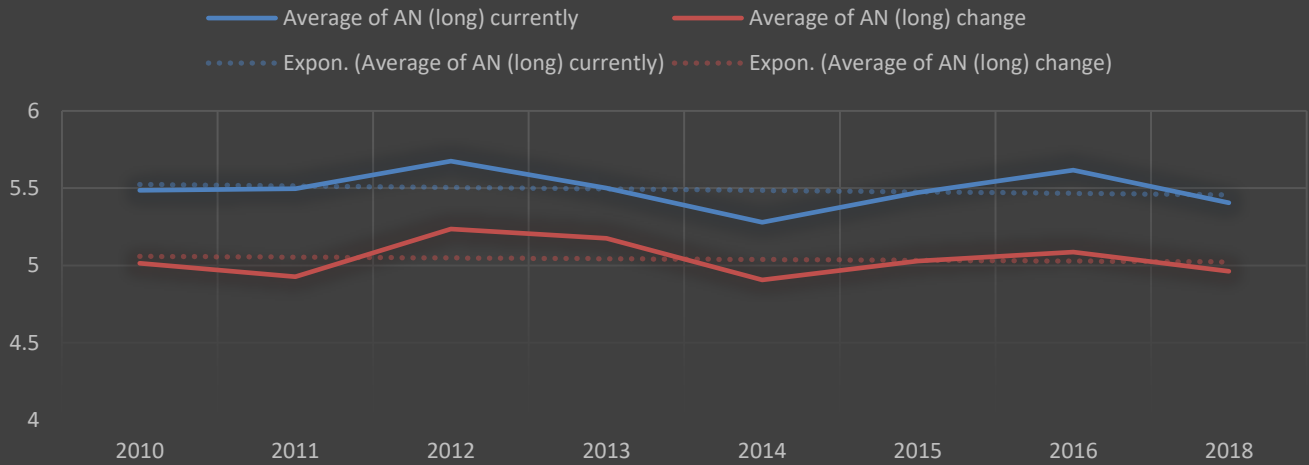
Responsibility



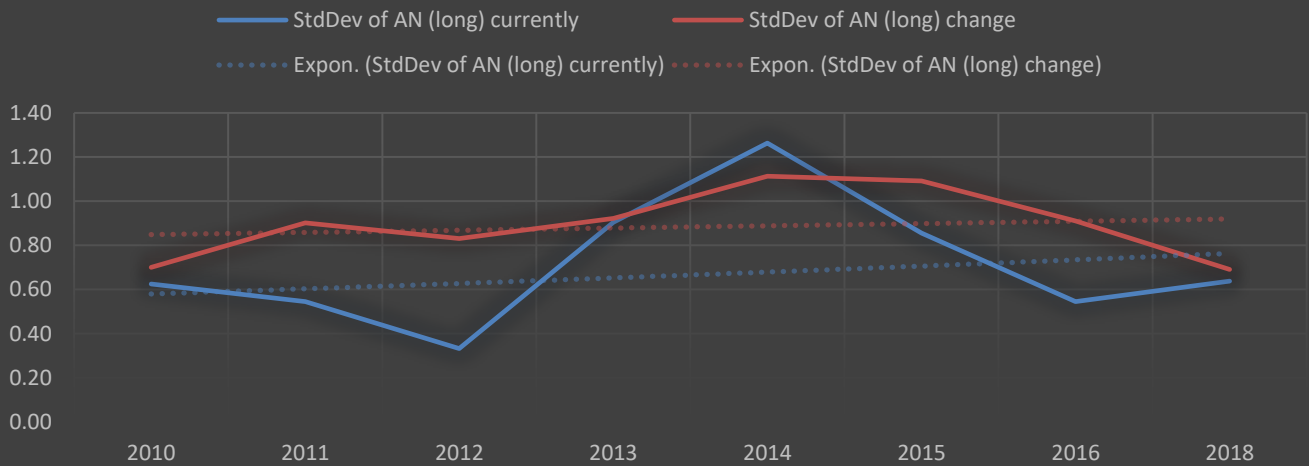
Responsibility - Standard Deviation



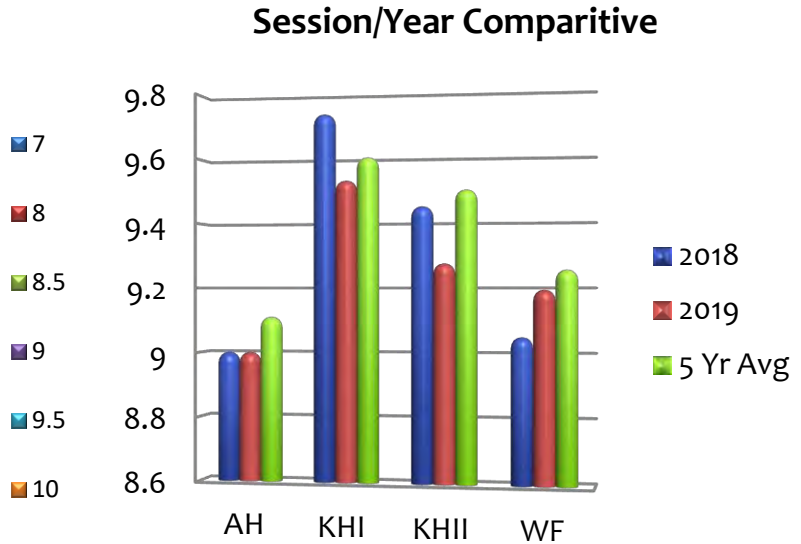
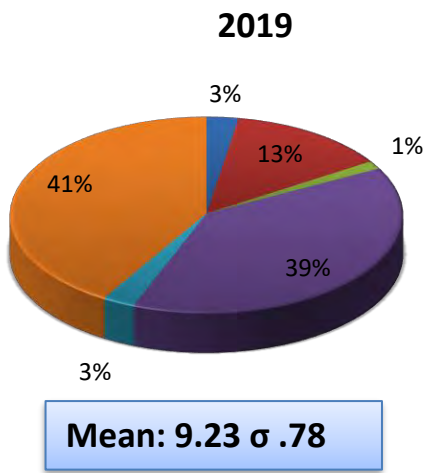
Affinity for Nature



Affinity for Nature - Standard Deviation

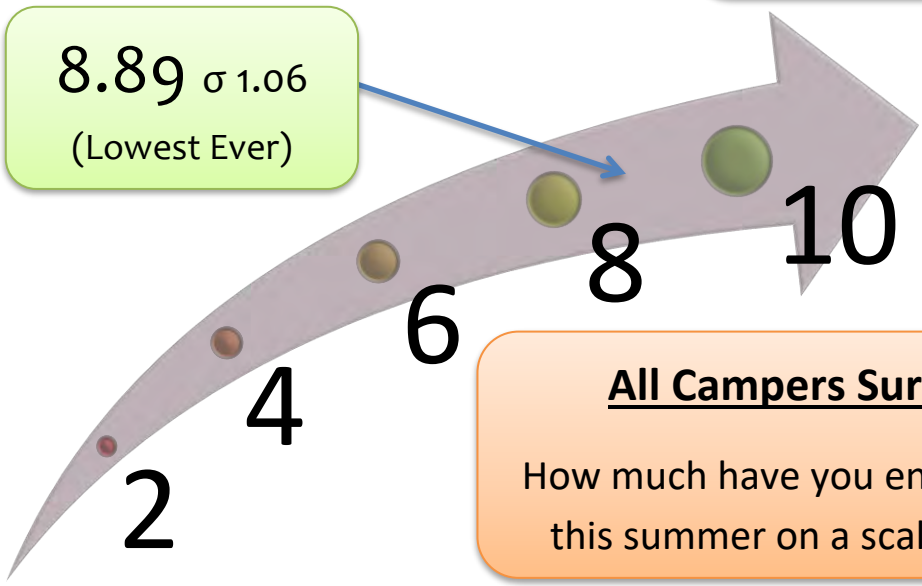


Satisfaction Survey Results and Other Analysis

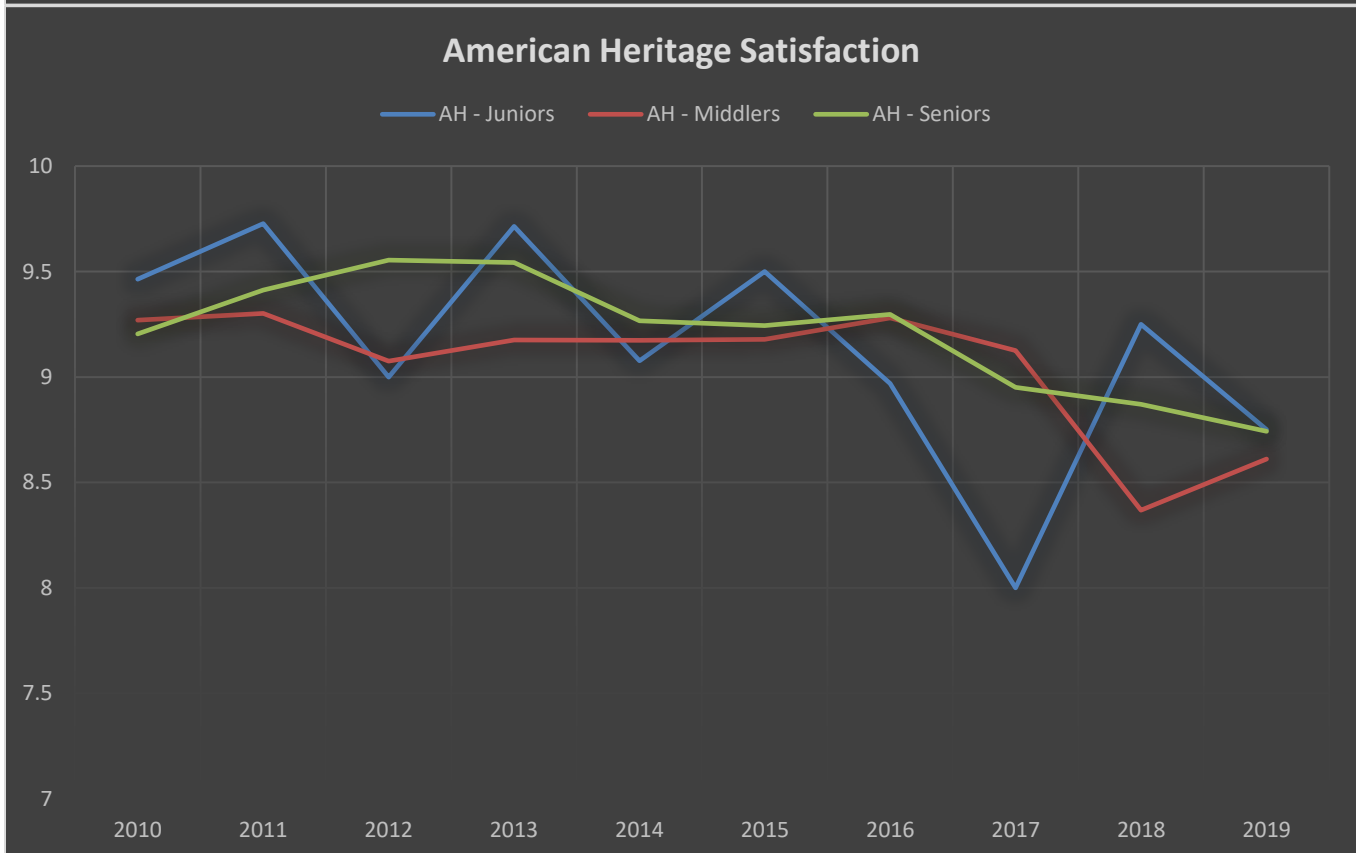


- Satisfaction rating of camp increased .8% from 2018 (**1.7% LOWER than 5 Year Average**)
- Knighthood I was the highest rated and had the highest effect on campers
- World Friendship had the lowest effect on campers. American Heritage was the lowest rated session
- Girls rated higher than boys in both change and status (5.91% change, 1.89% status)
- Favorite Activities: Barn, Pool, Ropes (Hiking increased significantly)
- Only 14% have suggestions for changes to the program
- What did they NOT LIKE about camp?
 - #1: Evening Plays (17%)
 - #2: Nothing / Blank (13%)
 - #3: No Lunch Dessert (6%)

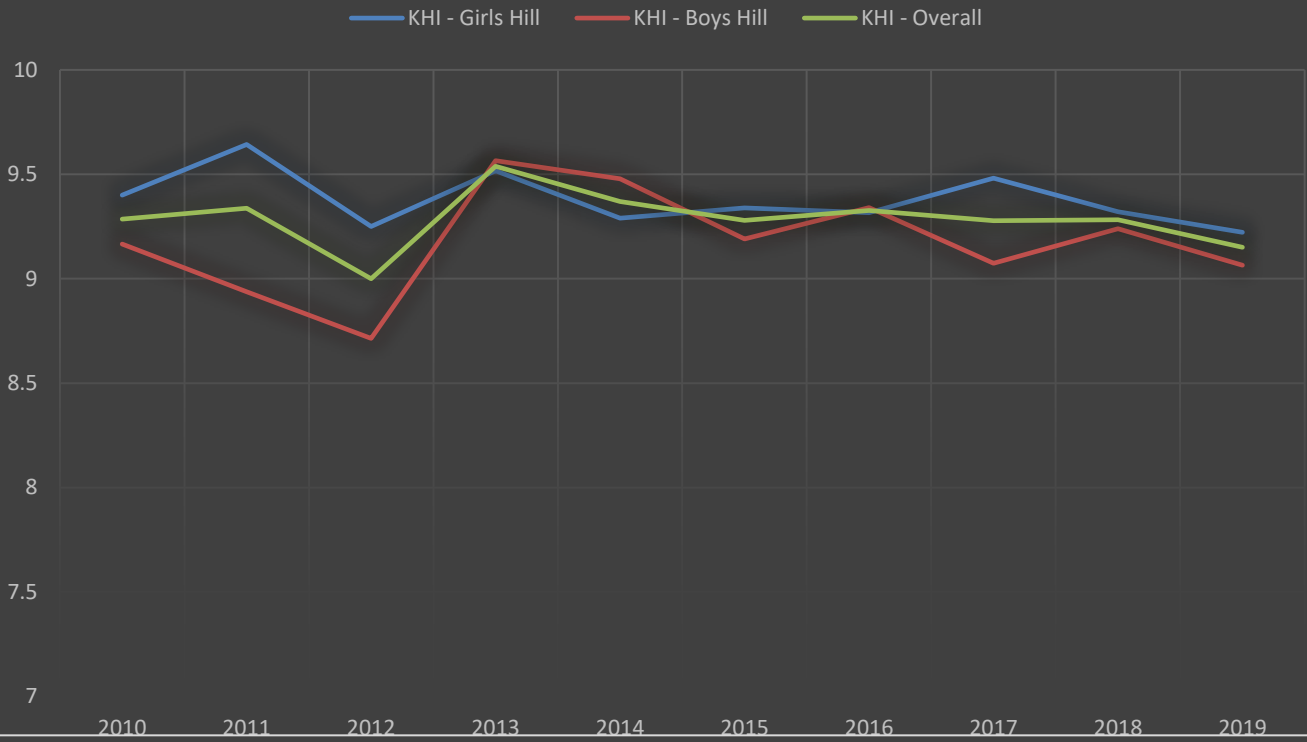
What else should we know?
 The overall satisfaction rate has dropped for the past 3 years.



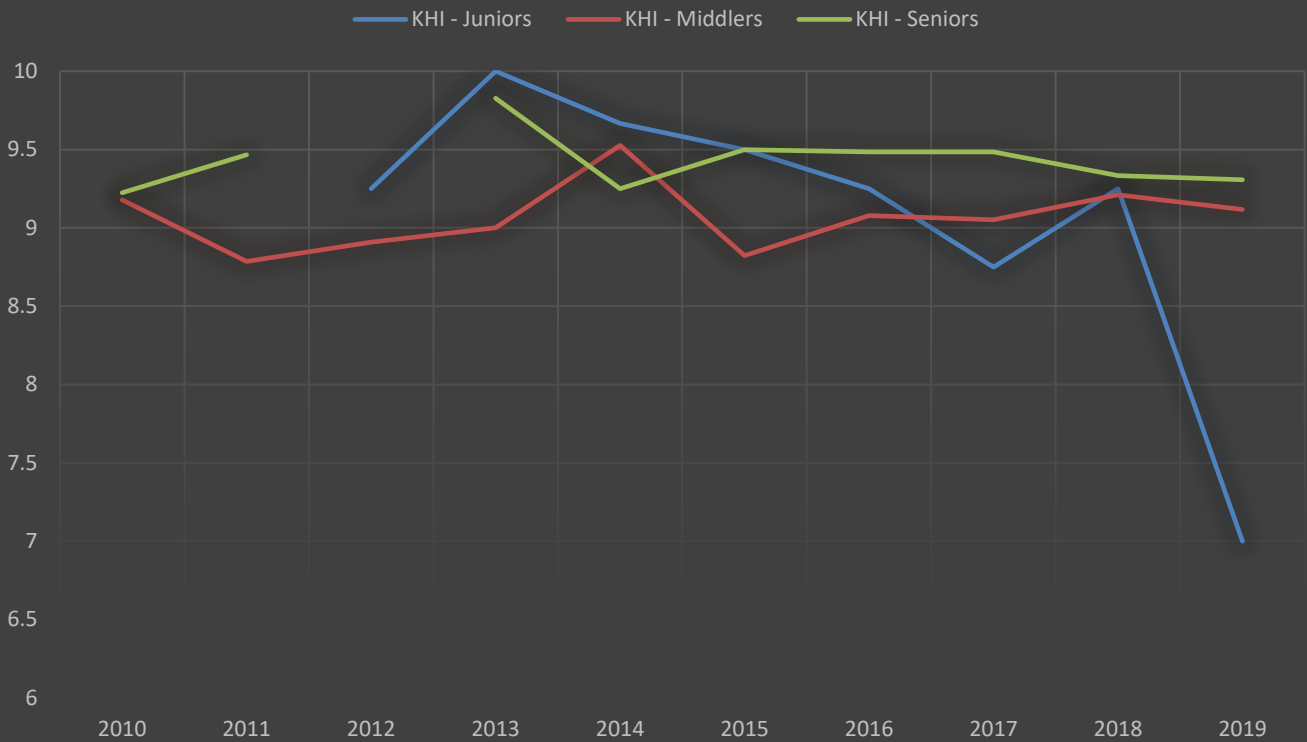
Satisfaction 5 Year Analysis



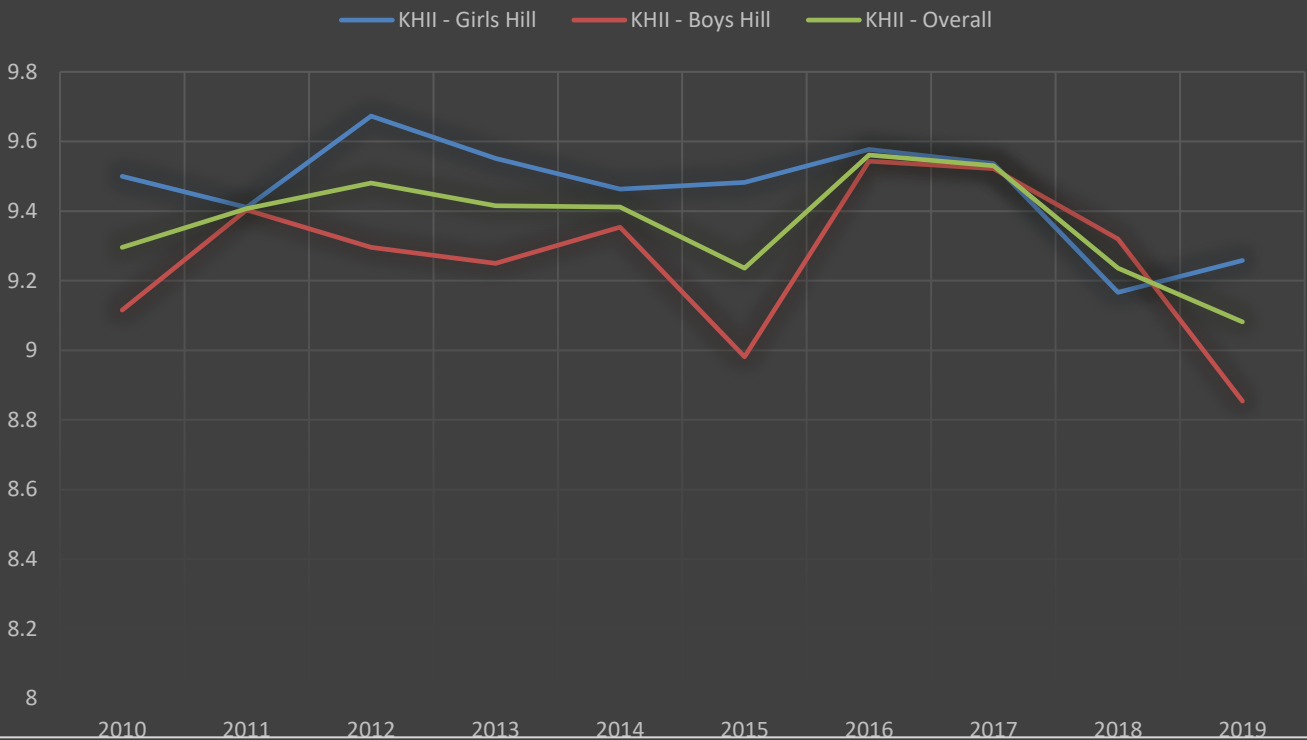
Knighthood I Satisfaction



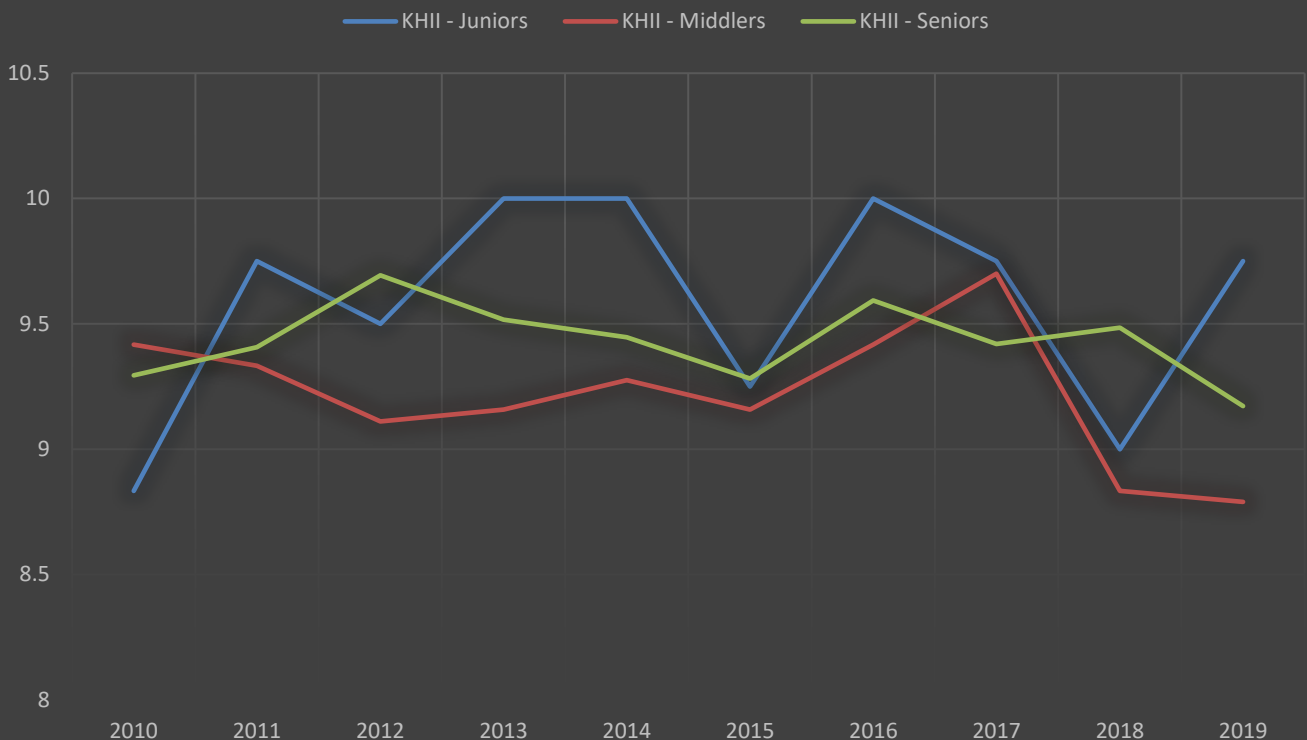
Knighthood I Satisfaction



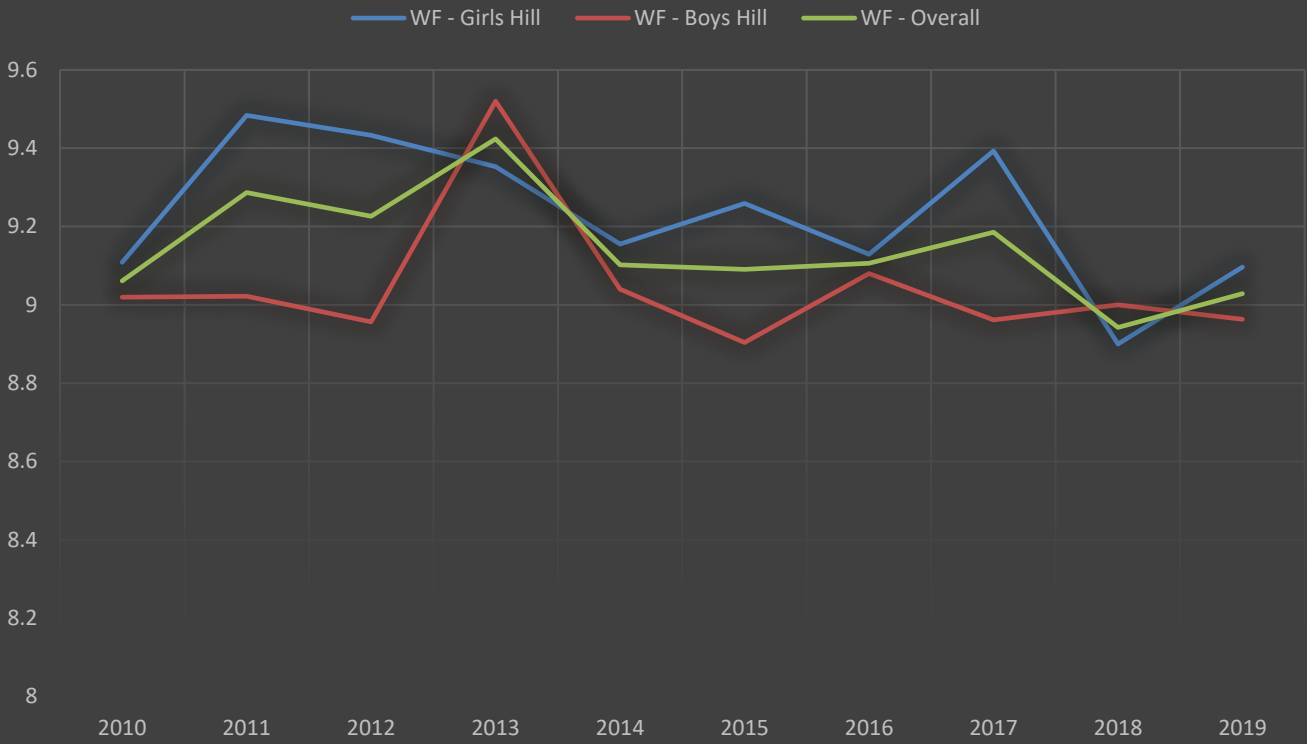
Knighthood II Satisfaction



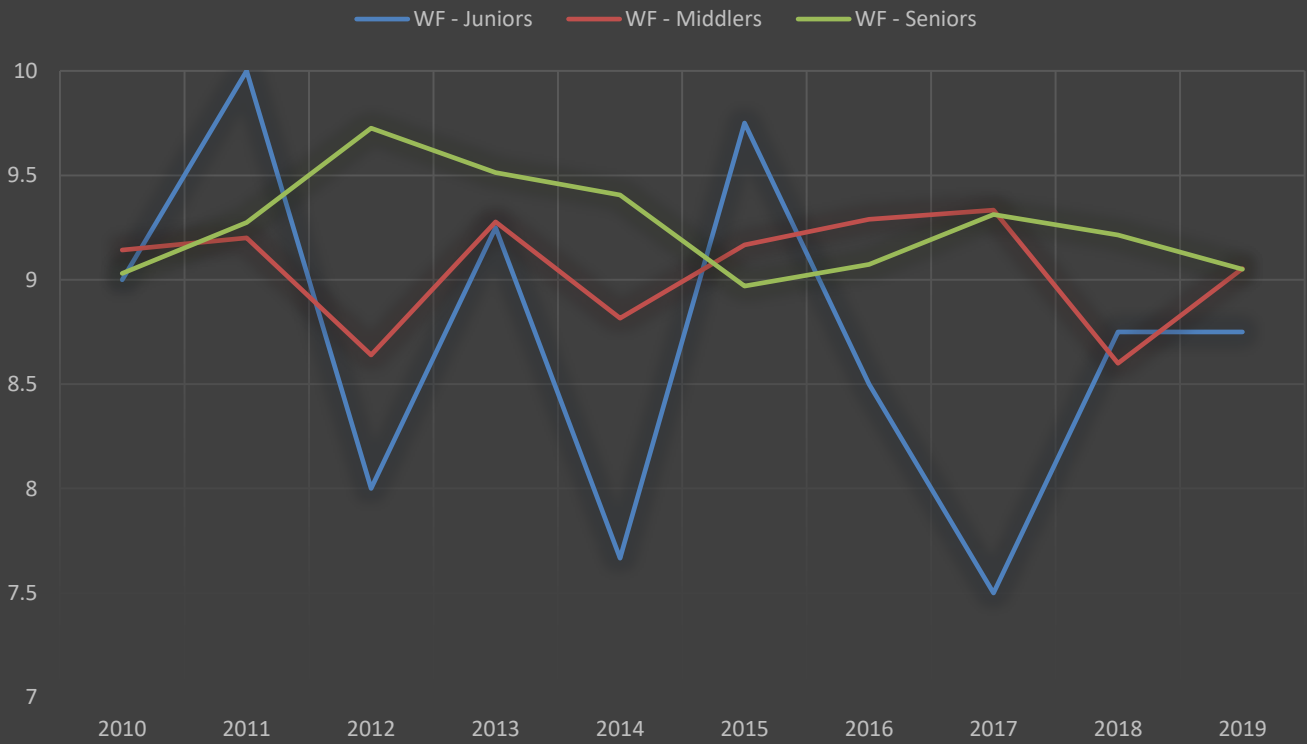
Knighthood II Satisfaction



World Friendship Satisfaction



World Friendship Satisfaction

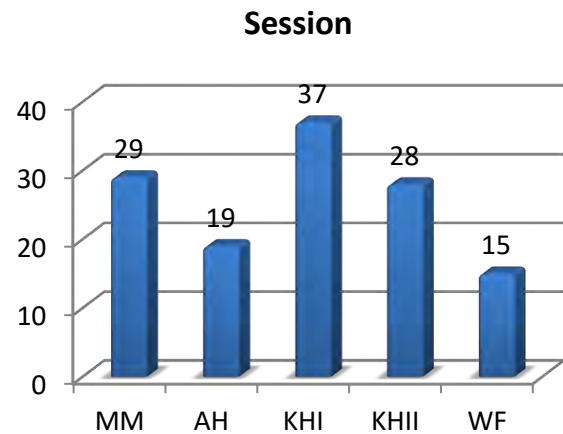
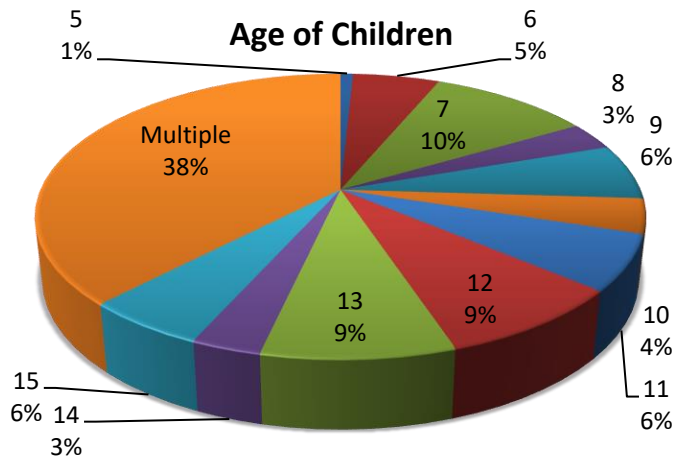


Parent Satisfaction Survey & Feedback

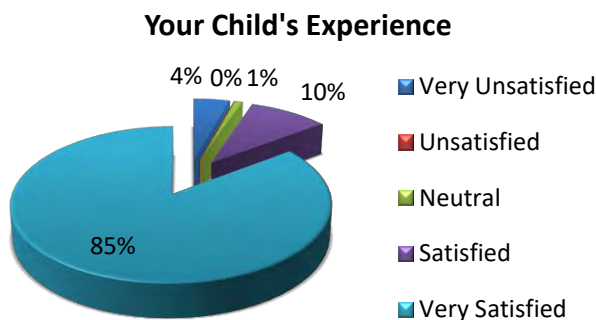
Overview

- Online form sent via Constant Contact after the end of each session
- Included both statistical and open comment questions
- 128 Parents responded (+12.3% from 2018)

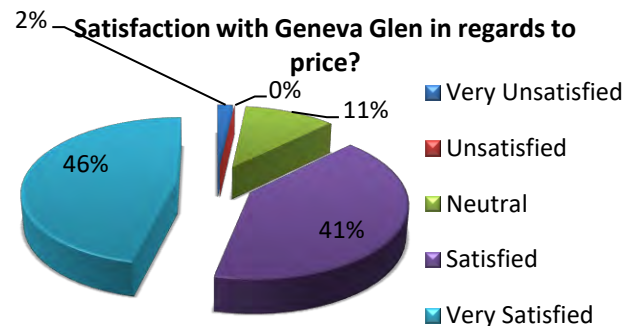
Demographics



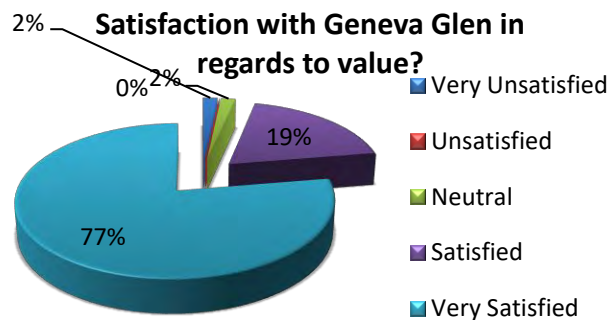
Statistical Results



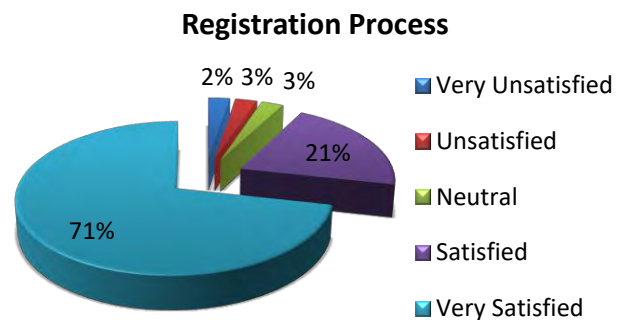
-2% Positives | Weighted Avg: 4.72



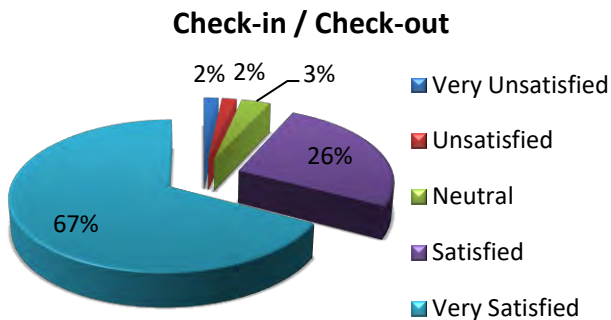
-1% Positives | Weighted Avg: 4.34



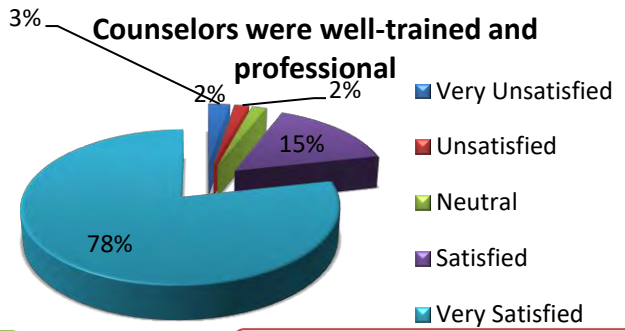
-1% Positives | Weighted Avg: 4.71



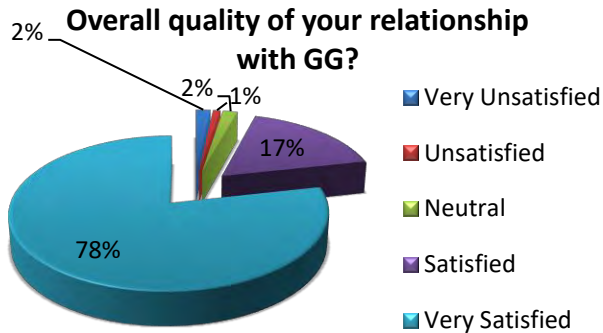
+5% Positives | Weighted Avg: 4.56



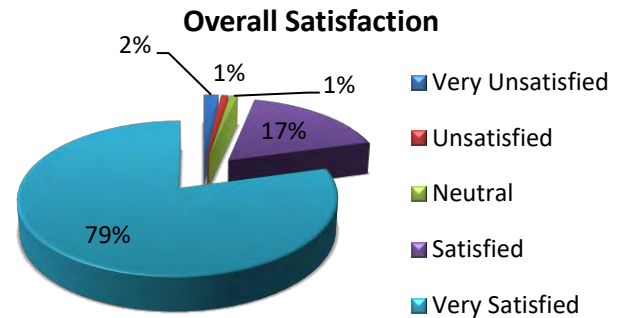
+1% Positives | Weighted Avg: 4.55



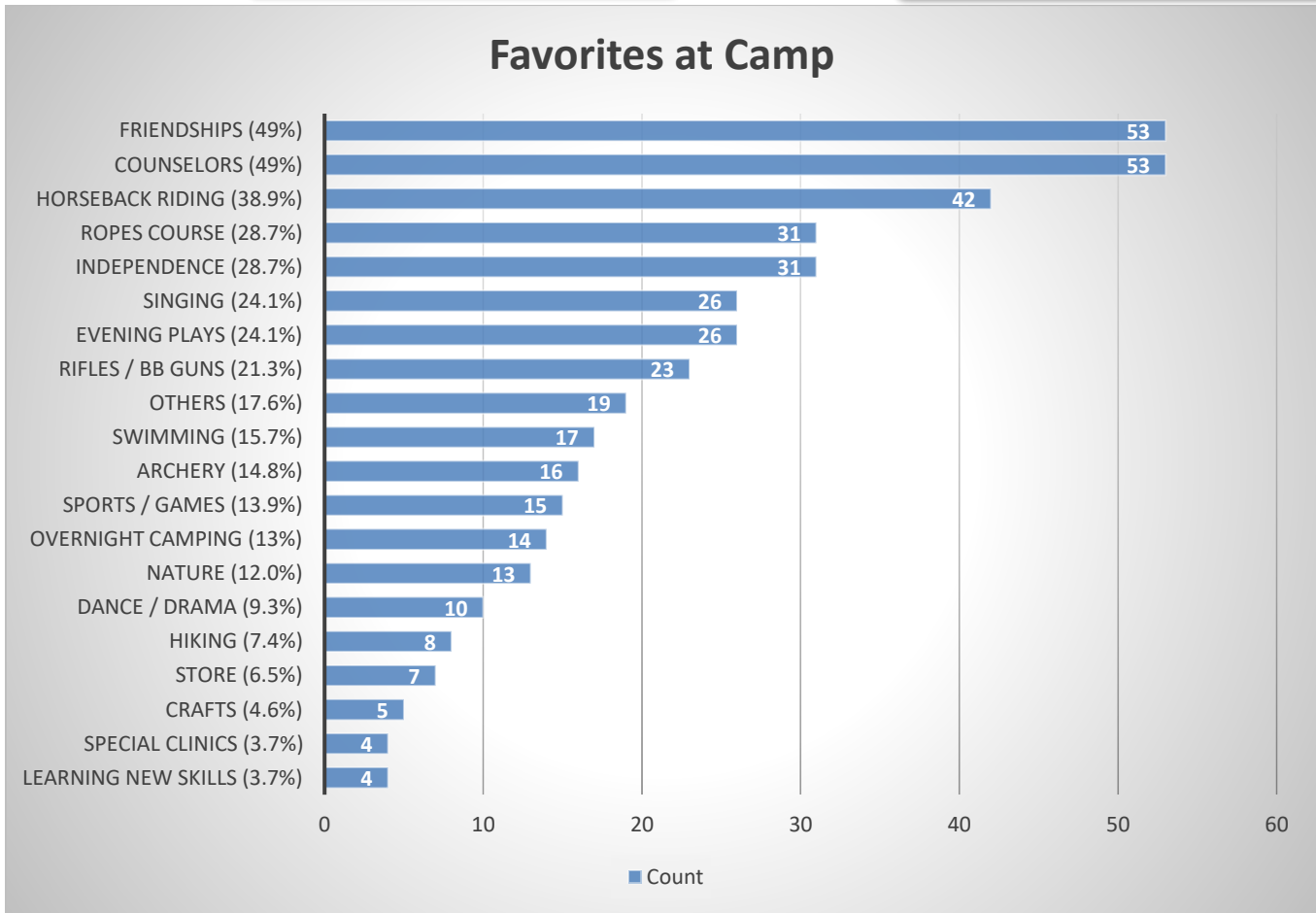
-3% Positives | Weighted Avg: 4.66



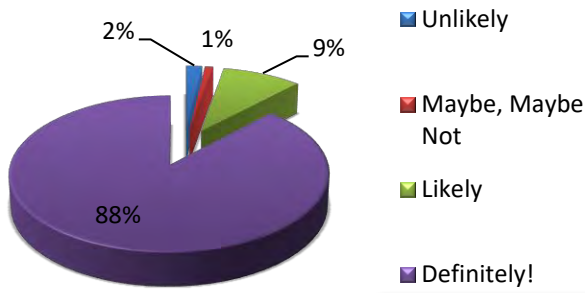
-3% Positives | Weighted Avg: 4.70



-2% Positives | Weighted Avg: 4.72

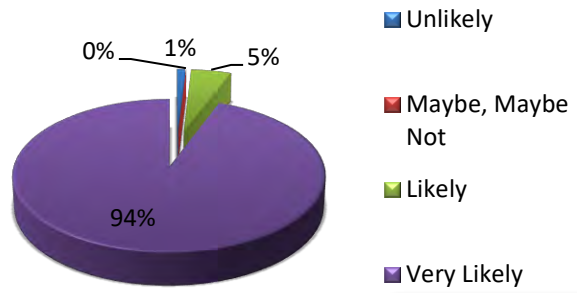


Will you sign your child / children up for Geneva Glen next year?



+3% Positives

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



-0% Positives

Parent Feedback

Satisfied Word Trends

- Experience: 33 (33.3%)
- Counselors: 32 (32.3%)
- Love: 19 (19.2%)

Unsatisfied Word Trends

- Counselors: 6 (6.59%)
- Nothing else significant

Counselor Rating

- 4.7 / 5 Stars
- 96.19% Good to Outstanding
- Weighted Average: 4.73
- About the same as 2018

Trends and other notes

- Counselors, Friendships and Horseback Riding remain top 3 (8 Years running)
- Solid increase in Singing from 2018 (+6.4%)
- Archery down 9.1% from 2018 (consistent with 2016, 2017)
- Fairly consistent from 2018

What specifically are you satisfied with from the list above?

counselors

My kids absolutely love camp

counselors are really great

My son had a wonderful time and his counselor wrote us the nicest postcard.

My kids say GG is magical and refuse to go anywhere else. The counselors are very caring and professional.

My girls have a spectacular time ever summer! Registration etc. is all good- it is how you treat my children that really counts!

The experience my children had

My shy 14 yo went for the first time and absolutely loved it. She can't wait to go back. Posted on Instagram "only 358 more days until I can go back." As a parent, nothing makes me happier than seeing my kids happy and take chances. My 11 year old has been for five years and can't wait to return every year.

Counselors and programs

The counselors were fantastic. This was Wesley's first year and they made her feel right at home. Thank you!

Counselors were excellent as were the buddies!

My daughter had a great time at camp!!

Always an enriching experience

Reliable, consistent, outstanding

My son had another great experience.

Counselors are amazing which leads to a fabulous experience for my children

Amazing female counselor team!!!! Bright, empathetic, capable, and self possessed. Wonderful team building. My daughter thrived with friendships and rituals while my older child loved the chance to go to the Shakespeare festival and gravitate toward his interests.

Fostering independence, perseverance

My child had a wonderful experience.

The overall experience for my children

My kid had sooo much fun and his councilors were great

Registration is super easy and Christa is very responsive and helpful. Check in is efficient and fun. Lots of fun activities for the kids and counselors who engaging and thoughtful.

My children's experiences this summer and the overall quality of my families relationship with Geneva Glen. child's experience

Tradition, history, quality loving people

Overall the relationships and connections that my children made while at camp.

We just love GG.

our kids loved the experience

We feel grateful to have such an amazing place for our child to spend 2 weeks in the summer. We appreciate the help that Geneva Glen gave us on the camp fees. Our camper really enjoyed the staff that cared for her and talks about the culture in the cabin and the friends she made.

Counselors are always above expectations

As an alumni, there is very little about GG that I don't love, but I am always particularly impressed with the caliber of the counselors that are taking care of my child and the love they give her. I love getting a postcard from a counselor during the session telling me how my kiddo is doing.

Really everything. My daughter loves Geneva Glen so much and every experience has been amazing.

All of it!

Camp experience overall and level of care.

Overall experience of enjoying nature with no technology, many activities to choose from.

The experience you offer the children

Our son loved his session. He said it was his best summer yet! We love that GG gives him opportunities to learn more about himself, gain independence and be outside!

Everything except the toxic, misogynistic, intolerant religious cult that is your knighthood program. It's time to move out of the dark ages and into the light. WELL past time, actually. Mere boys of 18 and 19 are wielding incredible emotional power over (i.e. emotionally abusing) younger children who are unaware they are being manipulated and unable to resist the insidious, secret, soul-crushing cult that is knighthood induction. It needs to stop and it needs to stop now.

Overall relationship with GG!

The experiences of GG and it's traditions - the songs, the council ring, the horse program

Gavin's councilors were fantastic! He was worried about being away for so long and he had a great time! He talked all the way home and has been singing camp songs since his return.

Overall the kids had a great session and everything about registration, checkin and checkout went smoothly. There are a few small things I think could be improved, such as camp store purchases (need more inventory as all my kids wanted sweatshirts and they sold out quickly) and making sure kids get to have a turn at all the activities.

like the new registration process.

Its all good.

GG has been a great experience for our son

Our families relationship with GG!

This was our daughter's best summer at GG and they all have been good! She loved the counseling staff and girls in her cabin. You have check in and check out days down to a science. Thank you for all of the behind the scenes planning and work that you do to make camp such a wonderful experience!

The personalized experience and the dedication of every team member at Geneva Glen.

Overall experience. Both of our children, once again, had an amazing session, especially our son.

Great, attentive counselors. Good communication with parents via emails, etc. Great nursing staff with meds. Wonderful experience for both girls!!!!

Registration process, excellent communication

Amazing counselors and ease of registration

It is a magical place and my daughters thrive at the glen!

The kids had a wonderful time & really grew emotionally/socially.

The boys reported enjoying their time with their counselors and forming some great friendships across age and gender.

The counselor staff is wonderful

My daughter said it was her favorite summer yet. She came back looking forward saying she can't wait for next year, and when does the trainee application come out. It's been a wonderful time here and she's grown so much since her first year.

Summer staff is always exceptional. Your ability to retain excellent GG campers as staffnia great.

The Counselors and their leadership

My child's experience was amazing and the staff was awesome as well.

I love the improvements that Casey has implemented ie. on-line registration, removal of non-PC songs, etc. but still kept the important stuff the same.

My kids experience

The counselors were fantastic

I like the ease of everything being online now. Staff is always wonderful.

Personal growth of camper

That the camp is staying close to its history but also modernizing some things. Many traditions are still in tact from when I went in the mid 80s. My daughter loves it.

Love the counselors and their attitudes

the magic of childhood that continues through the Glen and through generations.

My son had an amazing time at camp - loved his counselors and all the activities!

The counselors were great, online registration was easy. Appreciated the reminders about forms from Johnny. at the end of the day, the girls had a very special experience at camp - the primary goal

Great cabins and food! Free time is excellent for my girl!

Our kids love camp so much; the only downside is they're always depressed for a few days afterward.

The kids had an amazing time and we well cared for. Both kids had to go to the health center for scrapes/illness, and they were well taken care of. The counselors really care and it shows.

Counselors

Counselors were very warm and welcoming to make the first time camper experience great! Lots of fun and new experiences for my son!

Our daughter had a wonderful time!!! Fun counselors, horses!!!, activities, rifles... a great and different experience

My daughter loved her first traditional camp experience - camp songs, horseback riding and Jurassic Park were her favorites.

Great activities at camp

I'm pretty equally satisfied with all of the areas. I thought the registration updates were successful from the out of state parent side, though I expect there are varied opinions. Check in and check out were pretty breezy. In all areas I have felt like I was in good, capable hands.

The counselors were amazing! I had no idea what to expect as a new family with a first-time camper, but they put us at ease the minute we arrived at check-in.

The great experience that GG provides to my children - confidence building, lifelong memories, friends and fun!

I love how happy my kids have been when I pick them up, and how they get to experience so much outdoor adventure and fantasy/fun without their parents.

The whole experience is wonderful and doesn't disappoint. The registration process was very organized and all the communication with staff was crystal clear

I think our daughter had a good time, but we don't have much insight into the experience other than what she shares with us.

My boys LOVED their camp experience this summer. Thank you for another great year. They both really liked their counselors, and they enjoyed all of the activities, especially archery/riflery, the big tent circus night, the overnight campout and the dirty derby.

The counselors were wonderful, friendly and helpful and fun!

Test

All of it

So well run and it's very apparent that the camp has a very long history of happy campers. Counselors were well trained and great for first time campers. I can't say enough good things. The only area I would improve is the online registration. I signed up to receive the postcard that never came. I tried to register online with no luck. I ended up calling and leaving a lot of messages and finally got through. Once I actually spoke to someone the registration process was a breeze. We will definitely be back. My boys had the time of their lives. Thank you for putting huge smiles on their faces.

Quality and training of counselors this year was excellent

All of it. No complaints

My son loves everything about his camp experience.

The kiddos had a blast! Everyone was so kind and professional at both drop off and pick up. I really appreciate the price as well, such a good value.

Overall general experience my son received. He came home so excited to go again next year to a two week session. I also notice how much his confidence grew

Everything was great - we have a family history of camp-goers so we were very excited to have our son attend. Geneva Glen has a great way of building community, and everyone believes in the cause.

Counselors! They made the entire experience for our daughter :)

Check in was easy and felt efficient. Counselors were friendly and helped to cabin. Pick up was amazing. My child didn't want to leave and the counselors shared great stories and loving words.

The counselors were all incredibly friendly and professional. You can tell how much they love their jobs and the children.

What specifically are you dissatisfied with from the list above?

No

Registration uncertainty. I feel like if I don't register within the first hour that it comes up that we won't get in. Same with winter workshop. We have been extremely loyal to Geneva Glen for many years.

no

It is just frustrating that my daughter has been on the wait list for two years now. Unfortunately, if we cannot get both in next year, we will have to look for another camp.

I am sorry that their friends cannot attend because there is such a long line of legacy campers.

No

No

Hard to remember where cabin is for check out.

Nope

Nope

Yes, as a senior campers often wait two periods for Oh Mama! and sometimes they don't get to ride at all. There should be more time dedicated to seniors or a sign up or other process so that they don't spend so much time in line.

Would like to see Board Representatives at every check-in, meeting families, delivering message about non-profit and fundraising

No

Nope

Nothing

No

no

I would like to have access to digital pictures of the different activity's the children participate in throughout the session.

No

no

N/A

check in could be better

N/a

No

One camper bullied my child and I wish there could have been a mediation between them, but they were never brought together to try to resolve whatever was going on.

Not really. One minor nitpick is the time it takes for a kid letter to be put in outgoing mail. It seems like they write them days before they get put into outgoing post. ...very minor nitpick!

No

The activity "store", The concept of shopping and GG camp are mutually exclusive., ease do not return store next year. As a parent of GG camper for many years I would rather pay \$20 more per session than having my camper go shopping!! In addition, asking counselors to oversee this activity is demeaning. Having kids compare merchandise after shopping at camp is nauseating.

n/a

Nope

Need to keep a careful eye on bullying and name calling.

The registration process highly favors families with multiple children in a household, also does not take into account if parents were alums.

Registration for camp is not clear/transparent. If you bunk kids based on school grade and not age that should be indicated in your paper work. Our because of her grade not her age almost ended up in a cabin with girls much younger to her.

Not really. He just said that two of his three counselors were first time counselors and "he could tell." It sounded like the discipline and issue management fell mostly on the shoulders of the one more veteran counselor.

10 Warning Signs of Cults <https://medium.com/@zelphontheshelf/10-signs-youre-probably-in-a-cult-1921eb5a3857> 1. The leader is the ultimate authority 2. The group suppresses skepticism. The group de-legitimizes former members 4. The group is paranoid about the outside world 5. The group relies on shame cycles 6. The leader is above the law 7. The group uses "thought reform" methods 8. The group is elitist 9. There is no financial transparency 10. The group performs secret rites Knighthood checks off 9 out of 10. Why is the board of directors allowing this to continue?

Nope

For the first time in 7 years, with two children, we were shocked with the lack of aptitude of his three counselors. Added to this is the ambiguous ranking system of knighthood, with little or poor feedback for a child who has been multiple Years and not progressed - not everyone should get a trophy but there should be concrete and measurable ways a child can quantify why or why not they progress - which we haven't had for multiple summers. Additionally, for the first time ever, we didn't get any sense that the cabin counselors knew our child - the note home said "I honestly can't say anything bad about the kid", which was, we thought, counter to everything we have experienced previously. The note also referenced our sons love for a sport that he doesn't play. So, when at pick up he reported he yet again didn't progress in rank, and we read the note written to him, we were sorry for this GG experience because it's tainted an otherwise wonderful childhood memory.

Not at all! Home run!!

See above

check out was a little crazy. arrived at 9:30 per the website. gate closed- they said it would open at 10- we drove away to park out of mess. returned at 10am to find gate open and 1/2 of dorm already gone. I suggest shortening the pickup window to 30 minutes and clearly communicate the time of gate opening.

no

One very small suggestion-we love the enthusiastic parking directors in the meadow but cars were parked too close. It was difficult not to ding the cars next to us and I could barely open my door to get out of the car.

Nothing

In the past, the counselors have been amazing at greeting the parents, introducing themselves, and having a brief conversation at drop-off. This year, the female counselors in our daughter's cabin did none of the above. It was a bit of a shock because over the past 9 years, this has never been the case. We are seasoned campers and parents, but for someone that is not, I wouldn't feel that this is very reassuring or welcoming, especially a first-time camper.

Nope

No

No

Nope!

Closing the gate at pickup. At least open 15 to 30 min early. We got there 20 min early, got turned away. 5 minutes later it was packed with cars again. All the people who came early lost their spot.

They were all somewhat disappointed that overnights are not with brother dorms/sister cabins anymore, and that there isn't dessert after lunch. The older girls who have attended Knighthood before said that Avalon this year was not great like it's been in previous years.

Wish we had some prompts to ask the boys about when we picked them up!

Keep it going. GG has been great for a long time

Our daughter came back with a pretty bad cough. She said it started around July 4th. We asked why she didn't go to the nurse and her reasoning was "they wouldn't have done anything." I'm just surprised that if anyone would have heard her talk or sleep in the cabin she couldn't stop coughing. She said the whole cabin was like this. It's a little concerning when the entire cabin has a cough. We took her to urgent care today and they put her on an inhaler and some other medication. We give our insurance information for a reason, and I just wish someone on staff would have addressed this sooner.

No

Not a big deal but check in process took awhile

Not dissatisfied with anything and the only reason I gave price Satisfied instead of Very Satisfied is because camp is expensive for our budget but so worth it so we sacrifice in other areas to make it happen. However in terms of value it is top notch because even YMCA camps are only a few hundred dollars cheaper than GG and they don't compare with the experiences I hear my daughter talk about. I'm not an alum but my wife's family is and I joke that it's almost a cult given their love, devotion & dedication to GG.

When I asked my son who his favorite counselor was, he said Alex because the other two were on their phones. I know it is so hard to keep these young adults off their phones but it is so good for our kids to be technology free for 2 weeks.

No

No

Check-in could be easier if you 1) designate two lines for check-in further down the meadow rather than merging after the clothing tent and 2) change the breakdown of campers by last name as they appear to be more A-Ks than L-Ms. Do like having step 2 in the bottom of the lodge.

It's expensive. Esp with plane flights for us out-of-towners. But you can't put a price on this type of experience.

check in line was long

Not really. Long line at check in. Not really a problem.

no

No

no

Overnights are a disaster! Food is not managed. Allergy kids are not taken care of. Timing is off and the experience was completely unorganized.

Registration - they've been assigned to the same camp for a few years in a row. One year we were a little late registering, which I understand. This past year they were on top of it and they were still wait listed on their first choice and ended up going to American Heritage again (third time for my daughter in five years).

The parking seems very difficult

Thought the check in line was long. Wondering if it could be split up in smaller groups

No

No. My daughter did mention that she wishes there were more outdoorsy activities.

When we picked up our child - the counselors did not give us any feedback on how the week went and just handed us a form and asked us to sign it. It felt like I was picking up groceries versus my child.

I have some thoughts to share, but I'm going to move forward in the survey to see if there is a better place for the comments. I wouldn't characterize my thoughts as "dissatisfied."

none.

no

CHECK IN!! It is so crazy that those of us with A-L last names stand in one line for almost an hour (and then another long A-L line for medication, while the M-Z nurse is sitting there with nothing to do), and then are rushing to get our kids in the cabins... no matter how early or late we get there. This seems antiquated- there has to be a more efficient and effective way to check us all in. Camp knows the layout of last names before we come- can't you divide them more evenly for that specific session? (A-G and H-Z or something?)

not really

Our daughter was much more homesick this year than last year. She didn't get to bunk with any of her friends even though both families requested each other as our first choices, and it turned out to be much harder for her this year. I would also like it if the kids were required to shower more than once a week.

N/A

No

Test

Nothing

nothing

No

No

No

No

nothing at all- so glad we sent our daughter!

Never.

No

Do you have any comments or suggestions regarding the new Geneva Glen Store and merchandise?

Store is the only one change we do not like this summer. Going to store as an activity is not in the spirit of Geneva Glen at all. Shopping as an activity at camp is disappointing to say the least. Being compared to your friends is terrible and freedom from comparison to others financially is one of the virtues of camp. To ask counselors to take kids to store as not an activity counselors should have to take part in. If there is a need for fund raising, store is not the solution. Also we really missed the shirts from previous years as the girls have been collecting those from each session and enjoy wearing the very specific camp hoodies.

no

I wish some of the things were available in larger sizes. I did not like the bigger sweatshirt designs as well as those on the younger apparel.

Great choices!!!

Love the new system

Gives campers more opportunities to shop&€"that's good!

Nope

We liked it, but we don't know what it was like before.

Olympics Shirts!

No

I liked the fact kids could buy stamps and cards.

An online store would be great

no

I think for the cost of camp- Camper should get a free T-shirt or sweatshirt to wear with pride-

No

no

Yes. My daughter forgot to pack an extra blanket, and we did not know that she wanted more \$\$ on her merchandise account until we received a letter from her halfway through the session. Being a former camper and counselor, I understand the benefit of NOT having quick communication between parents and campers through the session. But in certain cases, like this one, it would have been nice to get a message (from an administrator, not my daughter) that she wanted more \$\$ on her merch account. Just a thought. Thanks!

Yes, very much improved.

Don't lose the history. Seems like the orders are being phased out?

We bought a couple of new shirts and a sweatshirt and we love them!

Looks good!

love all the new variety. Our kids didn't use their money until we came to pick them up. I'm not sure they really understood they had "credit" at Store

We liked the selection and spent lots of money at check out!

The new GG merchandise was fantastic! Loved that there were kid and adult sizes. Would love some V-necks, and also some "future GG camper" gear for the littles. Maybe it was there and I missed it--it was pretty crowded in the store at pickup.

Nope

So far, so good!

Thought it was well organized

It would be helpful to know what items are available and the cost so that we could put an appropriate amount in to her account. She wanted a sweatshirt and didn't have enough money to get it.

Loved the new merch! As a veteran of camp I think it's wonderful that many of the new pieces incorporated pieces of beloved songs. Our son liked having a little money to "spend" on his own.

No

More sizes available during check-in. Possibly online sales? More zip hoodies like the old ones.

It's wonderful! Kids loved the store experience. Wish you sold stamps.

He really liked it and I like that he made good choices with a limited budget. He has talked about it a lot.

See above! I think it's a great idea but younger kids need more help making selections, and inventory on popular items like sweatshirts was low. My daughter wanted a sweatshirt and they were already all gone when we were standing in the check-in line. My son got a sweatshirt that was way too big, because that's all that was left. It would also be nice to have an easy way to be reimbursed for money left in the store account.

I didn't like they way it was phrased in the email, that kids might miss out if they didn't have \$\$ in an account. It felt very money grabbing and unlike GG and the genuine character we expect. We explained to our kid, there would be no "extras" just what they normally could get at marathon and they were fine with that.

The new merch was nice

We really like it!

We missed the specific group (torch, flaming arrow etc.) t-shirts and hoodies but loved all of the new merchandise. Have you thought about an online store?

No

Awesome new merchandise!! My daughter loves the things she could pick out!

Kids loved it. Parents dread yet another expense. While I know it is optional, when other kids have the

benefit, it makes those that don't feel left out.

Love it...good quality

My son wasn't interested in the new merchandise, but that is fine with me! Happy to not have an additional expense!

My camper enjoyed the variety of things available to purchase

It sounded like it was A huge success.

Great!

Don't have candy there for the kids to buy during the session.

Love it!

No

Knighthood order shirts!

I think it's ridiculous to have it open every day for kids to buy things. I put money into our daughters account because I didn't want her to be the only kid without money it it. she a purchased one item sticker. She didn't want to buy stamps there because she thought they were marked up and that upset her. She said everything in there was very expensive and it was a really weird way to get campers to spend extra money at camp that wasn't necessary. She liked it better the way it's been in years past. Especially where there are kids that pay for camp on their own.

No. Possibly stock durables like toothbrushes and stamps. Maybe you do and ours didn't figure it out.

Bring back the Order sweatshirts, please.

Loved the new merchandise option. One suggestion would be to list ballpark ranges/costs of the apparel so that we put enough money in their account to purchase the bigger ticket items, specifically the sweatshirt. But the quality is top notch and everyone loves the new designs - great job!

I love the new merchandise and the fact you can use a credit card. I also liked being able to fund the GG Store before camp started.

Great idea!

Love the ability for kids to buy stuff. Wish apparel was available online for parents to purchase as well (especially out of state parents)! Stickers were cool but miss the dorm t-shirts.

Love it! Though it's nice to have some of the retro stuff too...

Perhaps a heads up on what things cost would help us decide how much \$\$ to put in to accounts prior. Thanks

Bring back the boxer shorts from the 80s! They were so comfy and cute (plaid with the GG crest on them)

Looks great, a step up!

Incorporate \$20 into every camper registration fee and eliminate the extra \$ at store. I get the idea, but it seems liek an unnecessary step and then there are dynamics of some campers "buying" things for others and money comes into play and its weird.

I liked that I could see what my son purchased and add money as needed. My son said he wished the store sold disposable cameras.

I'm not sure what she spent \$20 on. Candy I think. I would prefer that the extra money in the account not be used for additional candy and soda, just merchandise.

not really

its great - less expensive conditioner..?

Love it! Nice selection.

No

no

No

I deeply appreciate the way you handled the scholarship camper/store credit. It was an unexpected and incredibly thoughtful way to approach your new system. My kids loved buying swag on their own. I loved not having to "settle up" at the end of camp.

Love the new designs and clothing options!

no

Loved it. Would like to have things out at pick up like they were at drop off, so we can pick some things up to remind her after she's had the experience.

No

No

Smaller bags of candy.

My kids loved having the chance to buy something on their own.

less candy

Not really. I'm not sure our myths camper used it much. He didn't mention it. I do love the new merchandise though.

Loved it!! Would like the dragon shirts again for Myths

Would have loved more variety of styles of clothing and just more options of things in general. It was pretty picked over by the time we got there at pick up.

No

I would love to see healthier treats - coming down off the week-long sugar high was VERY hard for all of us. My son disagrees with this suggestion.

love the expansion!

Looks great. Maybe for myths have smaller sizes.

I felt pressured to put money on my camper's account so she could buy things at the store. I knew if I was the only parent who didn't deposit money she would feel left out. However I don't think campers need to be able to shop during camp. A visit to the store for snacks is more than enough. If my camper wants extras I can buy them during check in or check out.

Do have any comments or suggestions on the camp activities?

Get rid of store and create an online shopping opportunity for parents as well as at pick up and drop off, but please do not have kids and counselors do store as an activity at camp

no

I would like for my kids to have to ride horses. Tristan said no one in his dorm wanted to so he never went to barn. Tatiana went very few times. They were seniors so did not have to do things with the rest of their cabin, which they liked but I think some things are activities they do not know they should like.

No

Nope, keep up the good work!

Have midler archery tournaments!

none

More team-building

Nope.

More open space trips

My kids loved the desserts but said the rest of the food was "bland"â€"these are also children who won't eat anything spicy, so I'm a little skeptical of their claim!

no

It would be great if ropes were open all day- so that it is not so crowded all the time

No

Our son did not have a chance to do 'Oh Mamma' this year because they ran out of time. Would be nice if you could ensure that every child who wants to can do all the ropes activities.

no

no more bears!

Nope

I remember that every cabin/dorm had to do some sort of evening play. Is this still the case? I know my child wanted to participate, but the counselors weren't that interested in doing anything so they didn't.

our son hopes to get another chance to attend "advanced fire making".

The activities were great. We were excited to pick up the BB Queen and were brought to tears by the letter we got from our campers counselor detailing how she overcame some fears in doing the zip line something she wouldn't try during myths and magic. Horseback riding is the favorite. Evening activities were described as amazing. Our camper really enjoys the drama of evening play.

My daughter says don't use trivia to the campers to decide who goes first on activities, because then new campers will always end up last.

Nope

N/A

The hiking and overnights are great activities

Lady's court I'm glad it didn't go until the wee wee hours of the night.

yes. Knighthood needs to be scrapped and re-imagined in a form that is not a sexist, demeaning, abusive cult.

More kid-friendly options for drinks at store (not just diet sodas, maybe more Sprite, Izze, etc)

The new barn is beautiful! We wish there was more of the old Fashioned camp lore - And knot tying and camping out Meal prep, etc The songs are by far the best! Making children stay up past midnight to hear about rank progression is ridiculous and demoralizing

No, I think he really enjoyed the regular activities, but also talked a lot about the all camp capture the flag and the traditions of camps and how important those are.

I heard my kids did not get a turn on some of the activities because there wasn't enough time for everyone in their cabin.

maybe add some new activities to compete with other camps

No

Have the counselors monitor timing. When a child goes to an activity and doesn't get a turn, that's disappointing.

As a rotation add occasional care package parties, make sure rotations are even across both weeks (i.e. don't stack the same activity all in one week)

No

They rock

I'm still not totally clear on what they did or were supposed to do so can't provide much constructive feedback. They did enjoy whatever it was they were doing!

No

No.

New evening play games.

My daughter loved them all. The only complaint is she hasn't gotten to do ropes for the past 2 summers because of all the rain but I know that's not GG's fault. Maybe there could be a makeup time slot set aside for campers to do one activity they missed and really wanted to do.

I used to love to go canoeing on Evergreen Lake. Is that still available?

Great!

No the kids love them all.

Would love to see ropes course greatly expanded. Would love for more off camp trips as not all kids who sign up get to go on any.

All wonderful!

I did excursions back in the 80s. I remember going to Central City in a van. It would be fun for them to venture outside of camp too.

LOVE YOU

Caroline like it all.

not really - it all seems to work for the kids

More comprehensive wilderness program - counselors did not have plans, very unorganized and they didn't know what they were doing.

No

no

No

My daughter went to an Avid 4 Adventure overnight camp last year and she really liked all the activities - hiking, rock climbing, mountain biking, etc. - and wishes there was a little bit more of that at GG.

My kids enjoyed the fairy crafts and tales. Loved the Dirty Derby. The overnighter was the hardest experience for them, I think, which was to be expected. It's formative, though, and that's what I want. We had a sleeping bag that was so filthy that my kid couldn't sleep with it the following night. That is something to think about from the counseling staff end of things. If it had been a two week experience, my kid would have needed a solution to this issue.

I love that the activities are not things the campers usually do at home. Getting them "outside the box!"

More hikes!

no

It would be nice to have the kids have a specific time mid-week when they are encouraged to write letters home.

No

No

Perhaps horseback riding could be more advanced for kids that know how to ride. Our boys love to ride and found the experience boring. I thought horseback riding would be one of their highlights but it was their downer. I forgot to write in the last question that they LOVED the dirty derby

No

No

More opportunities for out of camp activities once they are older would be great.

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

yes, amazing

yes

Yes, they seemed to be. I did not get to know them very well.

Absolutely

Yes

Yes

Yes! Exceeded our expectations!

Yes, they were great.

yes

Yes

Yes

Yes

Yes!!!! The female counselors were a bit stronger in their character and emotional self regulation than the male team but expected.

As far as I heard

Yes

Yes

yes

Yes

Yes, the counselors were good role models.

yes

yes.

Yes

Yes

Yes.

yes it seems so. I appreciate they didn't seem to encourage drama.

yes

Our camper appreciated the encouragement that the staff gave her. They also created a great cabin environment that led to great friendships.

Unequivocally yes.

Yes

Yes!

Yes. Better this year than ever before.

Yes

Yes

yes

As far as I know. She always seems to really connect with one!

Yes. Our son talked about James a lot. He was definitely an impressive young man when we chatted with him at pick up. One of my favorite things is hearing my son talk about counselors he's had in the past who still make it a point to find him to talk.

Some of them were. One of them was absolutely not.

Yes!

Unfortunately, no, which I hate to say and I would never have said the precious 6 summers

Absolutely!!

Yes!

It was was mixed. Oh my kids for sure have a favorite counselor. In one cabin, my child felt one counselor was wonderful and engaged and the other was very strict and seemed unfair at times. Overall I think the counselors are great and I love that most of them have been at Geneva Glen for years.

yes, she really enjoyed them.

yes!

yes.

yes

Yes!!!

Absolutely!

Yes

Yes, especially boy counselors this year.

Excellent!

Varied by counselor - one was outstanding, two good, and one not so much (didn't always enforce the rules)

Absolutely

Yes. They are and have always been unbelievable. The letters they write about my kids are exquisite and a true caption of who my daughters are.

Absolutely!

I think so! The boys want to be counselors someday so that's a good sign!

Yes

Yes. They showed patience, wonder, and fun

Yes. Our daughter loved her counselors and her bunk

Yes.

Absolutely

Absolutely, no question

Yes!

Outstanding!

Yes! They help them grow as individuals and strengthen their natural gifts.

I think so

YES!

Yes

Absolutely

yes

Yes

Yes

I believe so

Sure seemed like it.

Yes. I especially liked that my son's counselors shared with him some mistakes they had made in the past and how they learned from them. That is being an excellent role model

Yes

yes

Yes they were powerful inspiration for her.

Yes!

On paper they appeared to be

Yes, I believe so. I also thought they were good with parents.

From what I could tell. They presented themselves as excellent leaders.

Yes, they seemed to be very mature but also able to connect with the kids.

I think so? It felt so crazy at checkin that I didn't have the ability to meet all of them and learn about each of them.

yes

I don't know.

Yes! They were all such sweet boys, and my kids really adored them.

Absolutely

Yes

I think so. I didn't actually hear much about the counselors

Yes

Yes I think so

Yes, my son's favorite was Jackson because he had the best hair ;)

Absolutely

Absolutely

absolutely

Absolutely- from day one the were enthusiastic, excited, and talked up the camp experience. They helped her come out of her shell and try new foods and experiences.

Very. Yay, Sydney, Christina and Olivia! She could not have loved you all more.

Absolutely

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

yes

yes

Yes. Registration was a little confusing as I registered them both for two sessions but did not mean to. I thought I was ranking them.

Yes!

It was adequate

Yes.

Yes, thanks. The emails and handbook were all helpful and timely.

Smooth!

Yes

Great info and process

GG makes it very easy.

Yes!

Yes

Yes. Went smoothly

Yes

Yes

yes

Yes

Yes, we received adequate information. The registration process was very easy.

yes

stressful registration process on line.

Yes

Yes

Yes

All good.

yes

We loved online registration. Communication pre-camp was adequate.

Yes--it's always very clear and easy to follow.

Yes

Yes Johnny does a great job

Yes. Why do returning campers need to wait in a long line to register? Seems we could get that info via email

and go straight to the cabins/dorms and complete paperwork there.

Previous comment that the process highly favors those who have multiple kids in their family. Those who only have one child or cannot afford to send more than one child are automatically at a disadvantage as to getting into a session since it is based on accumulative years. Does not take into account if parents were alums

Yes

Need to know if camper is put in cabins by age or grade. Also the mail system needs to be explained. We paid the cost of overnighting a fourth of July package and it wasn't delivered to our daughter in time. Several letters didn't get to her till second week. We didn't get her letters from the first week til the second week. Also there is no clarity on what they can receive candy or not. Or other items as well. Other camps have a no mail policy or they have mail bags for each day of camp that you can fill at the the time of check in and that bag of "mail" is "delivered" on the specified day. But as it stands now it is really frustrating to hear things were not delivered when received!

It was very user friendly.

The online registration was much better than the old process, and the automatic payments were much better than remembering to write multiple checks.

Yes

Yes, it was just fine.

Yes!

yes

absolutely

yes was adequate

yes

Yes. You do a great job!

Yes

Yes

All good.

Yes

Yes, I got what I needed and more!!

Yes, I like the new online process for registration

Yes

Yes

Really appreciated Christa & crew for accommodating our crazy schedule this summer!

Yes! Really like the online process and great packing lists. Now that my older one is old enough to pay attention he provided me some better insight on packing based on how the day unfolds (i.e. more pants for evenings)...might be great to have a draft day schedule so parents could be more thoughtful about packing.

Yes

none

Yes. One conflict ... parent guide says pickup begins at 9:30AM and this information is different in the "drop off" email. I never thought to look at the drop off email for pickup times!

Yes

Yes

Love the online process. So slick!

Yes All good

yes

Yes

No comments

All good

no

yes johnny you are AMAZING and clear and efficient and wonderful thank you.

Information and registration went great, very easy. I appreciate that the staff was very responsive to my emails.

Information was timely and meaningful.

yes

Yes - great

Communication was great, and clear.

Yes

yes

Yes, absolutely!

Yes, the process was easy.

Yes

Yes.

Yes, the handbook and packing lists were especially helpful!

Yes - love to new electronic registration!

yes. LOVE camp in touch system and online registration

yes

I'd like to have more information around what a typical day is like. I think a lot of parents would appreciate knowing about all the training your counselors get as well as the security you have in place.

Yes

Yes, very good communication. And easy application and form submission process. Great responsiveness!

Yes

Information was good. I would like to understand if counselors are background checked and what child body safety rules are in place. I should have asked before but didn't really dawn on me until we were dropping them off. I wouldn't know who to ask and had a really tough time communicating via email and phone prior to camp starting.

consider staggering registration so the lines aren't so long

Yes, loved on line registration

Yes, no it was easy and straight forward

Yes

Yes

Yes, always

Everything was easy

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

That my child comes home with a desire to make the whole world like GG where kindness, respect, caring are key components

the opportunity to grow in independence and confidence and develop deep friendships

I love that they are gaining independence and confidence.

They do well spending time away from home and grow as a result of that. I think independence is a wonderful thing and they get more each year. They also seem to see many of the same kids each year.

Their time away from our busy life and time to connect with others and nature.

Friendships and the smiles on their faces

That she always comes home in a positive mood, despite being tired!

That she felt safe and created wonderful memories.

Opportunity to try new experiences and explore independence in a safe environment with great counselors.

Friendships, confidence gained

It is such a magical place

How excited he was to go back. He didn't have any complaints - except maybe that Russia wins because they are the oldest ;)

Overall nature of the camp and the experience of being away from home yet safe and building lifetime skills

Independence from parents, friendship building, self capacity and love of nature

Fostering independence and perseverance through situations (bland food, bugs, occasional unkind child, etc)

She loves the horseback riding.

I think GG does a great job supporting kids to be self reliant and GG creates a place where risks are ok and welcomed

How much fun he has

freedom to be exactly who you are and so much fun.

Opportunity for him to practice independence, make friendships, and try new things.

Getting to experience the GG community with all of the singing, silliness, and traditions.

independence, making new friendships, lack of technology

Self confidence, attitude

Growing up at GG I know where she is and what she is experiencing, along with the staff so I'm never concerned about how she's doing.

I value both the friendships that they are making as well as the independence and confidence they are building on their own.

The values inspired by the magic of the Glen.

independence

We value the opportunity for our camper to have an experience at camp that is her own. As an only child we also really appreciate the sisterhood that she experiences in a resident camp environment.

Hard question to answer, as there is so much that I value, but I think the focus on values and kindness and friendship is so wonderful in this day and age. I also love that the time is screen-free.

The memories and friendships made

All of it

Fun, friendship, leadership, playing in the world of Geneva Glen, doing things they wouldn't normally do.

Being outdoors and learning to grow strong friendships

The joy on her face and the excitement of her stories when we pick her up!

The time to get away from real life, electronics, etc. As an out of state camper, it's an amazing test of independence. We love to hear about the friendships her son has made and the time spent outdoors trying new things.

That they were not emotionally abused.

The focus on character, building positive relationships and growing independence.

The independence and new experiences

I love that camp really remains what it has always been--that magic of the Glen thing is real and it continues to excite, entice and create an experience quite different from anything else. My daughter loved being a senior for the first time! She is a pretty independent kid and loved the choice that came with her new age. She had a fantastic time!!

Kid time, independence, outdoor play and adventures without screens!

I just love the community at Geneva Glen and all of the special rituals and traditions that have remained from when I was a kid.

that they have a great time, connect with friends, make new friends, have quality unplugged experiences, gain independence and confidence, have courage to try something new
independence, values development and friendships

the independence and confidence that he builds

His growth and how he learns to sincerely appreciate himself!

The relationship and friendship building skills that she develops at camp are huge. Living in a community and being away from home and gaining independence are also important. Having positive role models is another plus.

The independence, safety and the dedication of the Geneva Glen team to provide an outstanding educational growth opportunity of a lifetime.

Friendships, respect, morals and values

The friendships, lessons, independence, and confidence gained.

All of it!!

Learning to be independent

Friendships and independence

All of it

Friendships

Personal growth, new adventures & friends.

They feel like they are part of something that is uniquely their own. A community separate from family, school, neighborhood or sports. Being part of the GG community is a source of pride for my kids. They love their time at camp and can't wait for next year!

Yes

Friendships, tradition, confidence of being independent from mom and dad

Friendships

Independence. Life-long friendships.

The character development

Relationships she builds with her counselors and fellow campers and the values/morals that camp teaches them. Plus no screen time for 2 weeks is a major perk! My daughter even commented on how nice it was to be away from all of that. That's an amazing compliment to GG all by itself.

That they love GG as much as I do.

No screen time for a better brain and adventure, independence with great mentor examples.

a opportunity to live away from home with a group of other boys, a way to gain independence skills

That both my kids are truly loved as individuals. They are recognized for their strengths and encouraged to work on their weaknesses.

The personal growth and inner reflection

independence and NO Electronics!

getting away from electronics and getting outside

Chivalry. Being a good person. The simple life.

values, love, experience, consistency

The opportunity for our son to gain some independence and have fun experiences outside of our normal family setting.

Gaining a sense of independence.

it makes them happy and seems to have a long-term impact on their memories, happiness, well-being

gaining independence

The confidence and independence they return with every year (and two weeks away from electronics).

Autonomy

Knowing he will be well taken care of

New friends and a positive and independent experience.

Having a fun trying new activities and making new friends. I also value the boost in independence that comes from being away from home for two weeks.

Independence

The rich heritage of Geneva Glen and the people who preserve this heritage. The ritual is key to me. I value the self-reliance it teaches, the friendships it fosters and the value placed on interaction with nature.

Their exposure to nature, encouraged independence.

That it is an enriching, nature-based learning experience.

That they develop a sense of independence, adventure, and love in the outdoors away from home.

character development by being in a new place with experiences outside of our normal world (no technology is important) Nature is important

Gaining independence. Giving our daughter a break from her daily schedule and an opportunity to just play and relax with friends.

The independence and confidence they gain from being at GG for a week, as well as all of the fun they get to have.

New activities and new friends

That they get to experience what I did as a child

Independence

Fostering independence and developing new relationships and experiences

Our myths camper is our 3rd child so we already know and love GG. We will be back!

Fun and independence

Rich and deep friendships and value of tradition and the independence they gain

Is growth in confidence

My son's ability to have some independence away from the family, learning new skills and building relationships.

Independence and growth- they always come back home more confident and independent

Safety. I want to feel comfortable with all aspects when I leave and I want her to feel safe enough to have some quality fun.

Being in nature, disconnected, making new friends, having great role models, having more freedom than at home

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

take away store

More cabins so that my daughter can attend. :)

I would like them to be able to go with friends who have not been before and I would love it if they did not lose anything...

Nothing!

Offer ropes course more often

Getting the post card from the counselor a little sooner, but this was our first rodeo. ;)

Not being able to communicate except for snail mail was hard, but having done it, we would NOT want it to change. ðŸ˜Š

Get rid of public road running through the middle

Cost :)

N/a

Smaller cabin numbers for sleep environment (gets a little rowdy above 10)

I think smaller dorms for the boys (a la girls hill) would be better”also more conflict resolution skills, for example”if a fellow camper is being “mean” to you, what should you do and when should you involve the counselors vs working it out on your own?

It was good to see the new Barn. I hope the camp continues to improve some of the existing buildings.

I think kids should get one t-shirt and As a parent I would like access to pictures of the time they are at camp

Make sure store is stocked

no packages allowed

I wish more kids could experience GG! But I am sure how to make that happen, without completely overhauling everything else!

no bears

I wish the end of Knighthood awards weren't given out so excessively now. In the past there was no way 3 Ladies of the Bracelets would be given in one session let alone one year. Same with Roses. My daughters response was “well, they're not coming back next year”. I think it takes away from the history of the award to give it to so many.

I heard from my children as well as their friends concern about the fellowship circle on the final night. Apparently, this didn't happen after Ladies Court / Induction. This is the most important part of camp for these children and the lack of fellowship on the final evening was a significant let down to an otherwise fantastic session

Nothing!

I know things change, but I can't think of anything.

having a lake

Nothing based on the first two years as a camper and camp parent.

I can't think of anything. My daughter was disappointed that Oh Mama was down this year due to a rope needing to be replaced (and maybe one other thing), so I guess getting those fixed would be what I'd recommend. Also, I wish parents could sign something releasing their contact information so that a directory of the campers from each session (or at least from each cabin and dorm) could be provided. For those kids (like mine) without social media, this would make it easier to stay in touch, and I'd willingly release that information to the other camper families.

Nooe

Take better care of facilities, upgrade food.

The registration process, and would love for the teenage girls to be more accepting. Unfortunately I don't think Geneva glen is immune to the cliques that form in The teenage years and they can be so damaging to one's ego at that age.

Mail system

I have no idea about the best way to handle it, but for juniors and muffers the scheduling is sometimes frustrating. Our son was bombed for the second summer in a row his dorm did not get a chance on oh mama. I'm on clear about why they missed it this summer”! (Maybe rain?) But, it would be nice to get a second chance at some of those types of big activities.

Dump knighthood and find something else.

It would be nice to get some pictures of campers during their visit.

The haphazard knighthood ranking progression which makes no sense to the kids (if they can't explain it, then it doesn't make sense, despite the new handout that came home)

????

Nothing major!

that the girls have an opportunity to earn something similar to ranks, where it progresses every year.

update boys hill facilities! My son who is not picky reports that the bathrooms are "disgusting" with poop on the wall. I realize this is a huge capital improvement but they are unacceptable and need to be replaced prior to next summer. .

More space between cars in the meadow on check in and check out days.

Nothing that I can think of.

Expense...ha!

Better bathrooms (says my son)

Possible storage options for out of state campers, more accommodations to help out of state campers

Nothing

Closing gates.

I want to come back, too! :)

I miss the sheets at pick-up that let us know some of the session highlights - it was great to prompt conversation and help them remember some events that may have otherwise blurred together.

The public road running through it

Signing up for camp and getting in by seniority.

The Meadow. It needs love.

Addresses for campers, so the kids can stay in touch after camp.

Nothing

Add a lake. :)

Dessert at lunch

My son got pretty sick the last few days he was there and I'm not sure there is a good system for sick kids. Just cause you don't have a fever doesn't mean you are not sick and in need of some rest. Not sure what can be done, but it didn't really seem adequate

My daughter started at age 6 so is a little frustrated with being a Golden Heart for 3 years in a row. It would be nice to have ranks that distinguish the years like golden heart, junior golden heart, senior golden heart. The senior golden hearts could even have something like a little crown on their heart name tag or something. Just something to recognize that they are moving along in camp so they feel an accomplishment would be nice.

Not sure.

nothing!

I wish KH1 wasn't during 4th of July

would love to see camp photos posted during the session to see a glimpse of my child and know that they are having a good time.

We would love to see more photos!

Nothing.

nothing comes to me - seems fine

camping in tent experience - fire, food, hike

Maybe a 3-week session? I know the kids would love that!

More chances for seniors to just sit and talk and not have to participate in activities, at least once a day.

?

Can't think of anything

We might have liked an update from someone.

My daughter requested snacks, because she got hungry between meals.

First of all, my kids had a GREAT time. But they also had feedback. So I'm going to answer this question from their perspective. Here are the things my kids offered as critiques: 1) They needed more counselor sensitivity to bathroom breaks. Overall, for new campers, in particular, it's not always easy to ask for a bathroom break or to know when is appropriate to go to the bathroom. And not all kids are comfortable asking. Bathroom procedures should be discussed and outlined right from the get-go. It was not emphasized as it needed to be,

at least from my girls' perspective. 2) My girls both had the biggest problem with being forced to eat foods that they know they dislike and do not eat at home. I think making kids drink water at the top of the meal is key. But if a kid knows they don't like a particular food, no counselor should get in a power struggle with a kid over eating eggs. Food pressure is just not a good thing, particularly if it's clear that a kid is eating at meals. For one of my girls, a few days started off pretty miserably because of this. 3) My girls said they always seemed to feel rushed. And I thought this was an interesting piece of feedback.

Wish there were more 1-week sessions - for older kids

CHECK IN PROCESS (notes before)

not sure I would

I would have Myths and Magic begin on a Sunday and end on a Saturday.

Nothing

I wish there were water sports... Open water activities like kayak or stand up paddleboard

Nothing

We would have loved receiving a letter from our boys. Just one in the mail. Not sure if that would have been possible

Location-have never loved that camp is on an open road.

Hmmmm...tough one. My kids would say "change nothing". I really don't know. Maybe as a parent I wish showers were more accessible. I know they have the showers after swim but my kids tell me they don't shower for real with soap and no suit on. Two weeks is a long time to go without washing their privates if you ask me as a parent. My kids don't care about that, but I wish a few showers a week where they did a bit more cleaning and fresh undies were part of GG.

Boys bathrooms

Dirty Derby not on last day, hard for out of staters.

Nothing

N/A

nothing

More opportunities for new campers that have never been to attend.

Is there anything else you would like to tell us?

Two years ago, my kids missed their flight home. This year, they almost missed it again. Both times, it was very stressful for them and for us, and I was disappointed in the way the airport run staff handled it.

There were boys in Tristan's dorm who called him the weird kid in his earshot. I was walking up to the dorm when I heard them. It seems like he was bullied but he did not recognize it as that. In years past there have been boys who have taken things from him (batteries this year and candy last year) and have buried his shoes in the volleyball pit. I would hope that the kids would be counseled not to behave in that way, but instead the other boys tended to protect them so they would not be hurt by the bullies.

Not at this time! Another GREAT summer!

Thanks so much for a wonderful way to end the summer. Wesley felt like she fit in right away and can't wait for next year.

They both had great first experiences. Thank you!

Keep it up, ya'll

You are wonderful

I appreciate the staff's responsiveness and the positive environment they create for campers

I wonder if there would be a way to reduce the kid sickness- every year my kids come home with a camp cough

No

no

We LOVE GG!

Nope.

Thank you for taking care of our camper for two weeks and again we appreciate the financial support this summer! You guys are awesome!

We are pleased to see the continuity between the way Ken and Nancy ran the camp and how Casey is now running it. That said, there are also some great improvements (store, merchandise, registration, etc) --it's been a good blend of both! I'd love to see more adult fall weekends run as well. Last year it was too short of notice, but having more weekends spread through September and October would definitely get me down there from out-of-state!

Hoping my younger daughter will also go next year! Is there any discount for sending more than one child?

No

N/A

No

I heard the food was good! Even for a kid with allergies! So thank you

Our son reported that the food this summer was way better! That can make a big difference in the attitude of a kid if they are happy with what they're being fed!

I will be sending letters to the board of directors. People have suspected for decades that knighthood was toxic. It is. It's time to end it.

My son said that counselors would withhold mail from his dorm if they weren't quiet during rest hour. One child was often loud so the whole dorm was punished for this and they didn't get mail for 3-4 days. I don't think this is fair to the other boys and their parents that are trying to get letters and packages to them in a timely manner. Maybe use a more positive reward system for quiet rest hours?

We have loved the GG way - and we are sorry this experience was not up to grade - but hope you will take our feedback sincerely. Also, an address and email roster available to campers so they can stay in touch would be very helpful.

Keep doing what you're doing!!

Gavin has a GF diet and not only were you able to fully accommodate him, but he also liked getting to know the chef and kitchen staff!

We LOVE that Geneva Glen is a device-free camp. Please, please keep it that way!

Love GG!

a few things: 1. Please do something about Pete LaFleur taking pictures at check in. It looks like he is officially taking pictures on behalf of the camp when in reality he is only taking pictures of people he knows. Case in point when my husband (who Pete knows) is at drop off, Pete takes our pic. This year it was just me at drop off- no pic. The optics are this: he skips over and excludes families. If he is going to participate like that he should take everyones picture or be off to the side and have his friends come find him. 2. There is NO reason my 9 year old needs to be up until 1 in the morning for KH induction. Fix that please! 3. Boys hill facilities (see above) 4. I really think that you should have one of the crew kids or someone else be in charge of taking pictures throughout the session and then posting them real time to camp doc or a secure portal. I would love to see what my kid is up to and no months later. This is especially important the only mail I received from counselor and my kid came with 3 days of camp left. many other camps post pics during the session.

Thank you for everything you do!

Thank you. We can't say it enough. This was our daughter's best summer ever. She has not stopped talking about camp! We know the staff puts a lot of work into making camp happen and we are beyond grateful for the efforts of the summer and the year-round folks that make all of the magic happen!

Thank you.

New cook was great!

My camper would like the girls to learn more about the knights program since the boys learn about the ladies program. My camper wants more grilled cheese!!

Love GG

It was really, really obvious in the postcards from the counselors which one was brand new staff this year.

All is good

It was a wonderful session. If the camp prices are going to continue to go up, we would like to know what improvements are being made to warrant the price increase.

No.

Thank you for another fantastic year!

Nope

The year round staff does an amazing job! I know how hard you guys work, and I appreciate everything you do to make camp so wonderful for my kids.

My son says Geneva Glen is great camp!!

This camp is wonderful and my son can't wait to be a counselor one day!

Great job!

thank you

Casey we love you!

Thank you!

Looks like you are on track for another great summer.

keep doing what you're doing

amazing food in such a small space - not old school Geneva. Also THANK YOU for getting rid of the POW WOW

No

no

That I am so impressed with the camp.

Nope! Grateful to you all for your work. Thankful for the campership, without which we could not send our kids to this most wonderful place. The leadership transition feels very natural and "right." The improvements to the physical plant are nothing short of astounding. You guys are good stewards.

Thank you for loving and nurturing these kids!!

I went to GG as a child and am so happy that it is still the same great program as when I attended and is creating lifelong memories for my kids as it did for me.

thank you

I'm just frustrated that she had a great year in 2018 and was homesick multiple times a day in 2019. I really want her to continue; and I'm not sure what happened this year other than not having any school friends in her cabin...

N/A

Thank you for a great experience!

Great job!!!!!! Can't thank you enough!

fabulous experience, wonderful staff, great communication, my son had a blast!

N/A

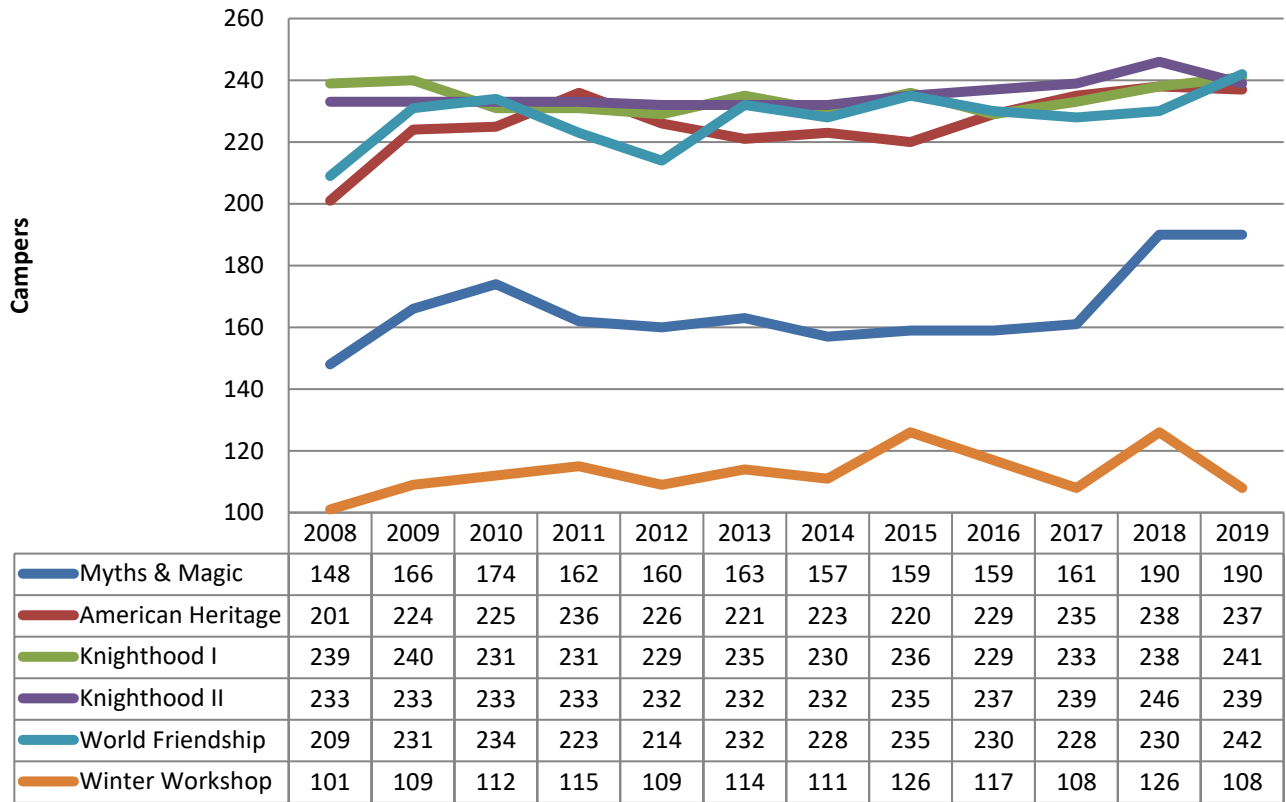
No

N/A

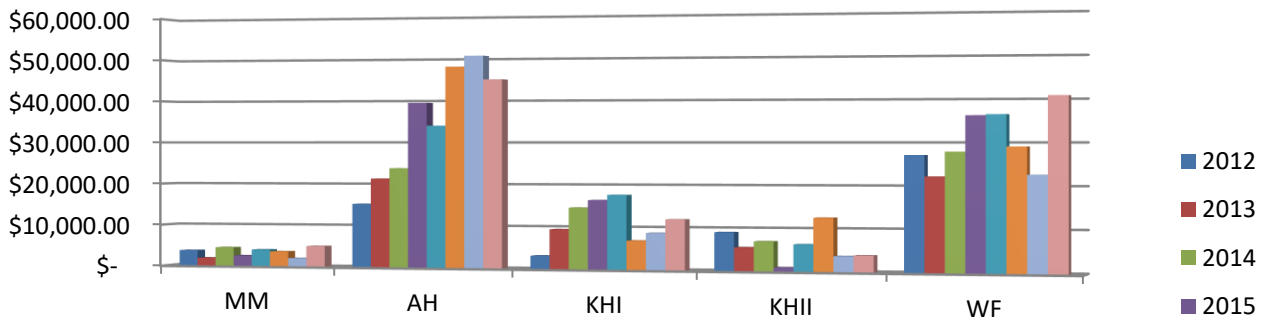
nope :)

Registration Statistics

Session Counts

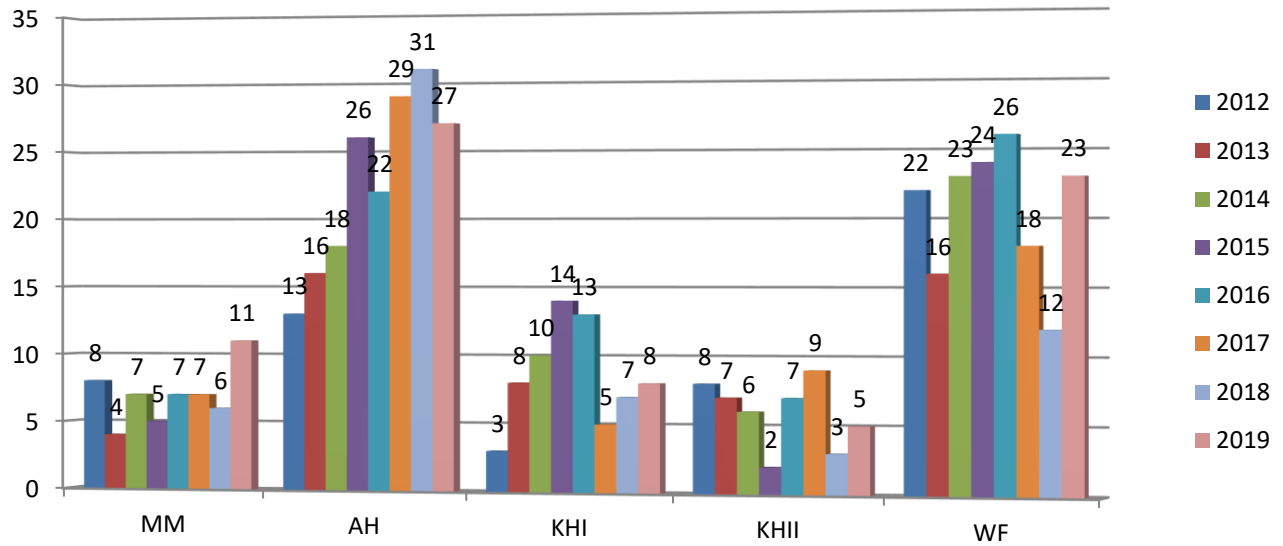


Campership & Tuition Assistance Dollars by Session

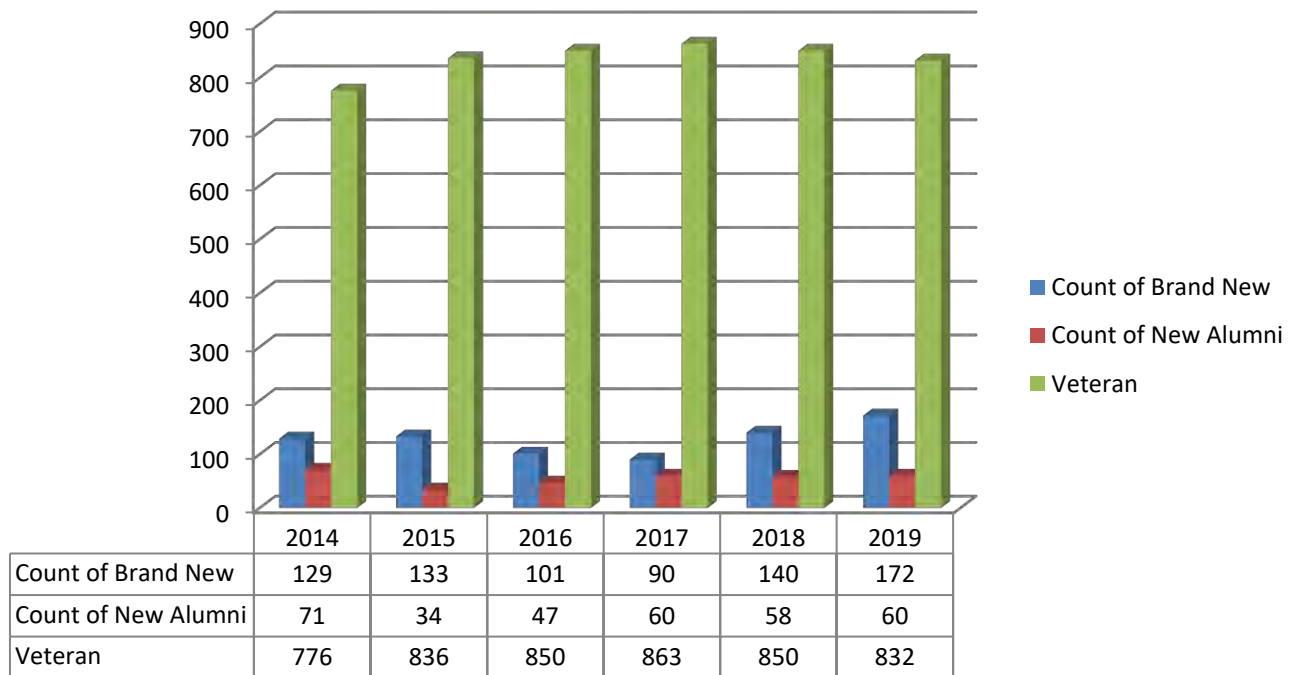


	MM	AH	KHI	KHII	WF
2012	\$3,730.00	\$15,225.00	\$3,190.00	\$9,075.00	\$27,099.00
2013	\$1,920.00	\$21,317.50	\$9,475.00	\$5,585.00	\$22,179.65
2014	\$4,500.00	\$23,806.00	\$14,610.00	\$7,007.00	\$27,897.50
2015	\$2,560.00	\$39,460.00	\$16,410.00	\$1,000.00	\$36,215.00
2016	\$4,035.00	\$34,005.00	\$17,650.00	\$6,385.00	\$36,447.50
2017	\$3,620.00	\$48,050.00	\$6,940.00	\$12,585.00	\$29,090.00
2018	\$2,020.00	\$50,622.00	\$8,775.00	\$3,740.00	\$22,640.00
2019	\$4,984.00	\$44,978.00	\$11,982.00	\$3,946.00	\$40,722.00

Campership & Tuition Assistance Counts by Session



Veteran vs New Demographic

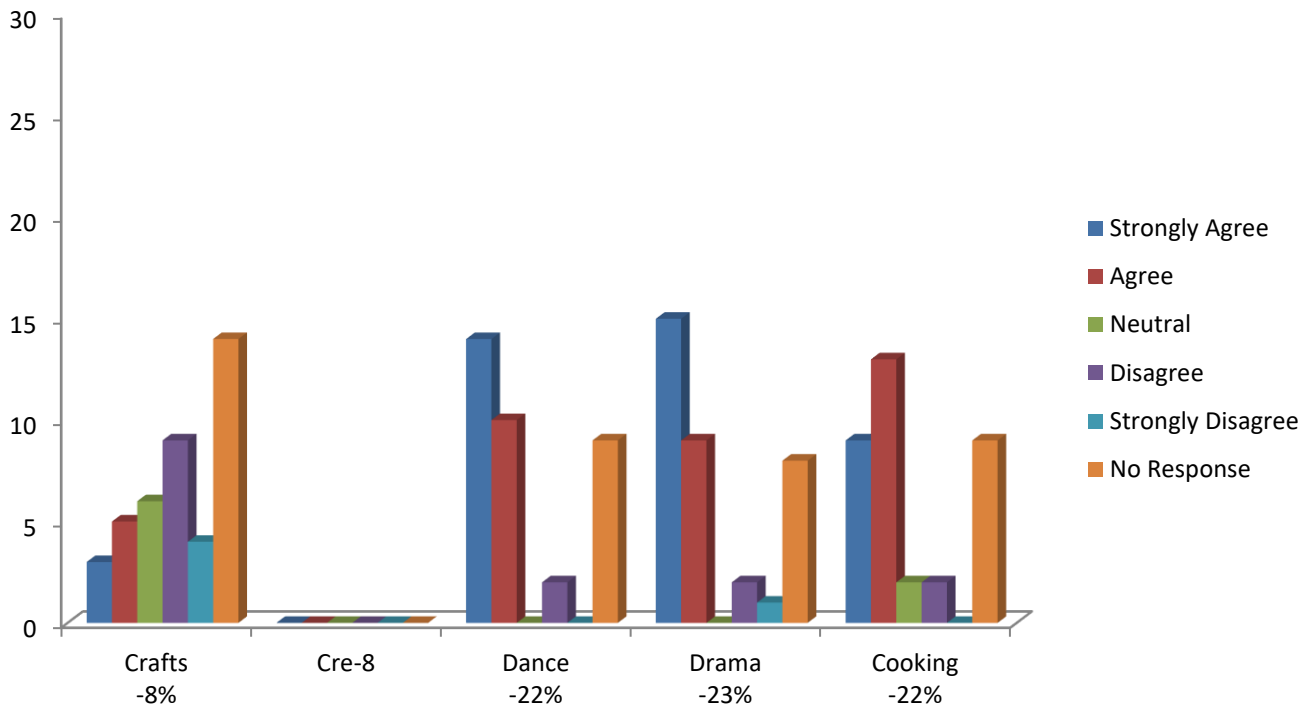
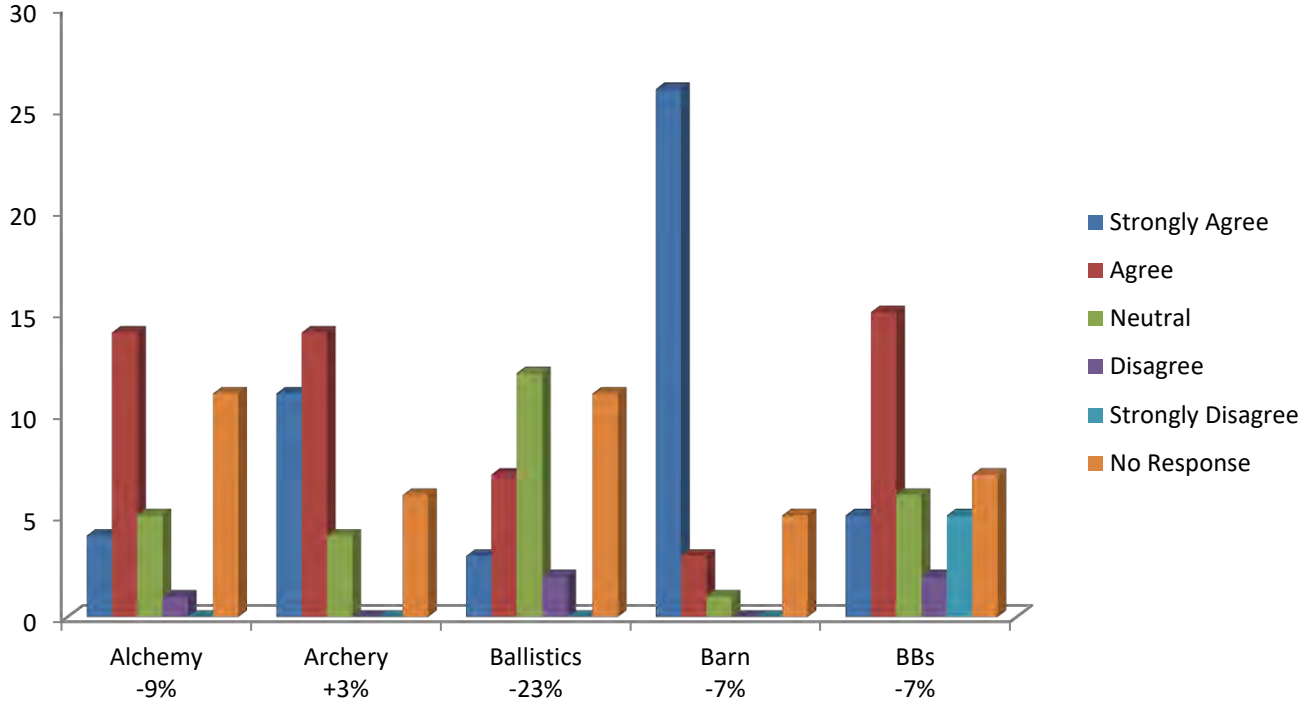


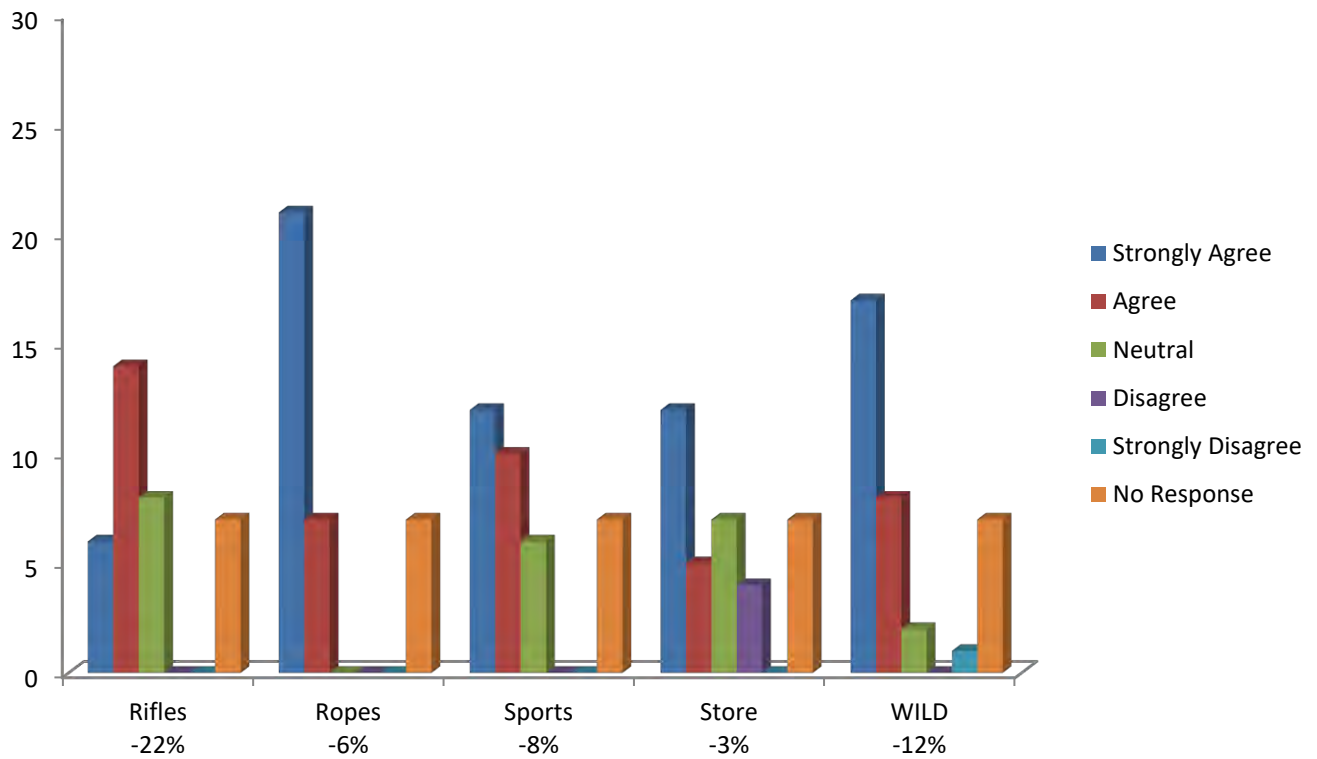
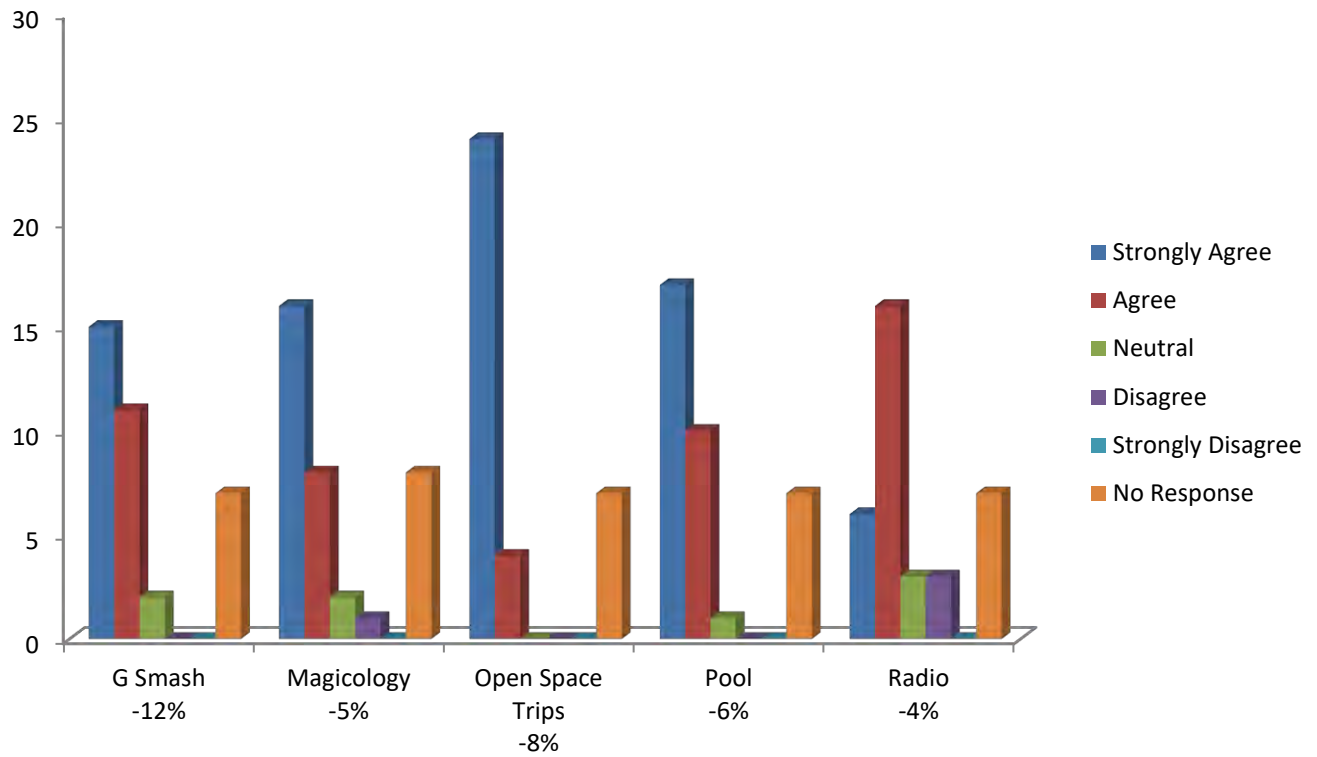
2018-2019 Retention Rate: 75.1%

2018-2019 Age Out Rate: 8%

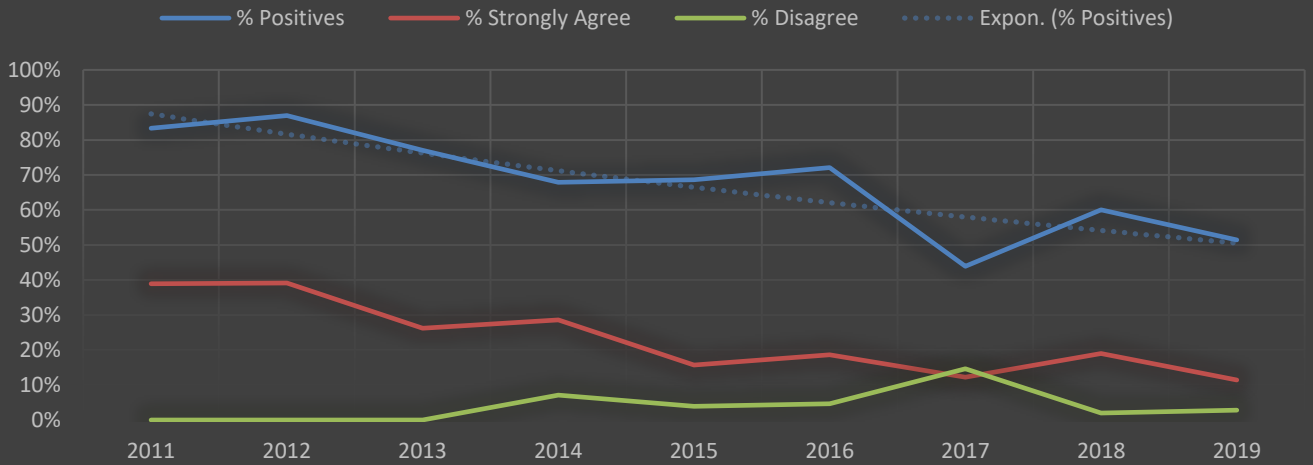
Staff Program Evaluation

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.

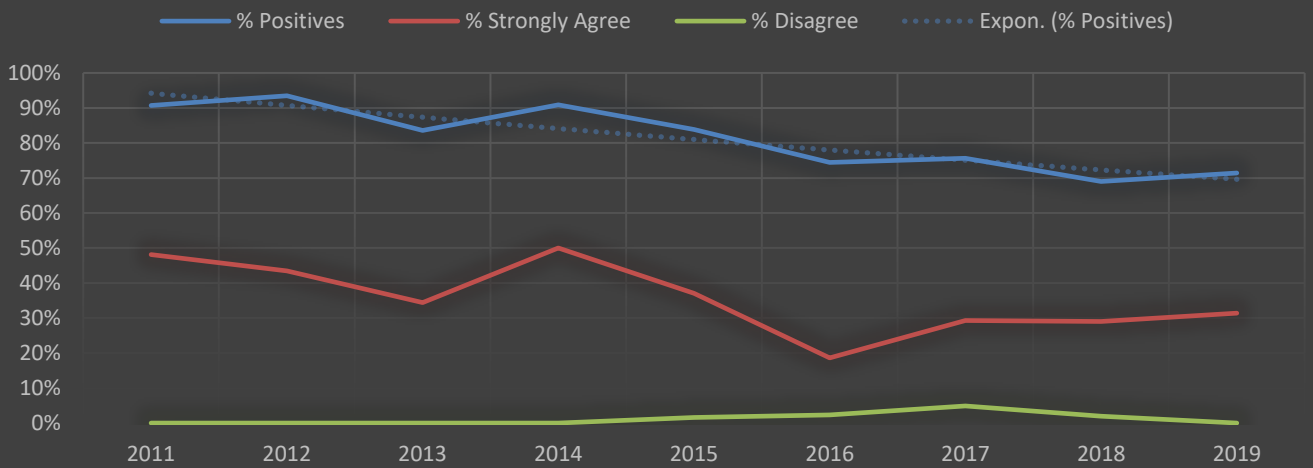




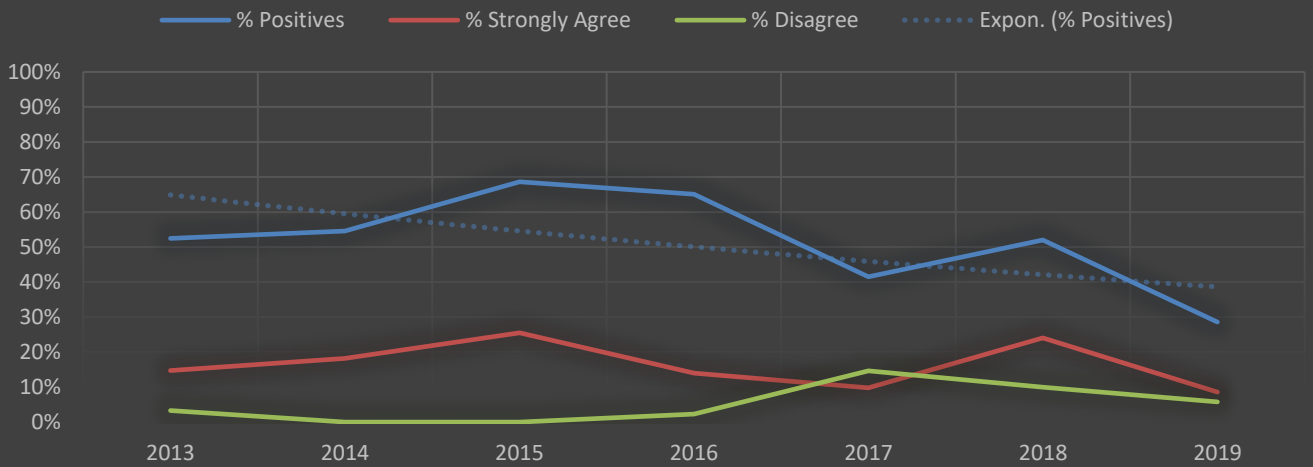
Alchemy - Effectiveness & Relevance by Year



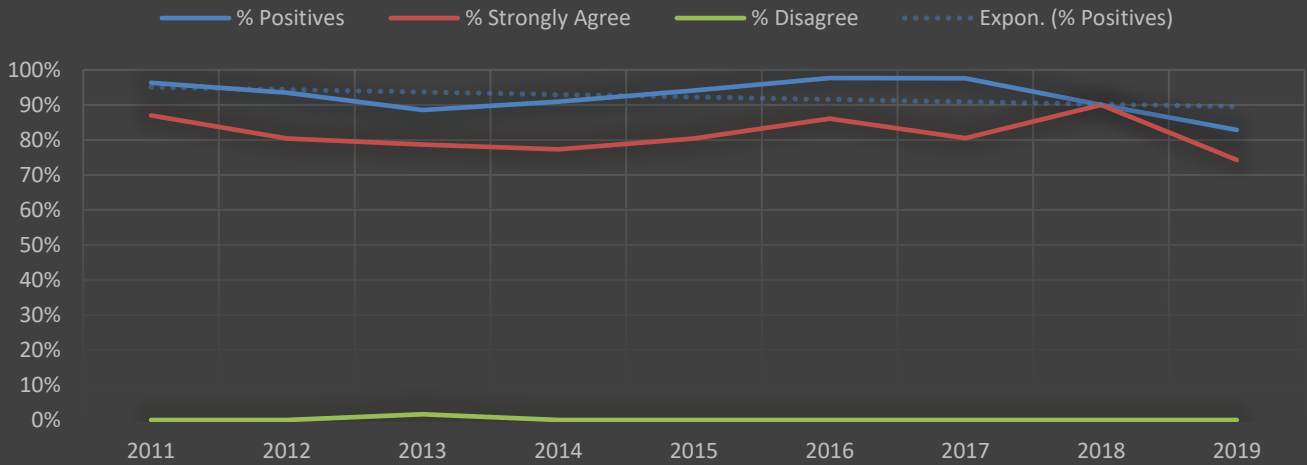
Archery - Effectiveness & Relevance by Year



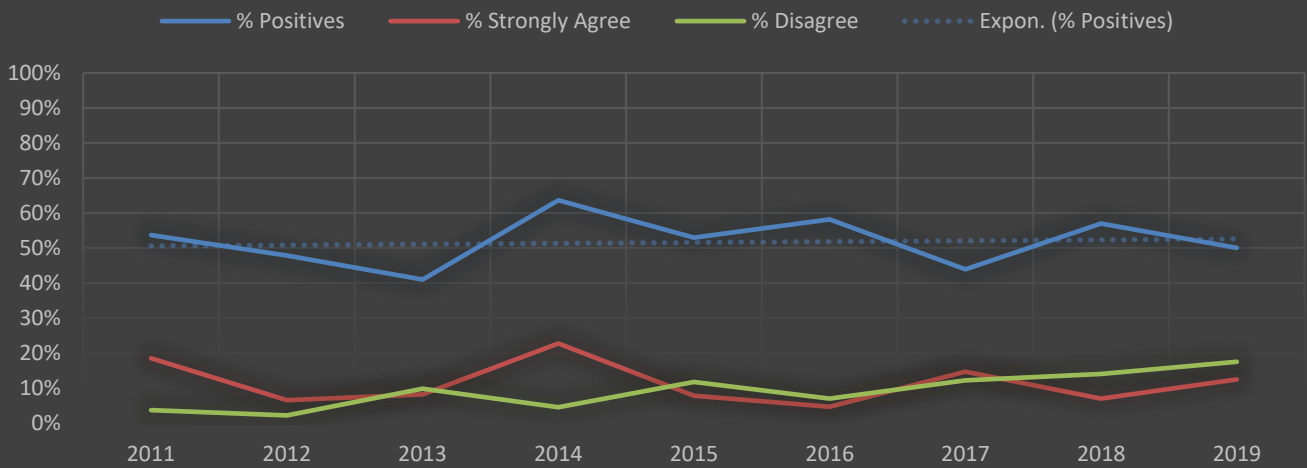
Ballistics - Effectiveness & Relevance by Year



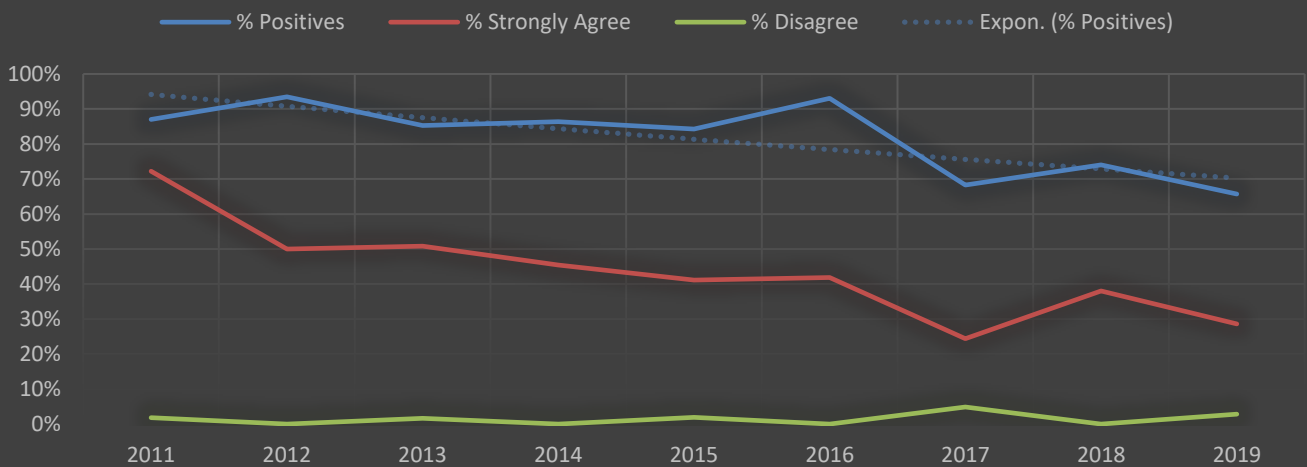
Barn - Effectiveness & Relevance by Year



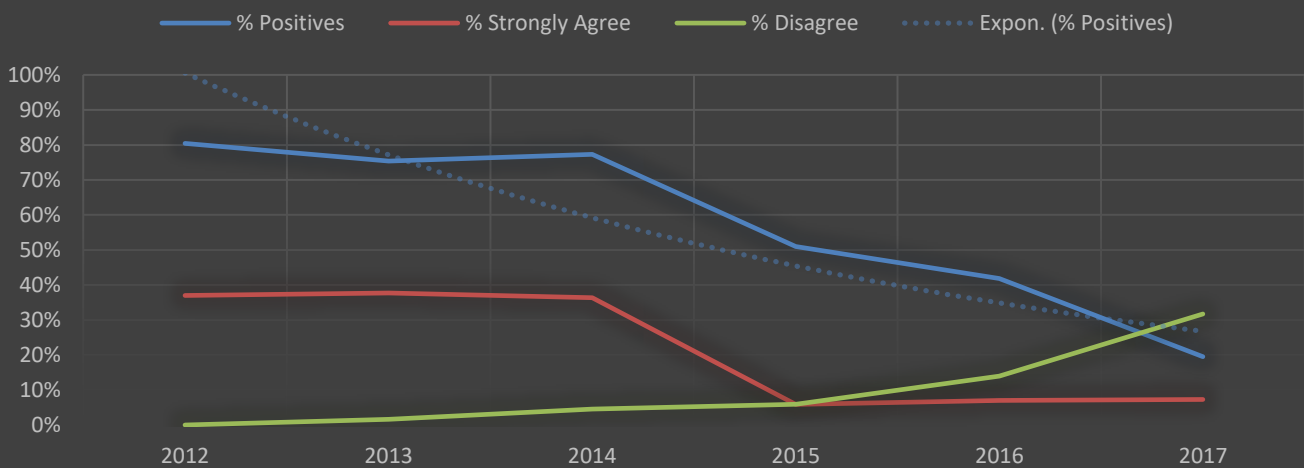
BBs - Effectiveness & Relevance by Year



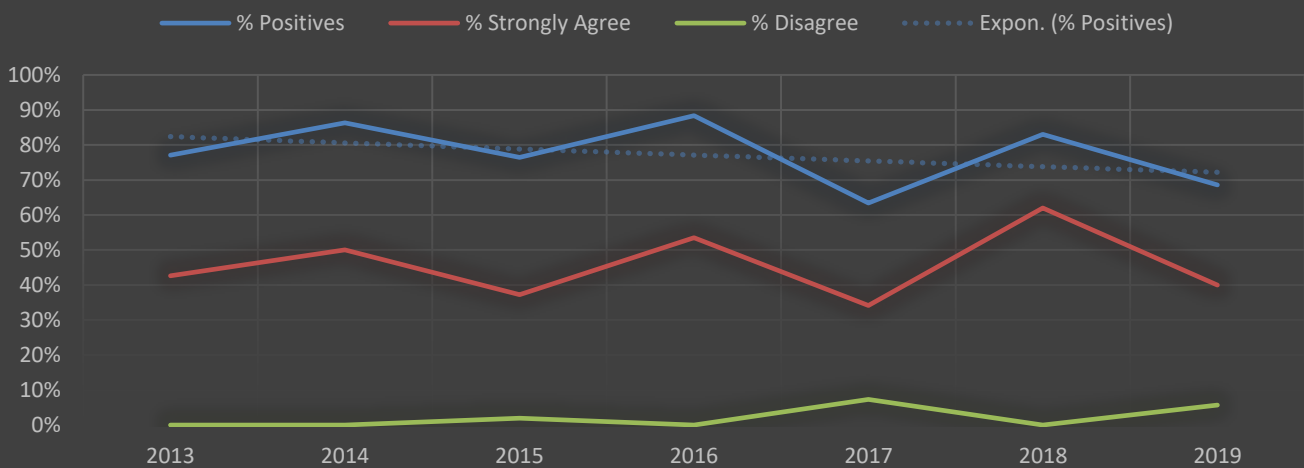
Crafts - Effectiveness & Relevance by Year



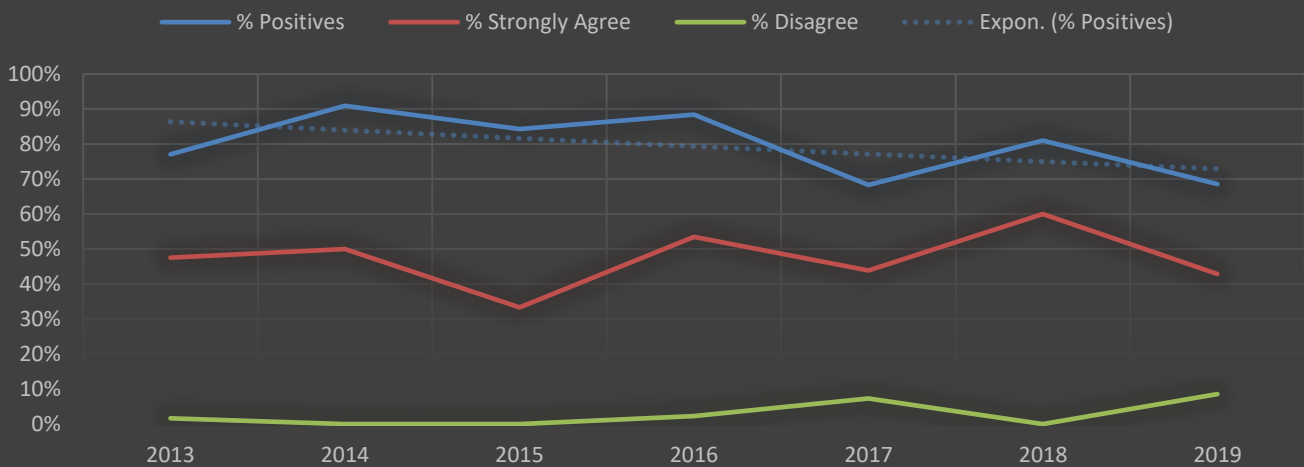
Cr8 - Effectiveness & Relevance by Year



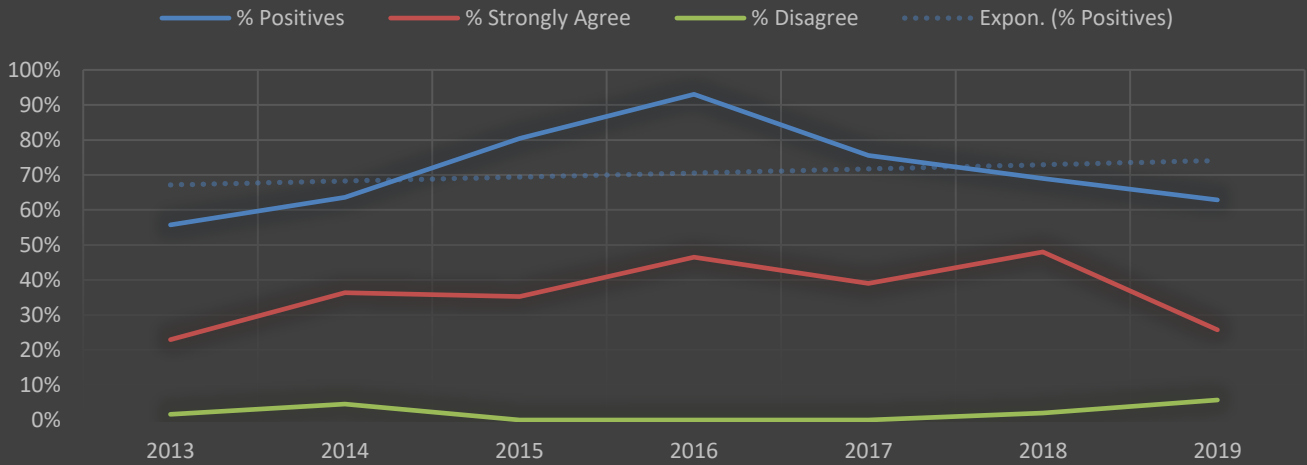
Dance - Effectiveness & Relevance by Year



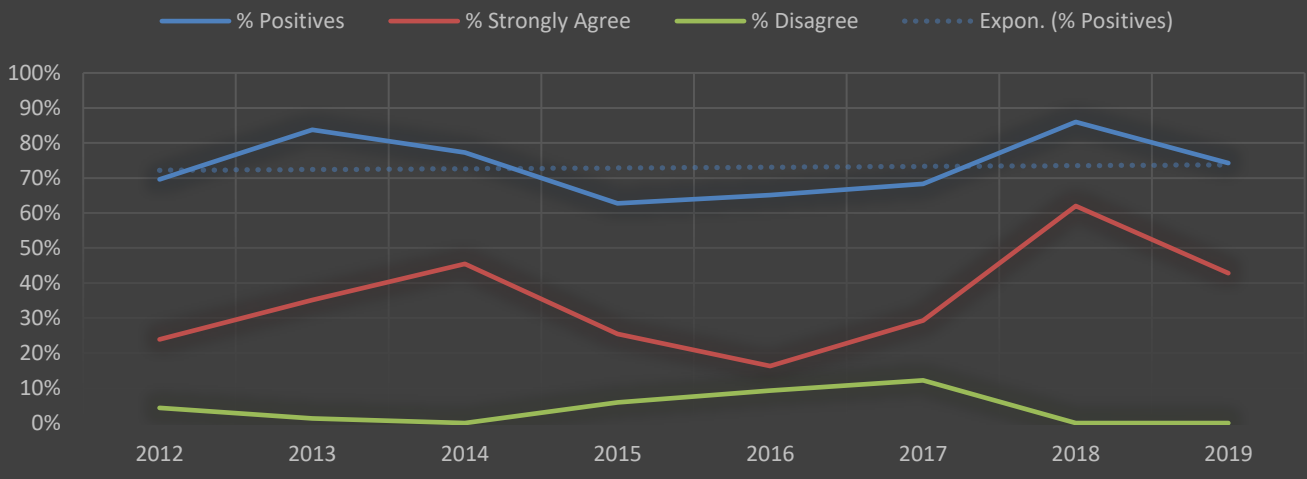
Drama - Effectiveness & Relevance by Year



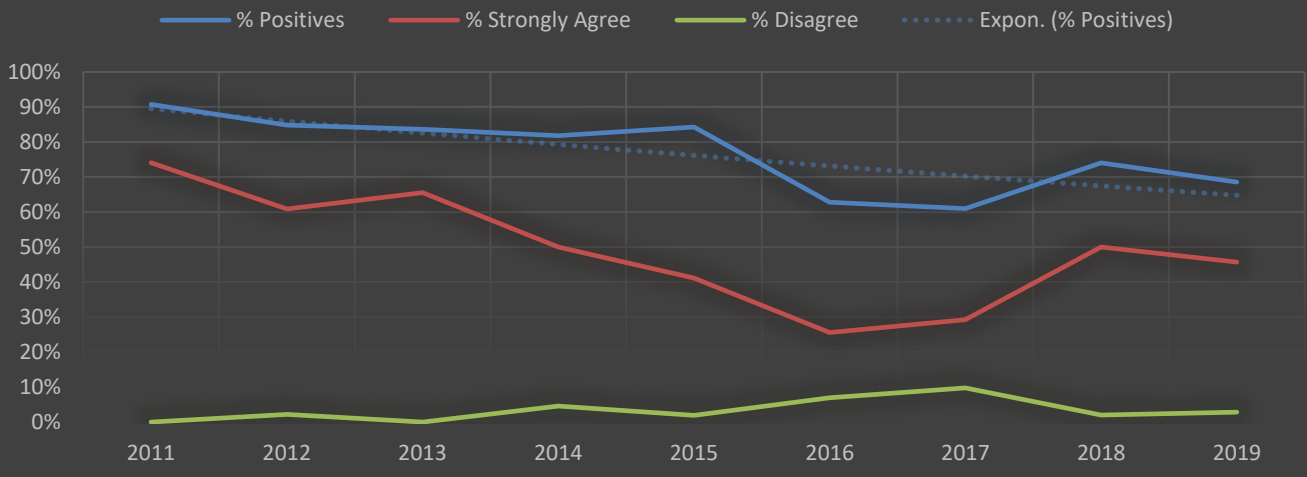
Cooking - Effectiveness & Relevance by Year



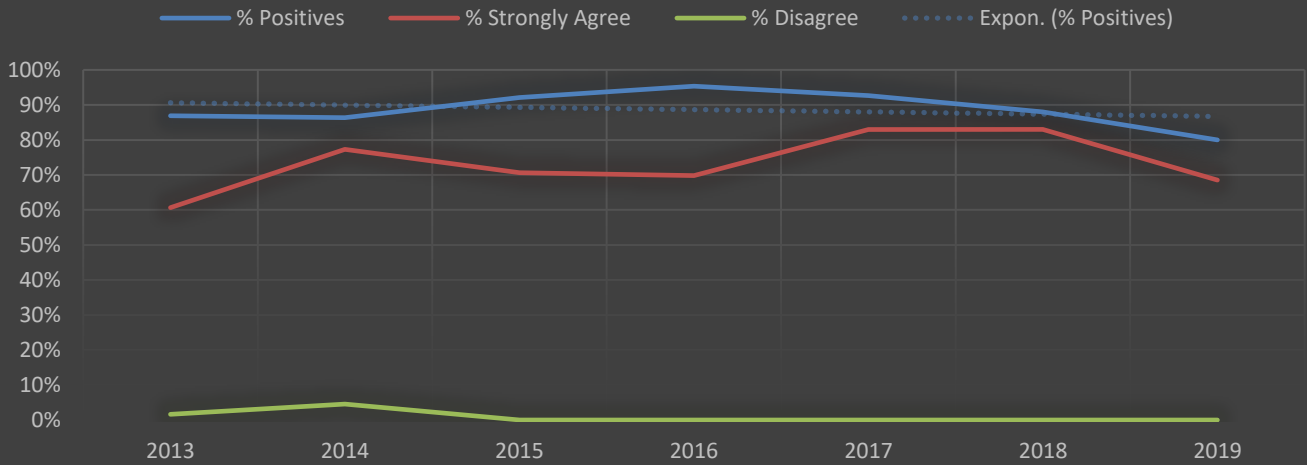
G Smash - Effectiveness & Relevance by Year



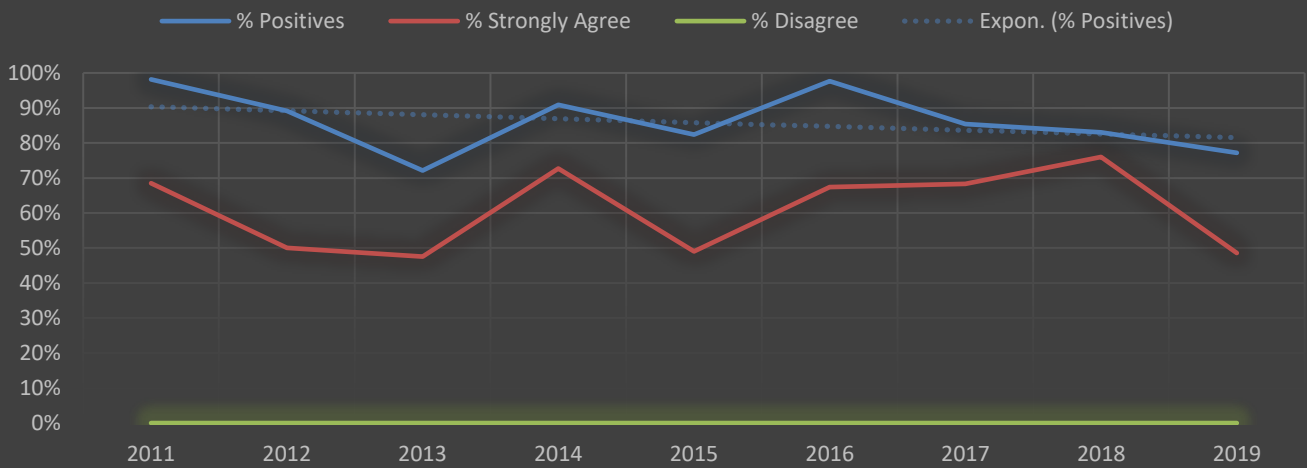
Magicology - Effectiveness & Relevance by Year



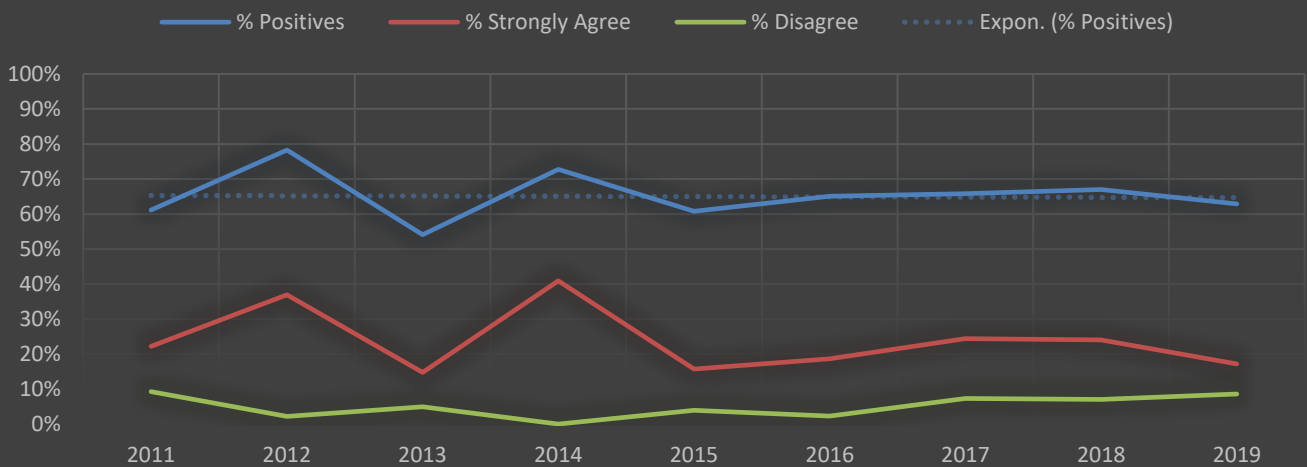
Open Space Trips - Effectiveness & Relevance by Year



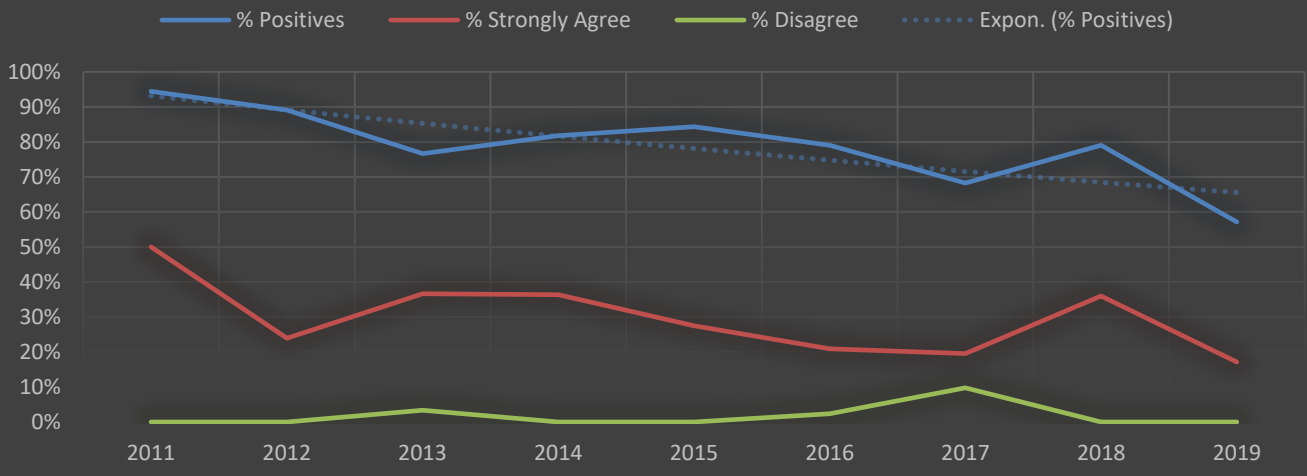
Pool - Effectiveness & Relevance by Year



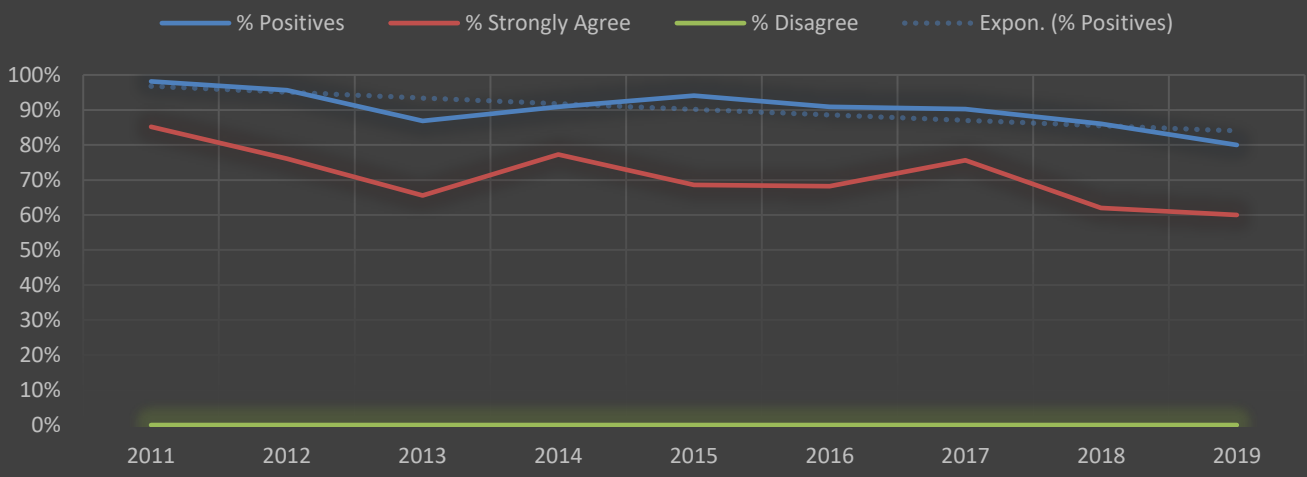
Radio & Media - Effectiveness & Relevance by Year



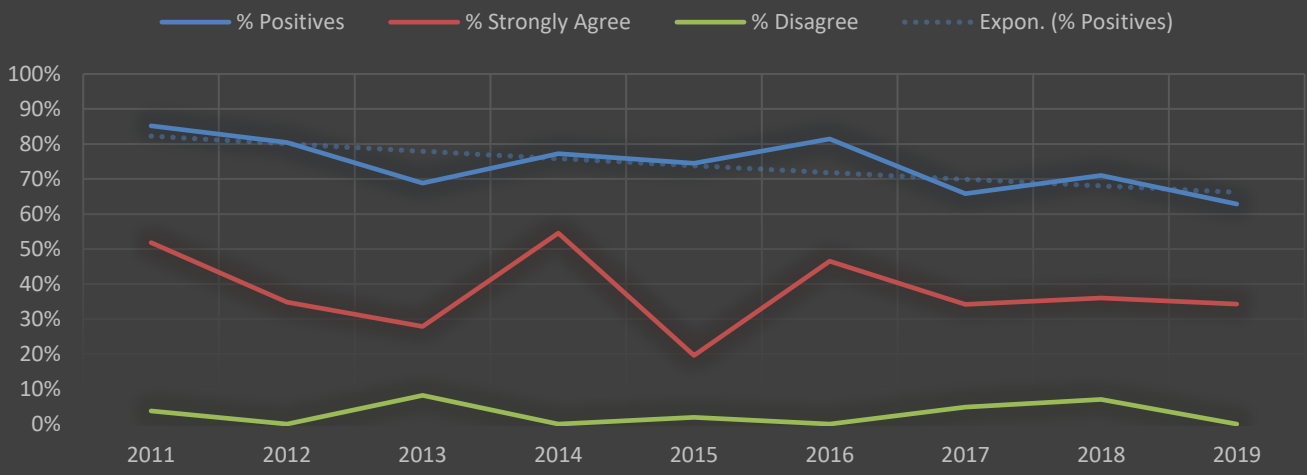
Rifles - Effectiveness & Relevance by Year



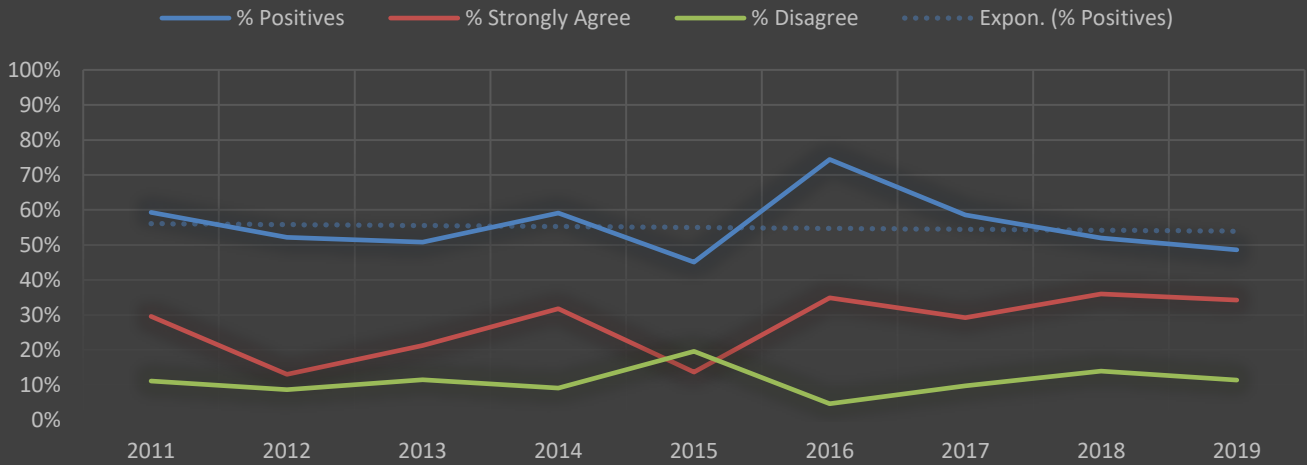
Ropes - Effectiveness & Relevance by Year



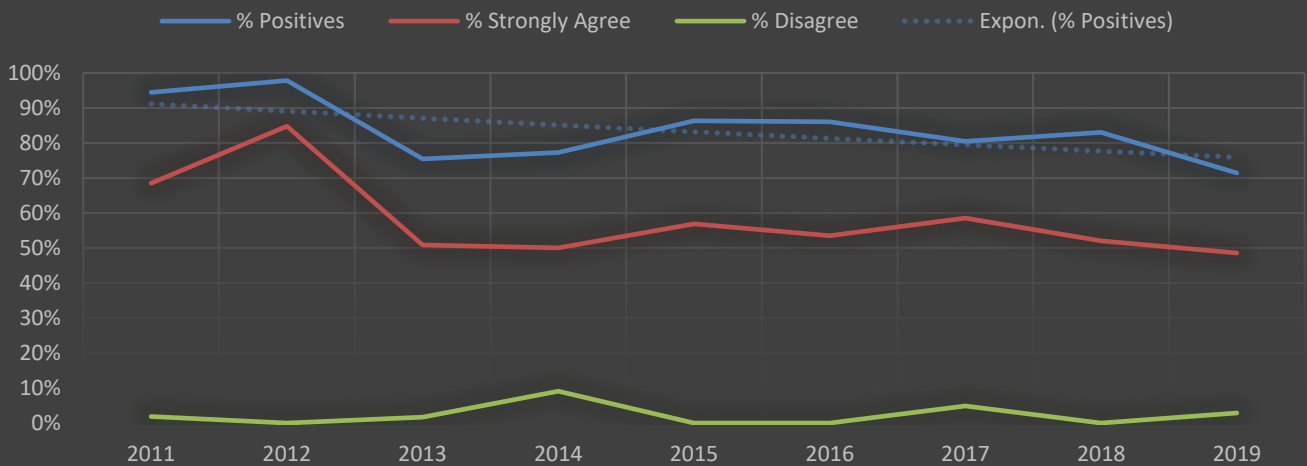
Sports - Effectiveness & Relevance by Year



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?

My younger campers all really enjoyed barn, crafts, and ropes. They loved the fact that they did something different every time that they went, instead of the same activity each time. My older campers really enjoyed barn, crafts, pool, and radio. They got to do lots of different activities at these areas, but also got to chill and connect with their friends when they wanted to.

All of my younger campers loved barn, pool and ropes. While my older campers preferred more free form areas like crafts, Alchemy and radio.

My campers loved Pool, Store, G-Smash, and Archery. What most of them enjoyed about all those areas except G-smash was the amount of time to just sit and talk to counselors and friends. G-smash is a cool place for kids to role play or "experience" knightly combat as many kids, including myself, have thought about since we were little.

My campers most enjoyed Barn, WILD, Ropes, and Magicology. My youngest campers were enthralled with the magicology program. We interacted with it constantly outside of being at the area and I really helped them to explore the outdoors. My campers of all ages LOVED barn, but I think specifically my oldest campers loved barn, WILD, and ropes because they got to do physical activity and be outside.

My campers love pool, barn, and store - they loved that there was something that held their attention for the whole period.

Store. Kids love candy

Middlers still consistently enjoy BB's and most of the time archery, which is awesome. Radio and ropes seemed to be very popular among my older campers as good "stretch" things to do in both afternoons & mornings.

Open space trips= always loved by all senior ages

My campers' favorite areas were consistently Archery, Rifles, Pool, Barn, and WILD. Archery, Rifles and Barn seem to be most enjoyed because a lot of campers don't have access to those activities at home, which makes them fun and exciting. Pool is well-liked because it's very laid back, and provides time for the campers to hang out without much structure other than being in the pool. WILD was popular because it provided an opportunity for the campers who were into hiking to enjoy that interest, and also allows for the exploration of camp's property.

My campers loved ropes, barn, magicology, store and pool. They loved ropes and barn because each time they went they were able to accomplish a goal or do something that was out of the ordinary. Pool was always a blast and magicology was a way for them to be silly and creative.

n/a

My boys often were huge fans of pool, store, which is sort of the norm for a lot of boys, because they liked candy as well as swimming and having fun together

My senior campers really enjoyed Wild and open space trips, because of the opportunity to build relationships with other counselors. My J/M campers loved barn and ropes.

Ropes and Barn. Both were things they exclusively get to do at camp and were excited for.

My campers loved barn, ropes, pool, and store the most.

N/A

The kids I sat with really enjoyed barn and pool.

The kids that I sat with this summer also had a high interest in BBs, special activities, and ropes. I think that these campers enjoyed proving to themselves that they are capable of much more than they may think.

My senior campers loved open space trips (because it allowed them to leave camp and enjoy the wilderness), They loved ropes (because of the adrenaline of zipline and oh mama, and the sense of accomplishment of climbwall and Upper Elements). Barn was by far the most favorite area of the summer not so much with my senior boys, but so many different campers I got to know better simply because I was working at the barn.

My campers really enjoyed Ropes, Pool, Barn and, Magicology.

N/A

A lot of my campers really loved barn (obviously) because they enjoyed being on the horses, which is something they don't usually get to do. Also, my younger kids really enjoyed ropes, pool, archery, and crafts. My older campers liked pool, ropes, sports, and WILD.

My campers loved being able to see new properties of camp that they hadn't seen before both at Wild and on trail rides at Barn. They also loved being able to participate in musical/acting/or dance practices and perform these in front of their peers.

For me the campers really enjoyed, a lot of activities they seem to really enjoy archery pool G smash outdoor activities such as open space programming as well as a lot of indoor activities such as D and D Campus seem to really enjoy that that I was with.

My campers favorite activities this summer were ropes and barn. They enjoyed the sense of challenge by choice and overcoming fears at ropes and getting to learn about riding horses at barn.

Boomer enjoyed Store and eating with his friend Annie. While Sprinkles got to spend time down at barn crafts.

My younger campers favorite activities were BBs, store, ropes, pool, barn, and magicology. They most enjoyed doing things that they might not do often at home, like shooting BB guns, eating a ton of candy, and playing outside in the forest. My older campers enjoyed pool, radio, G-Smash, sports, barn, and open-space trips.

I did not have campers this summer, but from what I heard from campers out and about, they really enjoyed the cooking clinics and the special clinics that counselors put on. They really liked how spontaneous they were, and the fact that they got to do it with their friends.

WILD, Store, Archery, Pool, Open Space Trips. They loved bonding with friends and staff members. Experiencing things they don't get to outside of camp.

Barn- love the horses, riding them and learning about their pasts

Magicology- got to be creative, not much structure, freedom

Radio- space to hang out and make relationships

Rifles- working towards goal of awards, improving every day

My campers always enjoyed barn, pool, and ropes. My girls loved being around the horses and most of the time would give anything to be with the horses. During check in barn was almost always in the list of things that thy were most excited about for the session. Pool was always an area that they could have endless fun, many of the girls also loved being able to get clean at pool.

Since i was on crew Iâ€™m not exactly sure but I noticed that campers enjoyed the barn and hearing about the stories of the horses.

Noticed that younger kids especially loved being around the new barn, even if that meant not riding horses. A lot of my campers this summer really enjoyed hiking, especially when it was not scheduled, but was done more as a dorm bonding activity.

They really liked barn because of the horses and ropes. They liked crafts because they just wanted to chill.

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?

My younger campers got very tired of BBs and archery, just because it was the same repeated activity every day. Same for the seniors with rifles and archery. I think these are great areas that a lot of kids enjoyed, but they could be improved to be more fun if the people running the area tried to incorporate more special programming with it like themes or prizes or something like that. Just to keep the kids interested each time they go.

This summer lacked special activities compared to past summers where there was a good mix of core programming and special activities.

I feel like I never had a boy say they wanted to go to Alchemy. I don't totally know what the reason for that is (outside of Knighthood), but I would guess that it is because most of the programming revolves around skin products or lip balms and things that most boys don't have any desire for.

My youngest campers liked BBs the least. I think they just didn't enjoy having to wait long periods of time before they got to shoot and many of them didn't enjoy the idea of shooting guns anyway. My oldest campers all really had their own preferences.

My campers really dislikes Alchemy and BB's (lots of sitting around - counselors must entertain and if counselors are lazy they get bored). Sports too is difficult because some kids feel ostracized for feeling the lack of athletic ability being called out.

Crafts. A lot of my boys just don't like it.

I would say store has become less cherished probably due to its frequency on schedules but still is enjoyed. Crafts and wild were less popular with my campers- this is often due to demographics/ interests.

There is usually one or two campers at any given activity who aren't into whatever the area is, either consistently at that area or depending on the day. There were no areas that I observed resounding boredom with. I think every camper has activities they prefer or dislike, but I don't have any outstanding examples of programming that I think needs to be improved to maximize camper involvement.

The girls did not enjoy BB's. I think that the people running the area should have had more special programing like using balloons or maybe different ways to decorate the targets.

n/a

I think for the most part the least favorite activity for my boys was crafts because their attention spans and the ability to actually get into what they were doing just didn't really fit well into what they would like to do. My J/M campers didn't like WILD, because a lot of them didn't like hiking. I think its helpful to give them things to think about/look at while hiking. They also didn't like that BBs was a lot of waiting around to shoot once. If there was a way to split up sister cabins and brother dorms for BBs, that could really add to the enjoyment of it.

BBs. They wouldn't like the aspect of waiting to shoot even if we had a game going while waiting.

My campers didn't have least favorites, I think they enjoyed most every activity. They sometimes got bored at jr middler wild.

N/A

They didn't look forward to areas such as Crafts and J/M Video

The kids that I sat with this summer never had a high interest in crafts. I think that sometimes the younger kids especially the older junior middleers did not enjoy having to do the same thing as everyone else.

Crafts, when i had my junior/middleers, they often times didn't have a set activity causing it to be unorganized and it seemed to not be as enjoyable for the boys as it could be. BBs also would tend to be a struggle just do to how long it took for them to get their turn to shoot. They didnt have anything to do while they waited.

G-smash, BB's

N/A

A lot of my younger campers didn't like sports but I think its just difficult to choose a sport to play that all campers (boys and girls) will be happy with.

Both my oldest and youngest campers didn't particularly like waiting in line for archery, BBs, or rifles, so potentially adding an activity to these areas could help keep campers engaged while they wait.

I can't really say they seem to enjoy most of the activities that I went to there were definitely some campers that were diss interested in Activities such as crafts but eventually they got past it when they actually did the activity

My campers least favorite activities this summer was wild. They did not enjoy this area because of all the hiking, but playing games and having distractions from the idea of walking a long ways can be helpful to motivate their interests in nature.

My campers least favorite activities were crafts and alchemy. My campers just weren't engaged or very interested in these areas and instead wanted to be playing outside.

Honestly I did not hear many complaints from campers. The only one that was slightly mentioned was to have some more activities, when there are 4th of July festivals and such, for the older campers to participate in. Specifically for them.

Rifles, Sports. Pre-teen and teen girls that I interacted with either loved these areas or despised them.

BBs- after going once most of them are over it

Crafts and wild- if the kids aren't engaged

My campers didn't love BBs, often because it was a lot of unstructured time and there was not a lot for them to do when they weren't shooting.

No comment

The only time i got complaints about an activity at camp was a special activity. It was some sort of discussion based special activity and the issue with it was that, although not originally intended to to so, the discussion got to be very political to the point people were expressing their own personal views and deeming others' as wrong.

Very few of my girls liked rifles because they didn't like the idea of shooting a gun. Or they wanted to swim but we're self conscious.

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

For American Heritage having amulets in bracelets didn't make a lot of sense, because the campers were only using markers or sharpies to make the amulets. Having campers do amulets in crafts worked well, and also centralized the activity because bracelets is far from all other activities, too close to crew and too close to the end of santa clara for campers to be there.

I think we needed more special activities this summer, but that falls on the counselors. I think we should have a binder, like the one for counsel fire skits, of all the successful special activities that counselors have run in the past, so it's a little easier for us when we're exhausted and brain dead during KH2 and WF.

I think it might be nice to have a five minute passing period between periods particularly for junior/middlers because if counselors don't have watches it can be difficult to get to and from activities on time. I would also LOVE for their to be more open space trips each week. Open space trips were one of my favorite parts of being a camper, and all of my campers really enjoyed them too. Maybe doing one open space trip for the oldest middlers - introducing them to the experience before they are seniors. Also please can we find another place for emulates? It's a bit unfair to deem shield too sacred for it but somehow bracelets isn't? It also makes the head of bracelets job more difficult to finish staff bracelets before campers arrive.

Encourage programming for special themes and days for the run of the mill areas, gets campers far more motivated to show up, participate, and thrive if a real unique plan is thought out combined with a memorable announcement.

I can't think of anything to improve the scheduled activities or general camper program.

n/a

I think that these activities are overall very good, however catchup is a very frustrating time because when an area is open for all age groups it makes it very difficult to be able to mediate everything

I've found that the heat can really effect how engaged campers are with programming. I think keeping kids hydrated and integrating cooling mechanisms like water guns and water balloons could probably improve programming. I know that sounds silly and water conservation is important but the heat is a huge reason kids don't get as much out of programming as they could.

Store was given to senior campers way too much. Many times store would be scheduled every single

day of the week for campers to go and get candy. I have no problem with store being open so that campers can buy merch, but I think there should be a distinction between candy store and merch store. If we separated these into two different areas campers can still buy merch during candy store but they cannot get candy during merch store. This would only apply for seniors since juniors and middlers dont go to store as often. This would also cut down on the amount we spend on candy because kids are not taking candy away every single day.

N/A

None

Nope.

To have lots of special activities each week. And to have the schedule have more activities for seniors on it. There were many days that there were not enough activities open or the ones that were, could not be in bad weather.

Nope! As per usual, every camper that I spoke to after both double dippers were absolutely ecstatic about their experiences.

I can't think of anything!

Campers loved the Shakespeare trips! But they really disliked missing Vespers and double rest hour, so potentially requesting donations of these tickets on week days could be better? Also trying to make sure that there are staff scheduled to work all of the senior areas, because there were a few days my campers went to 2-3 areas that were listed on their schedules but were actually closed since no one was working them so they wafered a lot.

No comment

Have special activities split between the morning and afternoon so not all the general areas are scheduled all at the same time (this is when campers complain about not having anything to do).

The idea of trying to have programming of barn scheduled for seniors worked well. But at times were challenging and had to rearrange peoples schedules. But should continue doing that for the future years.

I think that for older campers especially, there should be more creative special programming. For many older campers that have been to camp for 5-10 years, many of the normal activities can get boring because they have simply done them so many times.

More open space trips!

Don't have BBs and archery back to back for JMs please !!!! They love having fun and different activities like ballistics, bubbles, airplanes etc. Mix it up frequently.

For seniors don't have more than one hike going out at the same time, they'll be competing with each other

Lots of open space trips and special overnights

Since i was crew i'm not exactly sure but i noticed that kids enjoyed the dirty derby and making lip balms at alchemy

Anything that keeps kids active and constantly doing something. The kids (and myself) can get very antsy and distracted when an activity isn't the most engaging.

It may be beneficial to have more options for seniors and more structure in the sense of thought out things to do. I know my girls would get bored if it was just a sit spot.

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

I think there definitely needs to be more special programming in general next summer. The days seemed to repeat itself and a lot of my campers got sick of the same areas being open every day. I would also say more special programming for J/Ms, because they get jealous of what the seniors get to do.

I always think that there should be more open space trips, while it is limiting because it depends on how many 21 year old staff members there are. Doing trips to the botanic gardens, museums, and other trips that aren't just hikes. Opens up more chances for both out of state kids to see more of Colorado and for campers who aren't super big into hiking. Doing area themed overnights like the barn or G-smash overnight are always really great.

Rock Climbing around camp! I don't think it would take much more than some extra training on the parts of the Heads of Ropes and maybe one or two other people. When done correctly, rock climbing is actually an amazingly safe sport that allows kids to connect with nature and the rocks in a very unique way that would be so cool to share with them.

I think that I'd be really cool to have more of a steady cooking program since we have the kitchen in marathon. All of the campers LOVE when we have cooking clinics, so it might be cool to have someone who was head of cooking to run more of those types of clinics.

JM open space trip for G 14 and 15. Finding a way to bring back free programming evening play

Many

I know there is a great deal of interest in adding more rock-climbing into the curriculum of camp through open-space trips and additional staff training. I am not a rock-climber and I don't know much about it, but I've heard a lot of interest about adding this from campers and staff members.

Not really.

Unfortunately not at this time

Maybe like a binder that has previous clinics and evals including how successful the clinics were.

No

None

Not at the moment.

Not at this time.

Nope.

A lot of kids had interest in the Red Rocks workout open space trip (over 35) and there's at least 5 older campers who typically get up to workout on a regular basis. So it might be nice to implement a staff workout schedule so that these campers can run on trails rather than just around the meadow, or give them other open space trip opportunities to do cool workouts.

DND was a really popular activity that was special people tend to sign up for that quite often. As well as G smash day was an extraordinarily successful area when we went to Black Canyon however I do believe that a G smash overnight would be fantastic.

I enjoy all the programming already established. Maybe have more think tanks for older seniors or special guests for presentations?

Biking would be very cool. You can start with doing downhill biking from the Carosella property as kids won't want to go up hill. A special programming thing that kids sign up for and do a morning of training and then maybe a few mornings do a ride or something.

No.

More special programming for Junior Middlers.

Just keeping the JM schedule fresh and having a variety of options for them

I think it would be interesting to have a senior video making clinic

Would love to see a come back of geocaching and fishing. Also more special overnights just around camp

Conversation club. Bam. Secretly teaching kids how to have conversations.

A GG sing choir to help keep those awesome songs alive. Not anything too intense just a place the kids can go to learn the songs

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).

Favorite evening plays for J/Ms was definitely Jurassic Park. Everyone also seems to love the dance, island dancing, night vespers, and the end of session plays/dances. The least favorite for everyone was definitely casino night.

All of my campers loved jurassic park, council fire, knighthood evening plays, island dancing, musical review. Casino night I think can be tricky because it's like carnival but you get a lot less space to do it. Also having Banjo man come to all of the sessions or just on the fourth of july if possible.

The kids I had loved the games like Jurassic Park (shameless plug, woot woot) and Capture the Flag. Induction and Ladies court are always special to the kids. The older and younger kids love the dance, and the 11-13 year olds are kid of hit and miss with it. We need to do better about taking requests from the kids because almost no dance listened to their audience. It doesn't have to be every song, but more than one or two in 3 hours should get through.

My campers enjoyed Jurassic Park by far the most. I think that the settlers of katan game we did was really cool and people got really into it, but it would be improved if it took place during the day (maybe like how we do carnival during the day) since then it would be light out and there would be more time to finish the game.

Human Clue and Settlers of GG were not well liked.

Please dont schedule Jurassic Park the same night as G, 14, 15 and C, SB and MM's overnight - this age group gets the most into jurassic park and they hate missing it.

Counselor hunt. Jurassic park

Favorites for younger kids remain: Cap the flag, jurassic park, council fire

older kids: love the themed events such as Knighthood specific traditional nights or World friendship traditions such as Luau and vespers/musical review

Least favorites included Human Clue night (for all ages i think this could use a revamp) as well as counselor hunt and casino night.

Jurassic Park was a resounding favorite for the younger campers. The older campers particularly seem to love Capture the Flag and Council Fire. Least favorite for the campers on the older side seems to be the Dance, but the younger campers love the Dance. Overall, our evening plays are amazing and I don't think they need to be altered much.

Counselor hunt was not as fun for the campers as it was for staff. I think that the kids were a but bored of it by the second round. I also felt like there should have been better planning for the overnights so that kids would not miss Jurassic park. As counselors we had to play around with times and make sure the kids could do both and it was slightly stressful.

n/a

Any of the CTF type games where campers run around are they favorites of many of my campers, I think the dance is still hard because some campers just don't love it which is just how it will be.

Jurassic park and kangaroo court were favorites. Casino night was a least favorite.

I really liked the evening play that was settlers of the glen. If it was run on the Hilltop/Mack D/Ashgrove overnight I think it may run smoother. You could even run this on a night when everyone is at camp. This would help with the confusion with putting kids to bed which there seemed to be a hassle getting only juniors or only middlers to go to bed. It should be clarified that kids can just play capture the flag as well. Once middlers go to bed I think the game should be moved into a smaller area and new tasks can be assigned to get resources (we used trash cleanup).

The new family feud evening play was fun and seemed great for kids. It did run pretty long though and could

be cut a little shorter so that seniors can have a little bit of meadow time.

Jurassic park and capture the flag were the big favorites, least favorite being carnival.

N/A

They loved Jurassic Park and rarely didn't enjoy any of the other evening play activities

The majority of campers loved Jurassic Park this summer and Kangaroo court. However, I do believe that Capture the Flag is a harder to incorporate a bunch of campers and lots of older and younger campers were uninvolved during the games throughout the summer.

Favorite evening plays were always Jurassic Park, Capture the Flag, Induction, and counselor hunt. Some of the least favorite was Casino Night, Kangaroo Court, and J/M magicology.

my campers loved, Council fire and Jurassic Park.

N/A

Obviously, campers really like Jurassic Park, Capture the Flag, the Dance, and Council Fire. I think the Settlers of Catan evening play was kinda rushed and difficult but could be successful if it was started earlier in the night.

My youngest campers were sad to miss kangaroo court a few times. But all of my campers loved jurassic park and council fire.

The favorite one that I've seen out of most of the campers was jurassic park. They always got excited for it and none of them complained about Jurassic Park. As for least favorite everyone that I talk to seem to really enjoy all the activities so I don't know any campers least favorite activity during the night

The campers favorite evening play activities were Jurassic Park and council fire. The least favorites were clue and vespers. To improve vespers, the theme has to be something relevant so that campers can take what they learn into the real world. Clue can be improved by having more counselors participate and really get into character.

Jurassic Park, Island Dancing, Fourth of July, Merlin's Masque/Pageant, and Capture the Flag were some of the favorites. Some of the least favorite were the dance (for some campers), council fire (for younger campers), and casino night.

The favorite evening plays were always council fires, and the special evening plays where there were guests. This included banjo man and the island dancing.

Jurassic Park, Council Fire, and Drama evening plays.

Favorites- Jurassic Park, dance, capture the flag, Merlin's masque vespers, having lo
Least favorites- clue,

Jurassic park is universally loved by campers of all ages. During some sessions, my campers were sad not to see Kangaroo court on the schedule.

I think that kids enjoyed all Jurassic park and the casino night. The moonshine game was a big hit

My campers loved jurassic park, council fire, and the luau.

Everyone loved Jurassic Park. Counselor hunt has the potential to be just as fun but for reason it's not.

My junior girls really struggled staying up so late for ladies court. There were lots of tears and I couldn't meet their need of sleep. It also gets really loud and I had a camper who couldn't handle loud noises. I genuinely believe the little kids should keep to an earlier bedtime and maybe miss the staff awards.

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

As the AH programming gets more solidified I think rendezvous will become more like chautauqua which is really great. I think that adding more to the night portion of it would be great.

I think Pageant and court could be revamped. Since it is a play, we should have the kids who want to do that

memorizing be taken into consideration as much, if not more, than the kids who get voted on and didn't really want to spend their last camper summer not doing camp.

I think the way Chautauqua worked this year was really cool, but with having only 3 to 4 food stations at once, the lines got really long and not everybody got to try everything.

No suggestions there.

No.

None good as they are

I think there should be some session on how to run a spec ops day, because I know a lot of counselors who were assigned to lead one and were very overwhelmed and confused.

Early deadlines for decisions for rendezvous and carnival etc so that there more time to plan.

No

None

I really liked having Rendezvous and Chautauqua split into upper and lower hill. I think that helped campers stay more involved throughout the day.

no

The play at the end of AH could be improved for length and content, but I'm sure that will happen with time and don't necessarily think that it would require any special attention.

On events like Carnivale, 4th of July, and Chautauqua I think it's important that there's food so kids are motivated to do the games. Unfortunate, but true.

All staff should be talked to before Pageant to make sure they know the day is about the kids (they shouldn't swarm kids on court to tell them about their time on court, they should be quiet and respectful themselves if they want their campers to do the same, and they should not swarm the court's table at lunch and make a mess of the food).

No. Comment

I think everything ran smoothly this year. I think the organization of the carnivale should continue through out each summer.

No.

My kids missed the all day special events. The mornings weren't enough for them.

Having lots of food options gives incentive to play games and earn tickets at carnival.

Chautauqua felt like it was rushed to get through all the kids who wanted food.

Sword soliloquy- too many stories

During the carnivals, sometimes the day felt as though the kids (usually older) were not engaged in the programming. I think that there could also be comments made about older kids harassing younger kids for tickets, that was a problem for me and my cos during almost every carnival.

Let all the seniors who want to participate in Pageant. I know there's so much deep roots in this. And I think it's awesome but it's hard to enjoy when others are left out. They'll have their turn to be left out when they go back to school at homecoming court. Also why do they get a better meal and our on a raised platform for lunch? That's too much. Literally putting one group above another.

What insights can you share about overnights and cookouts?

It is pretty stressful to try and do both in the same night, so maybe we consider doing them on different nights like we used to do.

I loved the new "rule" that nobody should be on alone for the overnight if it can be helped and I think we should keep that for next summer. For the cookout, we don't need as much food as we've been given, It seems wasteful to give so much food since it will have to be thrown out if it's opened.

I think we need to teach a few more people about starting the fires. There was a time or two when like the 10

and 11 year olds would be gone for a game like Jurassic Park, and that's kinda crazy since that's like the most excited age group for those games.

Cookouts and overnights I think worked well this summer! I do think that for the 5th period when the cookout begins, there needs to be two counselors on cabin with junior/middler cabins so that one can take the kids to get ready and the other can start the fire and get everything going.

I think it might be worth bring them back on different nights - makes them more special to the kids.

If it's raining the kids really don't want to do it. Also I had to carry the bucket of food by myself and do everything by myself a lot.

I think doing both activities at the same place makes a lot of sense. Went really smoothly this past summer.

Overnights and cookouts are extremely fun and having them on the same night is doable, especially with the push to make sure counselors aren't left to handle the cookout/overnight alone. However, I remember having the cookout and overnight on separate nights in years past. I realize this was likely changed to maximize time for evening plays, but it might be beneficial to staff and campers alike to place the cookout and overnight on separate nights again, in order to prevent both staff and campers from being too overwhelmed.

I think that the cookout and overnight should be on different nights. At least for juniors and middleers. It was hard to make sure that the Mackenzie girls were prepared and excited when there were a lot of balls in the air. That being said, all of my overnights and cookouts went WONDERFULLY, just would have preferred them to be on separate nights.

n/a

I think that there is a huge crunch of time definitely because of the food we had this summer that took quite a bit of time to cook, but also I still think that all J/M and seniors having overnights on the same night works a bit better so kids aren't missing some evening plays that they would really like to be at, and having the old/young split worked well as the evening play missed would be something the group didn't want to be at anyway.

I thought they went really well, except my campers were all unhappy eating hot dogs.

I think if you separate the cookout and overnight it could run a lot smoother. How I imagine this working is that on one night half the juniors/middleers do their cookout and the other half do the overnight. The overnight group would eat in the lodge a regular dinner and then leave right after dinner. The cookout group would do their cookout and then head to evening play afterwards. This eliminates the late starting time for some groups to leave to their overnight spot because they know exactly when their meal will end and can leave by 7:30 every time. If it can't be scheduled to pack during the afternoon kids can always pack during rest hour which wouldn't be bad because it tires them out for the overnight and can get to bed a little earlier maybe. The cookout group can stick to the counselors on dorm/cabin starting the fire and they don't have to worry about their kids packing giving them more time to start the fire for cookouts during 5th period.

Kind of tough to hike up right after the cookout, especially on a stomach full of beans and hot dogs. Cookouts with the gas grill and the aluminum foil and coals were the more efficient.

N/A

None

Nope.

They should be on different nights, or if they are not on different nights the counselors should have more help with getting the food up there and taking the trash down, often times we are putting the overnights at places such as vespers hill or ropes, this is where we have to carry up or stuff, then grab the food and get that all set up, in many cases then have to go the opposite way from our overnight location, to dispose of the waste, this has added around 30 to 45 unnecessary minutes to our overnight process, when it would only take maybe a two minute gator up to those areas. This would really help with the J/Ms cause it is already tough enough to encourage them to hike and get going, but while they keep on having to wait it just gives them more time to get discouraged or bored.

I think that they went well mostly, some times there needed to be communication a lot of time when going on the overnight/cookout there was very little communication.

I like how we changed the overnight culture so that everyone is on! I think it makes overnights more enjoyable for the counselors and the campers. Also, one time I think the oldest middlers were scheduled for their overnight on Jurassic Park and that was absolute anarchy, so maybe avoid that?

It was very helpful to put more pressure on staff to stay for overnights so that we had more staffing/coverage!

I never went to Mini but the ones that I wore on camper seem to really enjoy I would advise the staff and Campus should tell more stories during those events it works pretty well

Have the food be driven up and with proper equipment (foil and tongs) for the cookout. There should be at least 2 counselors from each cabin and dorm on for the overnight as well.

The more counselors that can be on, the better. Having more counselors there really helps with supervision and getting everything done, as people aren't trying to do all of the setup and supervise at the same time.

They shouldn't be on the same night, it is way too much for staff to get all the kids packed and get the cookout started and then finish in time to hike out. More variation with overnights, even though the shrine isn't far kids love it. Or even Vespers Hill.

Beans in a can are difficult, hotdogs are much easier over regular fire than charcoal.

It always felt like a rush to figure out where your group was if you were running an area that afternoon. Also hectic if it's your night off and you were with the kids in the afternoon

I thought that the timing was really tight especially with a farther away location, it felt rushed to get from one activity to the next. I think that during world friendship where we attempted to not have anybody on alone on the overnight was very helpful, but it could be better scheduled and staff could have more of an awareness when taking their nights off.

The hotdogs for the cookouts I believe were easier to cook than pizzas

I think that they should all be done at the same time rather than spread out over the course of the two weeks. Doing this would allow special activities such as extra overnights more freedom to be implemented.

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

nope!

Not really.

N/A

No suggestions.

No.

none

N/A

None

Nope.

no

I think store was open way too much. I understand the new merchandise and stuff, but I think it was just a lot.

DND

No.

N/A

Comments about the new stuff/changes in 2019?

I thought the new stuff all went great!!

I loved all of the new changes this year!

I really liked the change from CIT to first year counselor. Last year I got questions about whether or not I actually was a counselor from parents, friends, and even a couple new campers, and there were some counselors last year that could've benefitted from this program change, and you could see the impact it had on some of the new counselors this year, which was amazing.

I think the removal of CIT was great! I wasn't on staff for when the position was still present, but I think there is a lot of problems with age hierarchy at camp and removing the CIT position helps with that. The new barn is amazing, nothing more to say about that. The Olympics schedule this summer made it pretty easy as a counselor to figure out when games needed to happen!

New counselor development makes a lot more sense and seems to be a great thing that integrates all of counseling staff rather than isolating the 18 year old counselors in any way. Really worked.

Store while profitable, seemed a little too frequent which resulted in not a lot of food at points in the session. The socio-economic capital aspect that was naturally formed with preloaded accounts was definitely not a positive thing for campers and the concept of summer camp as well. Not proven to be very negative either but I can say it was not entirely beneficial.

I loved the New Counselor Development program. I felt like I had a strong support system if I needed help with my first summer as a counselor, but I also still felt equal to the more veteran counselors, which was a spectacular balance. I'm divided on the new store; I think having the new merchandise is awesome, but it was definitely a strange dynamic to have kids with varying amounts of money in their accounts, as they were definitely inclined to discuss their balances with each other. The mailroom was extremely convenient.

The mailroom made doing mail much easier for us on dish crew since everything was in one place. I can't speak for the counselors, but it was very helpful and simplified our job.

I think that the change from CIT to counselor development was amazing because to be honest having the title of CIT sucked a lot, so getting rid of that was awesome because some of those 18, just graduated seniors are some of the best counselors on hill, and I feel like that is often true as it was again this year even with their small group. Feel like as a staff we got a little too focused on the little things when there are bigger issues that could be fixed.

I preferred CB in the chapel. CIT change was a really good move.

Store should be separated into two areas, merch store and candy store. See "Any comments or suggestions to help improve scheduled activities or the camper program in general?". Olympics went great. Actually getting through lots of games was fun and engaging to kids. My kids were excited to be able to play so many games. The mail room worked great for me and I don't miss it being at the end of tables.

No

None

I really do enjoy what the new merchandise and store has offered for camp. I just worry that sometimes campers do feel left out when not having money in their accounts.

I really liked the removal of CIT i think it made the new counselors to have no divide in the cabin. I really enjoyed the new barn that ran very well.

While I like the changes to store, I heard many people talking this summer about missing the old knighthood apparel. I agree with this as the orders mean so much to everyone that grew up in the knighthood program.

The new barn is really cool. Also, I like the new mail system. The removal of the CIT program was also definitely a good thing and I think it made it less stressful for the youngest counselors.

The mail room and locker rooms were great in my opinion! It would still be helpful to find a way to limit the amount of store staff takes, (maybe being more intentional about who works store and not letting them take food at all?) but everyone seemed to love all the new merchandise.

I'm intrigued to see how the new meadow works for this coming up summer

The store program should be done more anonymous so that kids don't brag about how much money they have in their account. Also, campers should not be allowed to buy more candy using their account money when store is scheduled.

New barn was pretty nice. CB went really well. The dinner part was a little off schedule but the counsel ring idea was very good. My only thing is what if it rains?

I thought the removal of the CIT program was a positive change, I liked how everyone was treated as a counselor instead of as a specific job. The new barn and mailroom both worked really well. I didn't like the addition of the new store system. It made kids who didn't have money feel very left out and made social groups focused on money. While the merchandise was great, my younger campers often bought things that they never used, and seemed to be spending money just to spend the money in their account. It was also difficult to encourage positive spending habits as the campers were free to spend their money however they liked. I think that there should definitely be a cap on how much money a kids should be able to have in their account. Although it may make more money for camp, it is not good for younger campers to have \$100+ in their account.

I think the counselor development program was great but I think there should've been more supports in place. Meetings with all of them, more structured and unstructured check ins, evaluations that leave them feeling good. I was hesitant about CB but I thought it went really well!

No more CIT- good :)

Mailroom-good but sometimes mail gets forgotten for days

CB- I liked that it was in the council ring and that you could see everyone, I think there should be more funny skits and references to the summer.

Store-not a huge fan, doesn't feel like it aligns with the camp values. I think it could be good for the use of buying essentials like toothpaste and stamps etc and maybe an emergency jacket if you forgot one. This summer it mostly seemed as if parents felt obliged to put in money so their kids could have it to spend like the other kids, and they would end up spending all the money on things they don't really need just because they had it. I think it should just be open on checkins and outs. Creates complicated situations w young kids who don't have money.

Removal of the title CIT helped my summer a lot. Going into the summer I was worried about not being respected as a counselor and had heard some horror stories from older staff about your first year on hill, but was pleasantly surprised. The counselor development program seemed good, I think it might have been helpful if there was time especially during myths and american heritage where all of the new counselors could meet and talk about insecurities and problems, there were moments where I felt I was super alone in my transition into being a counselor that could have been fixed by getting to talk to my peers in a way that was not as structured as some of the meetings during orientation.

I think the mailroom was very helpful for sorting and getting the mail sorted on time

What were your personal favorite meals?

pasta meals

grilled cheese and tomato soup

Yellow meal, tomato soup and grilled cheese, and the Cajun meals that Sean made.

Baked ziti

Really good salads (not just a bowl of lettuce), Greek meal, wraps, burgers

Beef and broccoli

Louisiana meal, anything with fried chicken, mashed potatoes were always A1.

I loved the specialized meals where Steve and the kitchen staff would take suggestions from Crew and other kitchen staff for meals, such as the Louisiana cuisine and the other customized meals.

Tacos

Cheesesteaks, tortellini

I'm pretty much good with everything

Pizza

Louisiana Meals

Yellow meal, there was one chicken meal but I can't remember which one it was, the Swiss and turkey meal was good

Yellow Meal

Buttered Noodles and Broccoli

Grilled Cheese and Tomato soup & Make your own sandwiches

yellow meal, grilled cheese and tomato soup

Breakfast corn dogs, chicken Alfredo pasta, Shawn's red beans and rice, grilled cheese and tomato soup

Those stuffed vegetarian bell peppers were so good

Tomato soup/grilled cheese, anything with salad, breakfasts with fresh fruit

Grilled cheese and tomato soup

Meatball Subs and Yellow meal

PhillyCheese

The sandwich cheese melts, Louisiana food

I really enjoyed the tomato soup and grilled cheese.

Turkey Bacon Swiss Sandwiches

Red beans and rice, Mediterranean, tacos

The chicken sandwich on vespers.

SANDWICHES, breakfast gravy and biscuits, yogurt and granola

The chicken parmesan sandwich

What were your personal least favorite meals?

salad meal, so much chicken

the salad meal

Salad meal.

Beef and broccoli, yellow meal, breakfasts

Chicken wings, sloppy joes, salad meal, peas and carrots

Grilled cheese

Meals with little variance or protein content were less than ideal, particularly carb-heavy breakfasts.

Philly cheese steaks

I thought meals were very good this year overall.

Do not like the egg meals and breakfast in general, so much sugar nothing really with substance

Quesadilla lunch because the only vegetable was salsa. :(

Sloppy Joes, Yellow meal without chicken tenders #alwayshavetenders

Salad meal, and sloppy joes

The breakfast eggs

The Cheese steak meal

Breakfast eggs, breakfast tacos, and overall breakfast

beef and broccoli, chicken pot pie, burgers, thanksgiving

Beef and broccoli, Asian meal

Salad meal

Scrambled eggs, over-sugary breakfasts

None

Chinese food

Plain eggs

None

I really do not like the eggs in the morning.

Sloppy Joes, Meatball meal, all the weird ones

Wayyyyyy too many veggie nuggets. We should have tofu more for vegetarians

The salad meal

Yellow meal

What were the favorite meals of your campers?

yellow meal, grilled cheese and tomato soup

yellow meal

Yellow meal, pancakes, the older kids LOVED Sean's meals, and meatball subs. (any pasta too)

I'm not sure

grilled cheese, yellow meal,

Yellow meal, fried chicken

Yellow meal, pizza, chicken tenders.

Yellow meal, Italian

n/a

yellow meal, hamburgers, pizza, grilled cheese, cereal if it wasn't kicks

Pizza, Chicken Alfredo, Grilled Cheese and Tomato soup

Yellow, Louisiana,

Yellow meal

N/A

Anything with bread of some kind with fresh fruits and veggies

Yellow Meal and Grilled Cheese

yellow meal, grilled cheese and tomato soup

N/A

Yellow meal, pizza, grilled cheese?

hash browns, pizza, fresh fruit

Yellow meal or grilled cheese and tomato soup

Yellow Meal

Yellow meal, burgers, sandwiches, pasta

The favorite meals of the campers was the tomato soup and grilled cheese.

Pizza, Mac n Cheese

Any pasta, red beans and rice

The yellow meal

Chicken fingers, french toast sticks

Yellow meal

What were the least favorite meals of your campers?

any meal with foods they weren't used to

Pita pockets and salad meal (some were happy we didn't have it during their session).

Most breakfasts when we didn't have anything substantial like meat or something; most of them didn't want to eat cereal every morning

sloppy joes, salad meal, meatloaf

Grilled cheese

Salad meal, and some of the more experimental dishes that went over their heads a little bit.

Grilled cheese and tomato soup

n/a

I didn't have any where I got tons of bad reviews

Hot dogs on the overnight.

Sloppy joes

N/A

None

chicken pot pie and beef and broccoli

beef and broccoli, chicken pot pie, burgers,

Yellow meal

I'm sorry, I genuinely can't remember

scrambled eggs

Depended on the camper but the one that they like the least was Sunday meals

Greek lunch

Any of the meals involving vegetables

I heard some campers did not like the eggs in the morning and all of the chicken that we had.

The atypical meals

Meatballs

Beef stroganoff

soups

Salad

Administrative Evaluation

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

Counselor development: Needs more approachable people.

Teen Leadership Program: GREAT job but I feel like it still needs something bec. as an area head, it was so hard to figure out what to do with them.

TRAINEE Program: Gooooood as always.

See my Area Head eval for counselor development notes, I think that the trainee and teen leadership programs went great!

I think that the counselor development program is a wonderful new program, but it still has some kinks that need to be worked out. I think that there could have been more time in the beginning of the summer for new counselors to have a discussion about anxieties and problems. Especially doing this with smaller groups and make it less structured. It would have helped me a lot to know that I wasn't alone in my troubles

The trainee program is a great way to help train future staff members and give them experience. I think that there should be a little more structure to when trainees are with their kids, or maybe having them learn how to do special events, like the cookout for example, so that they spend time with their kids beyond just areas and meals. The teen leadership and counselor development programs were great this summer, I don't think any changes need to be made.

The trainee program had some bumps this year but I think it was a learning summer that can be applied for the future, Especially with camper staff line. Teen leadership is still getting its footing but I think if there were more structure for the area heads it will be really helpful.

All of these programs were very strong this summer.

All-around great job by the team.

I think they are all great programs! I especially like Teen Leadership because I think it gives campers who aren't trainees a chance to learn more about camp and have responsibilities.

I like the CIT program being gone. Not a huge fan of the trainee program.

I think the Counselor Development program was AMAZING, after being one of the last CITS which was one of the more frustrating programs this allowed for new counselors to have someone to ask for help while not being looked at as in a lower position then other counselors.

I think the trainee program works it just has struggles when a weaker group like this years comes in and has just a few large things that go on.`

No complaints in any of these areas. I felt prepared to do my job everyday and the counselor development program helped greatly.

I don't think I have enough connection to the trainee program to speak about it. The Teen Leadership program is wonderful in that it allows senior campers to have a measurable impact on camp that they can recognize. The Counselor Development program might be the most beneficial change I saw at camp this year. I felt so prepared for my first summer counseling due to the Counselor Development program and confident that I was contributing to staff despite it being my first year as a counselor. I never experienced being a CIT, but I agree with the sentiment that it created an unnecessary rift between CITs and counselors, so the New Counselors program was great for mending that.

Trainee program was strong and effective for this small group of kids. I had the trainee boys in WF and they seemed like almost entirely different people (confidence wise) than when they first walked into the lodge during myths

I loved how much of a large presence the Teen Leadership Program had this summer. I think that teen leaders

should be just as important as the trainees and I think they did a great job making sure that happened this summer. I liked that the trainees didn't get their gifts on the final morning and that it was only the teen leaders. I didn't really feel like there was a counselor development program as a new counselor this summer.

While I don't think these programs are perfect, I can't specifically say what needs to be improved in them.

I think Oliver did great things with the Teen Leadership Program, and I think we should do more for Teen leaders because it helps balance the Trainees' (who are great don't get me wrong) ENORMOUS egos. I think counselor development did great this summer from what I could see.

Teen Leadership is great but I found it hard to find the time to implement a meaning full program since we are counseling or working areas and cant just leave to teach teen leaders how to do our areas.

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

Nope.

I thought this year's Krew was one of the best in a long time. So good, that I truly think the vast majority of them should be seriously considered for counseling positions.

I definitely think that Caden Cramer, Steven Soltes, Aubrey Crawford and Aspen Reeves should be counselors. I don't know if Landon has brought this up, but we were talking about the on-hill wrangler position. We were discussing the possibility of having the normal wranglers who are off-hill, and then an additional person who is primarily a counselor but is also trained to run arena lessons, be the on-trail wrangler, etc. If one of the wranglers got hurt or something was needed down at the barn, the on-hill wrangler would be the designated person to step up, but they wouldn't work barn all the time and wouldn't saddle in the mornings. I thought this would be a good adjustment because it would help support the barnies while also reducing the workload on the counselor/wrangler so that they have more time to spend their kids.

N/A

I thought dish krew and work krew did an EXCELLENT job this year!! I had so much fun, we were always appreciated and had a lot of fun doing our jobs this summer.

Work their butts off and you could really see that they really did care about the place that they were working and little did I actually have to say about broken items or hornet Just because they were already on top of it and took care of it before it was a problem

I think the crew was really great this year and I would have no doubt that any of them would be great counselors!

I loved working areas with crew members because they have a lot of energy and creativity.

Nope

n/a

The Crew this year was one of the best I've ever seen and I'm very thankful we had the Crew we did this summer.

n/a

N/A

Great - Would love them to have a larger role interacting with campers outside of just meals.

I think the destruction of Dish Crew Boss vs. Work Crew Boss was really good for their unity into one crew.

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

Fun.

I think that Airport Run information should be more readily available, there were some sessions where I felt like I got caught off guard. Maybe highlighting that information on camper cards could do the trick?

None.

In-Services on check in days could start a little later! There was lots of down times.

I thought that check-ins went very smoothly, as did check-outs. Overall everything planned for the staff was very nice, and very well organized.

Working with Johnny on Airport runs ran very smoothly, I think giving phone numbers of campers and parents and letting the parents know the kids are there from the staff member would be a good idea. Being able to contact the kids as well coming off the plane would make it smoother when you are getting more than 1 kid.

It ran smoothly that's all I can say

I think they went a lot better than last year, we got out very early and everything was very well planned!

I think time off should be 6 to 6. The 12-12 days off make it feel like I don't have a full day.

None

Although I have no previous experience with anything different, I enjoyed CB and I think that the times for time off work well, especially lunch-lunch days off because it allows us to catch up on sleep rather than waking up early like on nights off.

All great. N/a

No comments, all good.

n/a

I loved the new noon to noon!

the four period day of Myths and Magic is tough - could we do a later check-in instead?

Nope

Any comments on the hiring process?

Scary.

I truly believe that every person who applies for a position should be interviewed for that position, whether decisions have been made or not. I have seen many staff members feel very down on themselves and upset for not feeling as if they were considered. If a camper that should not be on Krew applies for Krew, they deserve a short interview. Not receiving this interview can absolutely crush the emotions of campers that still hold Geneva Glen in high regard. It definitely feels bad to be told one summer that you are loved in order to turn around the next summer and not get interviewed for a position on Krew. Veteran staff that apply to Leadership team positions should definitely be interviewed for said positions as well.

None.

I know it was a little late this year but when it can be, it's nice to know earlier!

Please keep the staff member in the loop of the job they are doing. Emails would go a long way and letting them know the updates on their job and make them feel comfortable coming to camp.

Nope!

None

I had no problems, I thought it went well.

n/a

No comments, I felt the hiring process was good and fair.

Maybe a bit more transparency about what goes into hiring sup staff and area heads to give the rest of staff a better idea of what they can improve on for the future.

Nope

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?

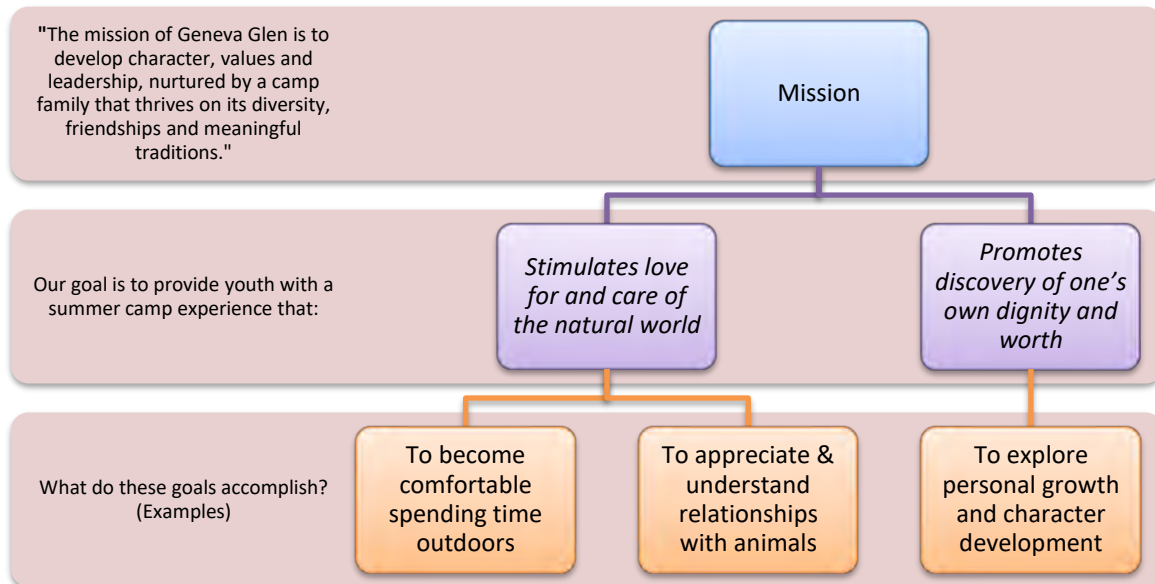
- Board of Directors
- Program Committee
- Year-Round Staff
- Area Heads

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.

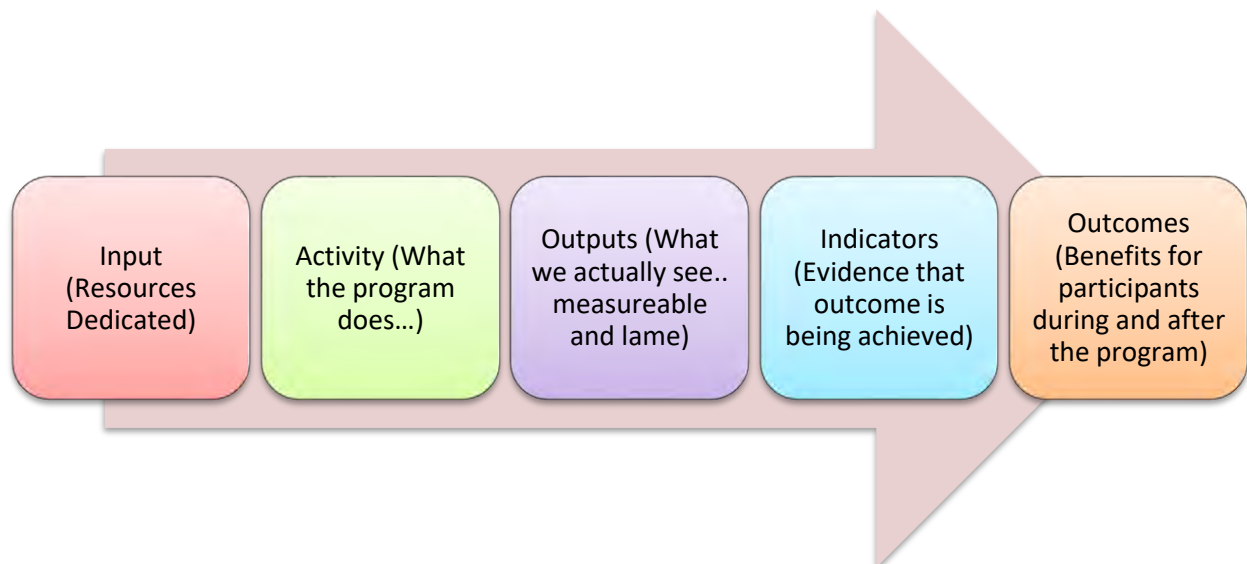
Geneva Glen's Outcomes

- 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

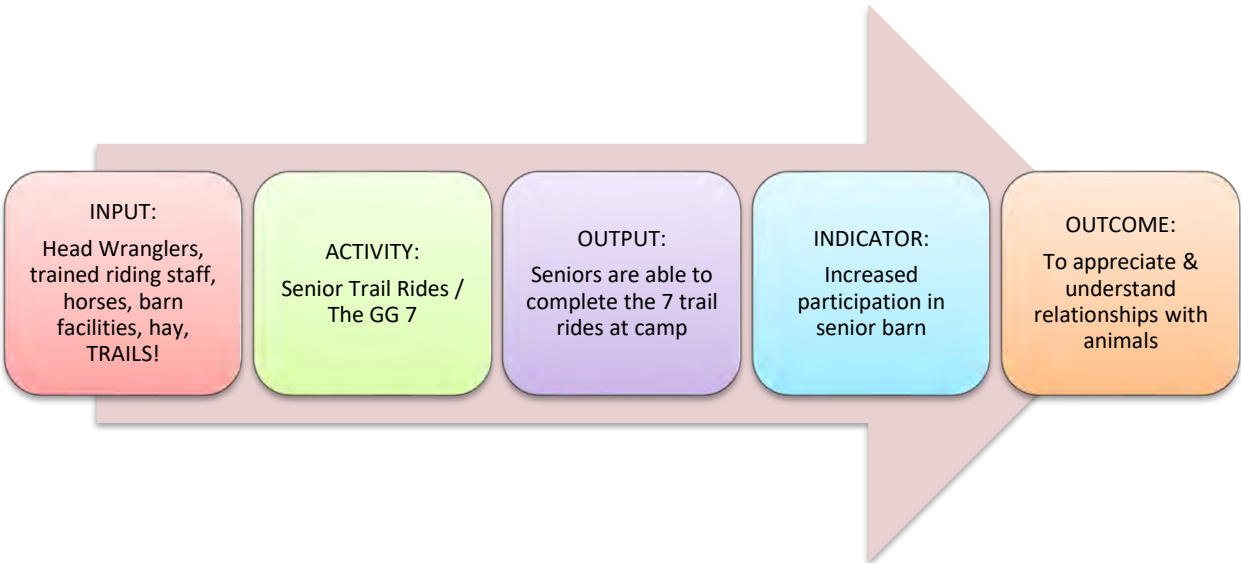
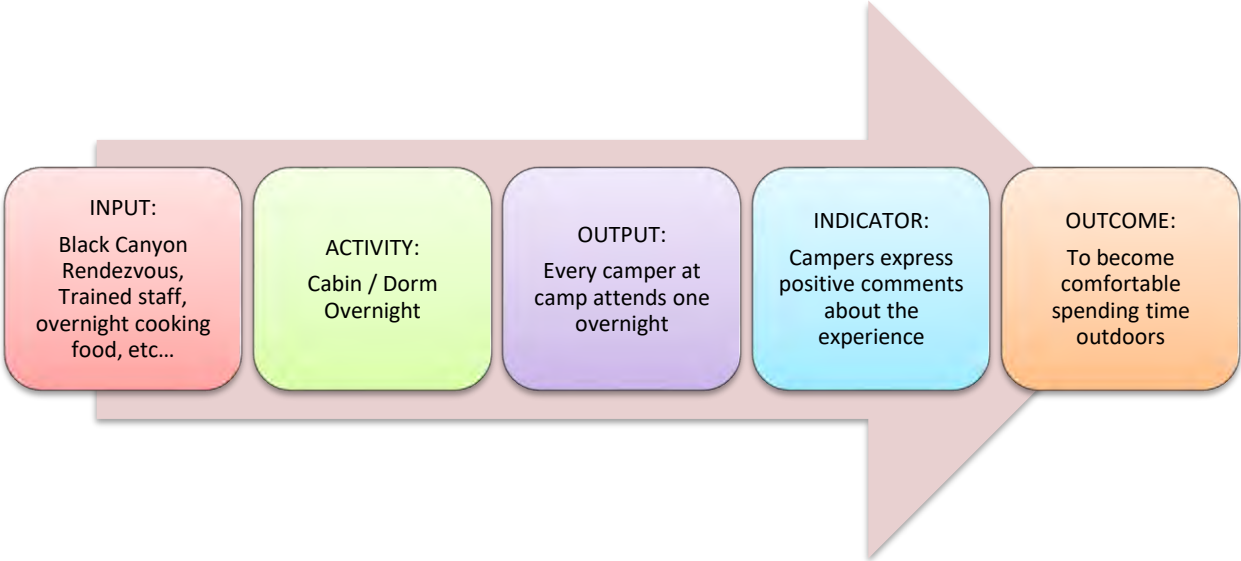


Elements

- 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](#)