

2023 WORKSHOPS

Tuesday, 2:00-3:30pm

Markers of a Healthy Missional Camp

Dave Cairns, Executive Director
Covenant Pines Ministries

About this workshop... All camps want to think they are doing well and on mission, but many are unsure how to measure if they are. This seminar will look at specific markers that indicate a camp is healthy and living into their mission.

Presenter Bio: Dave grew up as a camp kid and wrote in the 1st grade that he wanted to "someday become a camp manager." He has worked for over thirty years in Christian camping in the roles of counselor, program director, site director and executive director. A former track athlete, Dave competed internationally in college and has run the Boston Marathon twice. Dave has three kids currently living in three time zones. He and his wife live in Minneapolis, Minnesota.

Discipleship: More than a Program

Sam Yeager, Assistant Director at Twin Pines Camp
Twin Pines Camp

About this workshop... A lot of resources are available for discipleship, but are they necessary? What can we learn from Jesus and His discipleship of the twelve?

Presenter Bio: Rev. Dr. Sam Yeager has been involved in camping ministry for over 30 years. Additionally, he has had ministry roles in the local church and non-profits focusing on ministry to teenagers. He received his Doctor of Ministry degree in Ministry to Emerging Generations from Gordon-Conwell Theological Seminary. His thesis investigated "Faith Sustainability After a Weeklong Experience at a Youth Camp." Currently Sam serves the Lord as the Assistant Director of Twin Pines Camp.

Creational Intent: Sexuality and Gender

Susan Titus, Discipleship Director
Ray Bird Ministries

About this workshop... In a culture swirling with questions about gender and sexual identity, Christian camps are uniquely poised to impact a generation of young people. In order to realize this possibility, we, as leaders, need to understand and be equipped to articulate God's good and gracious intent in creating a male- female binary.

Presenter Bio: Susan is a disciple maker, speaker, and lover of people. She is also a wife and the mother of two adult children. Her husband is an engineer who graciously welcomes the myriad of people having hot beverages in their house. She began to develop a heart for the LGBTQ community years ago as a result of her engagement with teen campers and local high school students.

She has been serving out at Camp Ray Bird, a local Christian camp that reaches out to lower income children and teens in the South Bend/ Mishawaka area for 22 years. She is currently the Discipleship Director and excited to engage young adults on a path of spiritual formation.

Susan is also a mentor and small group leader at Bethel University (a Christian college in South Bend, IN). She hosts a space for LGBTQ students on campus. She helps students frame their understanding of their individual sexual and gender identities within the

2023 WORKSHOPS

framework of a Biblical ethic.

She blogs at: <https://www.whatsusansaid.com/>

Sandy Cove Facilities, Behind the Scenes

Kevin Bitler, Director of Operations
Sandy Cove Ministries

About this workshop... A behind the scenes tour of hotel, maintenance shops, and wastewater treatment plant.

Presenter Bio: Kevin has been working at Sandy Cove for over 30 years, starting in the kitchen and working my way through every department. He has been the Director of Operations for the last 10 years.

Sandy Cove Facilities, Behind the Scenes

Tracy Hughes, Housekeeping Manager
Sandy Cove Ministries

About this workshop...A behind the scenes tour of the housekeeping department, the equipment we use and how we run the department. Tour of our rooms and the different room setups.

Presenter Bio: Tracy has in housekeeping for 14 years. First as a housekeeper, and then as the housekeeping assistant manager. She has been the housekeeping manager at Sandy Cove for over 3 years.

Behind the Scenes: Kitchen

Sean Ponte, Banquet Manager
Black Rock Retreat

About this workshop... A behind the scenes tour of the Sandy Cove kitchen and food service areas.

Presenter Bio: Sean has been the banquet manager at Sandy Cove Ministries for 7 years.

Disability & the Gospel: What's in Your Worldview?

Stephanie Hubach, Research Fellow Disability Ministries
Covenant Theological Seminary

About this workshop... Our worldview shapes our relationships with people and the world around us. Come explore how your perspective may be influencing your relationships with people touched by disability and your understanding of yourself—in ways you may not even realize. We'll talk about how to evaluate our worldview and replace it with a perspective that is biblical.

Presenter Bio: Stephanie Hubach is a Research Fellow in Disability Ministries and Visiting Instructor in Educational Ministries for Covenant Theological Seminary. Previously, she served for nine years as Founding Director of Mission to North America Special Needs Ministries. Steph is the author of "Same Lake, Different Boat: Coming Alongside People Touched by Disability" (2006, Expanded and Revised Edition 2020), and "Parenting & Disabilities: Abiding in God's Presence" (2021). Steph and her husband Fred have two deeply loved sons: Fred and Tim, the younger of whom has Down syndrome.

2023 WORKSHOPS

4 phases of a Donor's Journey

Kent Wallace & Mark Davidhizar, President / Senior Consultant
Visionworks Consulting, Inc

About this workshop... How to guide and facilitate the donor through the 4-Stages of a donor's engagement with your ministry.

Presenter Bio: After a 10-year marketing career in the music industry Kent was called into full-time ministry at Lake Ann Baptist Camp as the Director of Development. In 2000, he established Visionworks Consulting, Inc. dedicated to understanding Biblical principles and their application. Over the last 20+ years, Kent, through Visionworks, has successfully served over 100 different clients and ministries assisting them in putting their vision to work.

Staying Power: Serving Effectively Beyond Year 1, Year 5, or Year 20

Joseph Preston, Director, CCCA Region Rep
WLD Ranch

About this workshop... What does it take to stay in camp ministry longer than a year, 5 years, or 20+ years? What does it take to stay effective for the next year or more of ministry at your camp? This workshop will explore biblical principles as well as practical steps for lasting longer at camp while remaining effective in your ministry.

Presenter Bio: Joseph Preston serves as the region rep for CCCA Northeast Region. After graduating from Dallas Theological Seminary in 2002, Joseph and his wife Christy joined the full-time staff at WLD Ranch (near Erie, Pennsylvania), with Joseph becoming director in 2017. For the past 17 years, he has also served on the cabinet of the Allegheny Section, including two terms as section president. Joseph and Christy have four children. Joseph is an ordained minister and serves as an elder at Fairview Bible Church. He also enjoys trick roping, playing disc golf, riding horses, playing violin, and studying the Bible with family and friends.

2023 WORKSHOPS

Wednesday, 9:30-10:45

Navigating the Rapids of Ministry

Dave Cairns, Executive Director
Covenant Pines Ministries

About this workshop... Have you wondered why it is that some staff members leave ministry after a few years and others stay for decades? We will explore the predictable season of "rapids" within our ministry careers and what are the indicators, as well as measures to successfully navigate and get to the flat water beyond the rapids.

Presenter Bio: Dave grew up as a camp kid and wrote in the 1st grade that he wanted to "someday become a camp manager." He has worked for over thirty years in Christian camping in the roles of counselor, program director, site director and executive director. A former track athlete, Dave competed internationally in college and has run the Boston Marathon twice. Dave has three kids currently living in three time zones. He and his wife live in Minneapolis, Minnesota.

RECRUITING & HIRING: why, who, where and how?

Ben Ogden, Staffing Coordinator
River Valley Ranch

About this workshop... What is the number one, make or break factor to being a great camp? GREAT STAFF! It's more important than your programs, facilities, activities, or food. So, we need to view hiring as the most important thing we do. In this session you'll learn how to develop an approach to recruiting and hiring that fits your specific camp and meets your specific needs.

Presenter Bio: Hey y'all, my name is Ben. I joined the RVR team in 2010 leading our Outdoor Education program, then after a few years transitioned to the marketing department, focusing on recruiting and hiring. I met my wife, Christina, as summer staff at RVR and we have three great kiddos. According to my daughter, my interests are family, music, church, tennis, God, building and chickens (hopefully not in that order).

Creating a Culture that Creates Space

Susan Titus, Discipleship Director
Ray Bird Ministries

About this workshop... Christian camps are perfectly poised to speak into a teen culture saturated with misinformation about gender and sexuality. How can we create space at our camps to speak truth infused with love and grace.

Presenter Bio: Susan is a disciple maker, speaker, and lover of people. She is also a wife and the mother of two adult children. Her husband is an engineer who graciously welcomes the myriad of people having hot beverages in their house. She began to develop a heart for the LGBTQ community years ago as a result of her engagement with teen campers and local high school students.

She has been serving out at Camp Ray Bird, a local Christian camp that reaches out to lower income children and teens in the South Bend/ Mishawaka area for 22 years. She is currently the Discipleship Director and excited to engage young adults on a path of spiritual formation.

Susan is also a mentor and small group leader at Bethel University (a Christian college in South Bend, IN). She hosts a space for LGBTQ students on campus. She helps students

2023 WORKSHOPS

frame their understanding of their individual sexual and gender identities within the framework of a Biblical ethic.

She blogs at: <https://www.whatsusansaid.com/>

Creating a Guest Service Philosophy

Stephen J Weaver, CEO/President

Sandy Cove Ministries

About this workshop... "If you aim at nothing; you are likely to hit it every time." In our time together we will look at the value of creating a Guest Service Philosophy that will help you train your teams and create opportunities to cast a vision of how you desire your guests to be served.

Presenter Bio: Stephen has a long history with Sandy Cove, dating back to his childhood where his walk with Jesus Christ began through the children's camping ministry. Stephen served on summer staff at Sandy Cove during his teenage years and became the Program Director in 2008. The Board invited him into the role of CEO and President in 2014.

Stephen's involvement with the ministry has instilled in him a deep appreciation and love for the rich legacy of Sandy Cove Ministries. He has a firmly rooted passion for Sandy Coves mission of helping people connect with God and each other in order to be transformed into the image of Christ through His Word, His creation, and community. Stephen and his wife, Beth, live in Elkton, Maryland, with their son, Brock, and daughter, Maeve.

5 Ways to Increase Guest Group Revenue

Mark P. Fisher, Chief Encourager

Inspiring Growth

About this workshop... Discover the biggest sales & marketing mistakes camps make, how to inspire salespeople for results, how to generate and nurture leads.

Presenter Bio: Mark P. Fisher CEO | Chief Encourager | Growth Specialist | Podcast Host Mark is a growth specialist. He has served in multiple roles within Christian hospitality for 28 years including Hume Lake, Forest Home, Mount Hermon, Glorieta, Angeles Crest, Carolina Creek, SpringHill, Camp Pondo, Prescott Pines, Mile High Pines, UCYC, The Oaks, He led from the CEO chair for 8 years where he oversaw a 60% growth at Sandy Cove in Maryland before a major health issue left him temporarily paralyzed in 2013. This led him to launch Inspiring Growth. Mark has served hospitality leaders from restaurants, hotels, & retreat centers across the US & recently founding Inspiring Tours in Costa Rica. In addition, Mark has provided market research for AT&T, Nissan, Red Lobster, Nestle, Speedstick, Office Depot and Citi's Olympic ads featuring Gabby Douglas. Mark has also help raise funds for those experiencing homelessness, increased membership with ECFA and promote the New York Times best seller turned movie Same Kind of Different as Me with Paramount Pictures. Mark has led teams who have transformed wandering organizations into fun, focused, financially healthy and innovative cultures with 99% customer satisfaction. Featured in Entrepreneur Magazine Mark is an entrepreneur, marketing strategist, executive mentor, speaker, storyteller he is also an amateur travel writer and senior contributor with TripAdvisor. Mark is insatiably curious. Which is why he hosts the Inspiring Growth Podcast - telling stories of struggle that have led to growth. In addition, he has spoken for hundreds of small and large venues including a fan thrill - pre-game chapel for the team formerly known as the Washington Redskins. Mark is

2023 WORKSHOPS

married to Lori, his 34-year partner in building an amazing family with five adult kids and 6 grandkids who calls him Papa.

What I Wish I Knew at My Last Camp!

Pierce Johnson, Food Service Director
Black Rock Retreat

About this workshop... With each new camp I go to, I learn new ways, things, and ideas that I wish I knew at my last camp. The class will include practical and creative ideas and tips that I have learned that you can apply to your camp or retreat kitchen.

Presenter Bio: Pierce has a culinary degree, as well as a master's degree in Christian Ministry. He spent time in Japan as caterer and youth Pastor. He has spent the last 15 years in fulltime Christian camping, primarily as a food service director at a few different camps in Eastern, Pennsylvania.

Respect-Based Relationships with People of all Ages and Abilities

Stephanie Hubach, Research Fellow Disability Ministries
Covenant Theological Seminary

About this workshop... In this workshop, we will explore how viewing ourselves and others through the lenses of dignity (our shared value) and brokenness (our common need for grace) allows us to honor each other in our relationships with one another.

Presenter Bio: Stephanie Hubach is a Research Fellow in Disability Ministries and Visiting Instructor in Educational Ministries for Covenant Theological Seminary. Previously, she served for nine years as Founding Director of Mission to North America Special Needs Ministries. Steph is the author of "Same Lake, Different Boat: Coming Alongside People Touched by Disability" (2006, Expanded and Revised Edition 2020), and "Parenting & Disabilities: Abiding in God's Presence" (2021). Steph and her husband Fred have two deeply loved sons: Fred and Tim, the younger of whom has Down syndrome.

Branding in the Face of Recovery

Penny Hunter, Consultant/CEO Hunter Strategy
Christian Camp and Conference Association

About this workshop... How do we face changing times as a marketer? How do we recover from a period of instability and strengthen our brand for the future? We'll look at what has changed and what hasn't and how this impacts branding and marketing.

Presenter Bio: Penny is an experienced entertainment industry professional, content creator and marketing executive. She is a lifelong connector who has brought together brands, influencers, and creative projects for the common good. Previously she served as VP of Mar/Comm for International Justice Mission (IJM) and has led marketing and advertising efforts for software, packaged goods and non-profit organizations. She has consulted on capital campaigns and fundraising efforts.

Penny created The Power of Camp campaign and serves as a consultant for CCCA heading up their Mar/Comm efforts.

She ran marketing campaigns and produced bonus features for "Mandela: A Walk to Freedom" (20th Century Fox), "The Good Lie" (Warner Brothers), "Amazing Grace" (Lionsgate); "One Chance" (Simon Cowell/Weinstein), "Charlotte's Web" (Paramount), "The Chronicles of Narnia: The Lion The Witch and The Wardrobe" (Disney); "The Chronicles of Narnia: Prince Caspian" (Disney), "The Call of the Wild" (Disney), Holes (Disney), and "The Water Horse" (Walden Media). Penny is often called upon to provide

2023 WORKSHOPS

counsel on concepts, scripts and market positioning for TV, film, book and other creative projects. She consults with Phil Rosenthal ("Somebody Feed Phil"(Netflix), "Everybody Loves Raymond"(CBS))

Penny won a Telly Award for Executive Producing the public service ad campaign about race issues, "More In Common Than You Think" and screenwriting/producing for the regional Emmy-winning ad campaign, "Father and Daughter."

2023 WORKSHOPS

Wednesday, 11:00-12:15

The Board and CEO

Peter Greer, President & CEO
Hope International

About this workshop... Good relationships lie at the heart of every successful organization. Yet no relationship is more important or more challenging to navigate than the one between the board and the CEO. In this practical talk, Peter will help equip leaders to navigate this impactful, life-giving partnership.

Presenter Bio: Peter Greer is the president and CEO of HOPE International, a global Christ-centered economic development organization serving throughout Africa, Asia, Latin America, and Eastern Europe. Prior to joining HOPE, Peter worked internationally as a microfinance adviser in Cambodia and Zimbabwe and as managing director for Urwego Bank in Rwanda. He received an MPP in political and economic development from Harvard's Kennedy School. As an advocate for the Church's role in missions and alleviating extreme poverty, Peter has co-authored fourteen books, including Mission Drift, Rooting for Rivals, and The Gift of Disillusionment. More important than his role at HOPE is his role as husband to Laurel and dad to Keith, Liliana, Myles, and London. While his sports loyalties remain in New England, Peter, and his family live in Lancaster, PA.

Faith Development in a Post-Christendom Society

Sam Yeager, Assistant Director at Twin Pines Camp
Twin Pines Camp

About this workshop... Many faith development models were established with a Christendom mindset. However, in a post-Christendom environment, as today, how can we help campers develop their Christian faith?

Presenter Bio: Rev. Dr. Sam Yeager has been involved in camping ministry for over 30 years. Additionally, he has had ministry roles in the local church and non-profits focusing on ministry to teenagers. He received his Doctor of Ministry degree in Ministry to Emerging Generations from Gordon-Conwell Theological Seminary. His thesis investigated "Faith Sustainability After a Weeklong Experience at a Youth Camp." Currently Sam serves the Lord as the Assistant Director of Twin Pines Camp.

Gender Hospitality

Susan Titus, Discipleship Director
Ray Bird Ministries

About this workshop... Hospitality is defined as the generous and friendly receptions of others. How can we, as camping professionals, inhabit a posture that is hospitable towards teen and preteen campers who are wrestling with their gender identity.

Presenter Bio: Susan is a disciple maker, speaker, and lover of people. She is also a wife and the mother of two adult children. Her husband is an engineer who graciously welcomes the myriad of people having hot beverages in their house. She began to develop a heart for the LGBTQ community years ago as a result of her engagement with teen campers and local high school students.

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2023 WORKSHOPS

spiritual formation.

Susan is also a mentor and small group leader at Bethel University (a Christian college in South Bend, IN). She hosts a space for LGBTQ students on campus. She helps students frame their understanding of their individual sexual and gender identities within the framework of a Biblical ethic.

She blogs at: <https://www.whatsusansaid.com/>

Camp Culture Matters

Tom Lamborn, Executive Director

High Point Camp

About this workshop... What is the culture of your camp organization? Do you know? Culture is an indispensable part of who you are as a camp, and it is either helping you grow and succeed, or it is dragging you down. In this session, we will look at organizational culture and why it is so important.

Presenter Bio: Tom serves as the Executive Director of High Point Camp in Geigertown, PA. He has been in full-time Christian camp ministry for 25 years at camps in Pennsylvania, Michigan, and South Africa. He holds a B.S. in Physical Education from Clearwater Christian College and a M.A. in Organizational Leadership from Clarks Summit University. Tom is the husband of his high school sweetheart, Jennifer, and father of two kids. When not at work or with family, Tom can be found in the saddle of his mountain bike, backpacking a secluded trail, or out hunting in the woods.

Marketing Without a Marketing Director

Mark P. Fisher, Chief Encourager

Inspiring Growth

About this workshop... Not every camp can afford a sales & marketing director. Here is a list of DIY marketing hacks to inspire growth with your team.

Presenter Bio: Mark P. Fisher CEO | Chief Encourager | Growth Specialist | Podcast Host Mark is a growth specialist. He has served in multiple roles within Christian hospitality for 28 years including Hume Lake, Forest Home, Mount Hermon, Glorieta, Angeles Crest, Carolina Creek, SpringHill, Camp Pondo, Prescott Pines, Mile High Pines, UCYC, The Oaks, He led from the CEO chair for 8 years where he oversaw a 60% growth at Sandy Cove in Maryland before a major health issue left him temporarily paralyzed in 2013. This led him to launch Inspiring Growth. Mark has served hospitality leaders from restaurants, hotels, & retreat centers across the US & recently founding Inspiring Tours in Costa Rica. In addition, Mark has provided market research for AT&T, Nissan, Red Lobster, Nestle, Speedstick, Office Depot and Citi's Olympic ads featuring Gabby Douglas. Mark has also help raise funds for those experiencing homelessness, increased membership with ECFA and promote the New York Times best seller turned movie Same Kind of Different as Me with Paramount Pictures. Mark has led teams who have transformed wandering organizations into fun, focused, financially healthy and innovative cultures with 99% customer satisfaction. Featured in Entrepreneur Magazine Mark is an entrepreneur, marketing strategist, executive mentor, speaker, storyteller he is also an amateur travel writer and senior contributor with TripAdvisor. Mark is insatiably curious. Which is why he hosts the Inspiring Growth Podcast - telling stories of struggle that have led to growth. In addition, he has spoken for hundreds of small and large venues including a fan thrill - pre-game chapel for the team formerly known as the Washington Redskins. Mark is married to Lori, his 34-year partner in building an amazing family with 5 adult kids and 6 grandkids who calls him Papa.

2023 WORKSHOPS

Camping Around the Globe

Dave Cairns, Executive Director
Covenant Pines Ministries

About this workshop... Have you ever wondered what God is doing through camping beyond your ministry? This seminar is designed to encourage, inspire, and inform you about how God is moving around the globe through Christian Camping International. There are 23 national associations (3CA is one of them) with over 25,000 members serving 9.5 million campers.

Presenter Bio: Dave grew up as a camp kid and wrote in the 1st grade that he wanted to "someday become a camp manager." He has worked for over thirty years in Christian camping in the roles of counselor, program director, site director and executive director. A former track athlete, Dave competed internationally in college and has run the Boston Marathon twice. Dave has three kids currently living in three time zones. He and his wife live in Minneapolis, Minnesota.

Mercy, Justice, and Faithfulness: A Three-Cord Braid for Including People with Disabilities

Stephanie Hubach, Research Fellow Disability Ministries
Covenant Theological Seminary

About this workshop... The functional impairment associated with disability calls forth practical deeds of mercy from Christians. The social dimension of disability (exclusive or oppressive social systems) requires that we examine our own environments for unjust barriers that might exist. Finally, the relentlessness of disability calls for a walk of faithfulness over a lifetime. All three of these might require us to change how we view the Christian camping experience.

Presenter Bio: Stephanie Hubach is a Research Fellow in Disability Ministries and Visiting Instructor in Educational Ministries for Covenant Theological Seminary. Previously, she served for nine years as Founding Director of Mission to North America Special Needs Ministries. Steph is the author of "Same Lake, Different Boat: Coming Alongside People Touched by Disability" (2006, Expanded and Revised Edition 2020), and "Parenting & Disabilities: Abiding in God's Presence" (2021). Steph and her husband Fred have two deeply loved sons: Fred and Tim, the younger of whom has Down syndrome.

Gathering and Telling Good Stories

Penny Hunter, Consultant/CEO Hunter Strategy
Christian Camp and Conference Association

About this workshop... What makes a compelling story? How can you take a decent camper story and make it stronger and then how do you tell it as a blog post, a social media post and a fund-raising letter? This is a hands-on workshop where you'll write and tell stories and learn how to get better at it.

Presenter Bio: Penny is an experienced entertainment industry professional, content creator and marketing executive. She is a lifelong connector who has brought together brands, influencers, and creative projects for the common good. Previously she served as VP of Mar/Comm for International Justice Mission (IJM) and has led marketing and advertising efforts for software, packaged goods and non-profit organizations. She has consulted on capital campaigns and fundraising efforts.

Penny created The Power of Camp campaign and serves as a consultant for CCCA heading up their Mar/Comm efforts.

2023 WORKSHOPS

She ran marketing campaigns and produced bonus features for "Mandela: A Walk to Freedom" (20th Century Fox), "The Good Lie" (Warner Brothers), "Amazing Grace" (Lionsgate); "One Chance" (Simon Cowell/Weinstein), "Charlotte's Web" (Paramount), "The Chronicles of Narnia: The Lion The Witch and The Wardrobe" (Disney); "The Chronicles of Narnia: Prince Caspian" (Disney), "The Call of the Wild" (Disney), Holes (Disney), and "The Water Horse" (Walden Media). Penny is often called upon to provide counsel on concepts, scripts and market positioning for TV, film, book and other creative projects. She consults with Phil Rosenthal ("Somebody Feed Phil" (Netflix), "Everybody Loves Raymond" (CBS))

Penny won a Telly Award for Executive Producing the public service ad campaign about race issues, "More In Common Than You Think" and screenwriting/producing for the regional Emmy-winning ad campaign, "Father and Daughter."

2023 WORKSHOPS

Leadership Seminar Wednesday, 2:30-4:30

Mission Drift

Peter Greer, President & CEO
Hope International

About this workshop... Without careful attention faith-based organizations will inevitably drift from their founding purpose. It's that simple. Slowly, silently, and with little fanfare, organizations routinely drift from their mission. Peter shares how to keep the organizations you care about stay on track.

Presenter Bio: Peter Greer is the president and CEO of HOPE International, a global Christ-centered economic development organization serving throughout Africa, Asia, Latin America, and Eastern Europe. Prior to joining HOPE, Peter worked internationally as a microfinance adviser in Cambodia and Zimbabwe and as managing director for Urwego Bank in Rwanda. He received an MPP in political and economic development from Harvard's Kennedy School. As an advocate for the Church's role in missions and alleviating extreme poverty, Peter has co-authored 14 books, including Mission Drift, Rooting for Rivals, and The Gift of Disillusionment. More important than his role at HOPE is his role as husband to Laurel and dad to Keith, Liliana, Myles, and London. While his sports loyalties remain in New England, Peter, and his family live in Lancaster, PA.

2023 WORKSHOPS

Thursday, 9:00-10:30

From Summer Counselor to Executive Director

Dave Cairns, Executive Director
Covenant Pines Ministries

About this workshop... With over 30 summers of camp experience in varied roles, I have learned multiple leadership principles. During this seminar we will explore and discuss the lessons learned and how to grow in your leadership capacity.

Presenter Bio: Dave grew up as a camp kid and wrote in the 1st grade that he wanted to "someday become a camp manager." He has worked for over thirty years in Christian camping in the roles of counselor, program director, site director and executive director. A former track athlete, Dave competed internationally in college and has run the Boston Marathon twice. Dave has three kids currently living in three time zones. He and his wife live in Minneapolis, Minnesota.

The Supreme Court and Religious Liberty

Thomas J. Schetelich, Attorney
Ferguson, Schetelich & Ballew, P.A.

About this workshop... The United States Supreme Court has redefined and expanded the First Amendment guarantee for the Free Exercise of Religion. The Courts decisions have both (i) strengthened these protections within the context of church worship and ministry, and (ii) taken them outside of church functions to make them applicable in many secular activities. This seminar will trace the development of this law and discuss specific cases. It will consider both the constitutional jurisprudence and the practical considerations of the expanded definition of religious liberty.

Presenter Bio: THOMAS J. SCHETELICH is a Maryland attorney (admitted in 1980) and a member of the United States Supreme Bar (admitted in 1999). He is one of the founding principles and now the President of Ferguson, Schetelich & Ballew, P.A., a general practice firm in Baltimore. He heads both the firms Business Law and its Church and Non-Profit Practice Groups, with a national practice. He holds an AV rating from Martindale Hubbell, awarded by peer review, for the highest standards of professional skill and ethical practice. He has repeated been named a Maryland Super Lawyer. He is an author of Maryland Law of Religious Corporations, the first treatise on Maryland Church Law.

He is a 1980 graduate of Washington & Lee University School of the Law. He is the current President of The Baltimore School of the Bible (where he was an instructor for over 25 years), and for the Maryland Bible Society. He also serves on the national board for Christian Missions in Many Lands, and the Fellowship of Christian Athletes in Baltimore. He is the past Chairman for the Greater Baltimore Center for Pregnancy Concerns (past Chairman).

He attends Forge Road Bible Chapel in Baltimore County, where he serves as an Elder. Mr. Schetelich has been honored by both Baltimore City and the Maryland General Assembly for outstanding citizenship in serving the citizens of Baltimore. He lives in Baltimore City, Harbor East with his wife Victoria.

Creating a Trauma Informed Camp

Susan Titus, Discipleship Director

2023 WORKSHOPS

Ray Bird Ministries

About this workshop...Our world is growing increasingly aware of the impact trauma has on the brain. As Christian camps, being trauma informed in our practices allows us to create safe spaces that facilitate children and teens' receptivity to the good news of the gospel.

Presenter Bio:Susan is a disciple maker, speaker, and lover of people. She is also a wife and the mother of two adult children. Her husband is an engineer who graciously welcomes the myriad of people having hot beverages in their house. She began to develop a heart for the LGBTQ community years ago because of her engagement with teen campers and local high school students.

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She blogs at: <https://www.whatsusansaid.com/>

Flexing Your Facility Muscle: Making the Most of Space When Space Matters Most

Matthew Macking, Executive Director
Pocono Mountain Bible Conference

About this workshop... When space matters and you don't seem to have enough of it, you have to be flexible. This workshop is helpful for those looking for ideas to maximize limited space, out of necessity, due to limits put on your ministry (renovation, waiting on new construction, health mandate, etc.), or in hopes to start awareness for the need of new construction.

Presenter Bio:God has given me the opportunity to serve PMBC since February of 2015. My wife Mallory, my son Samuel, and our newborn daughter Abigail moved from Parkesburg PA to the PMBC property in Clifton Twp. PA in the middle of a snowstorm, days before a Youth Retreat organized by the previous director. It was probably the most accurate introduction to small camp ministry that one could expect, and we lived to tell the tale!

Now, Mallory, Samuel (10), Abigail (8), and our youngest, Lydia, continue to seek to honor the Lord in how we steward the camp responsibilities AND take the necessary time for our family as we serve together.

Coming out of Pastoral ministry (PBU, now Cairn, graduate in 2008), serving at two different churches, directing, and growing a camp/conference ministry has been a wonderful challenge. God continues to humble me and show me that He can accomplish His plans in spite of the individuals' abilities. I enjoy the opportunity grow and be creative to meet the needs of the camp, our groups, and my family as the Lord leads our family on this journey.

Identify, Evaluate & Manage Your Risk

Tim Prairie, Director
Camp Shiloh

2023 WORKSHOPS

About this workshop... We all have it, from your bunk beds to your Zip Line, Risk is lurking everywhere. We will be discussing how to look at risk and train your staff to identify and manage all of that lurking risk.

Presenter Bio: Tim is currently the Director of Shiloh Bible Camp in Hewitt, NJ. He is also heavily involved in the leadership of the Association for Challenge Course Technologies as well as a consultant / "hired gun" for Experiential Systems Inc, one of the largest ropes course & adventure park companies in the world. Previous to his current role Tim served at Hume Lake Christian Camps overseeing the Activities Departments for all Hume Camps. From the late 90's to 2014 when he started with Hume Camps he spent most of his time hanging in a harness as a professional builder, inspector & trainer for the challenge course industry. He along with his astonishingly beautiful wife (he married WAY up) have two fun loving and adventurous teenagers who encourage almost all of his risky shenanigans.

How to Find Funding for Difficult Projects

Tammy Briggs, Communications Director
Camp Hebron

About this workshop... Whether you need thousands of dollars for a water treatment system, new bunk beds, or building repairs, some projects at our camps/conference centers are challenging to gather funding for! In this workshop, Tammy Briggs will discuss different ways to raise funds for those difficult projects to fund. Some of the tools that will be presented include donor development, acquisition, special events and grant writing.

Presenter Bio: Tammy Briggs has 25+ years of experience in event fundraising, communications, and public relations. She currently serves as the Communication Director at Camp Hebron. Through the years, Tammy has performed two capital campaigns, organized 100 fundraising events, executed communications and written several grants.

The Role of Vulnerability in Flourishing: Embracing the Discomfort of Difference

Stephanie Hubach, Research Fellow Disability Ministries
Covenant Theological Seminary

About this workshop... Andy Crouch, in his book "Strong and Weak" says that flourishing only takes place at the intersection of capacity for meaningful action and exposure to meaningful risk. In other words, we have to become comfortable with being uncomfortable to embrace people with notable differences and make changes that bless everyone involved.

Presenter Bio: Stephanie Hubach is a Research Fellow in Disability Ministries and Visiting Instructor in Educational Ministries for Covenant Theological Seminary. Previously, she served for nine years as Founding Director of Mission to North America Special Needs Ministries. Steph is the author of "Same Lake, Different Boat: Coming Alongside People Touched by Disability" (2006, Expanded and Revised Edition 2020), and "Parenting & Disabilities: Abiding in God's Presence" (2021). Steph and her husband Fred have two deeply loved sons: Fred and Tim, the younger of whom has Down syndrome.

The Balancing Act of Marriage in Camp Ministry

2023 WORKSHOPS

Joseph & Christy Preston (Director & CCCA Region Rep/ Director of Educational Programs/Food Service Director)
WLD Ranch

About this workshop... Camp ministry can become all-consuming, affecting the health of our marriages. How do you balance your marriage with the demands camp can place on you? This workshop will encourage you to give proper priority to your marriage so that your ministry can be most effective.

Presenter Bio: Joseph and Christy have been married almost 24 years, over 20 of which have been spent in camp ministry at WLD Ranch. They have four children (ages 11-18) who are involved in camp ministry as well. Joseph (Director) and Christy (Director of Educational Programs) value their marriage, recognizing that their ministry opportunities would be limited if time weren't given to grow and cherish their relationship in the midst of camp chaos. They enjoy leading a Married Couples Retreat each year at WLD Ranch to encourage other couples to cherish their marriage and build it on a foundation of a relationship with Jesus Christ.