



## BLOCK A - THE ACCREDITATION PROCESS

Session ID: HRA

PRESENTER: STEPHEN JACKSON & MORGAN TAYLOR

STYLE: EXPERIENTIAL

**Workshop emphasis:** This workshop will outline the accreditation process from the moment you remember you are being accredited this summer to the moment you receive a decision from the BCCA board in the fall. We'll also cover ways to make the process easier. This session will be beneficial for camps being visited and individuals doing the visits.

**Bio:** *Morgan is Associate Director of Gardom Lake Bible Camp and Stephen is a Program Director at Stillwood. Both are passionate about making the accreditation process painless and empowering for camps. They have each served on the BCCA board for multiple years.*

## BLOCK B - GENDER DIVERSITY PLANNING: SUPPORTING GENDER DIVERSE CAMPERS, FAMILIES, AND STAFF

Session ID: HRB

PRESENTER: DAVIN ALLEN

STYLE: PRESENTATION & DISCUSSION

**Workshop emphasis:** While gender diversity is gaining acceptance in today's society, trans, trans\*, and genderqueer people continue to be at high risk as targets for bullying and violence. While camps can play an integral role in supporting gender diverse campers, when a camper or staff comes out, camps are often left scrambling to adapt existing policy and find resources when they are already being pulled in multiple directions.

**Bio:** *Davin Allan is the Outdoor Education Director at YMCA Camp Elphinstone and the Co-Founder of the Pride Camping Association. He completed his HBA in sociology focusing on gender and youth studies. After working at a camp for LGBTQ+ youth, Davin saw the need for other camps to embrace inclusion and acceptance, ensuring LGBTQ+ campers can access safe, barrier-free camp experiences. Collaborating with LGBTQ+ leaders, Davin co-founded the Pride Camping Association, providing resources, training, and guidelines for inclusion of LGBTQ+ campers across the industry.*

## BLOCK C - DEALING WITH CHALLENGING EMPLOYEES

Session ID: HRC

PRESENTER: CRAIG DOUGLAS

STYLE: PRESENTATION & DISCUSSION

**Workshop emphasis:** "WHY DID WE EVER HIRE THEM?!" If you've ever struggled with an employee or a co-worker... then you're normal. This workshop will look at best practices for hiring, firing, and helping difficult employees and volunteers succeed in their positions. We will also look at some legal issues such as tenancy laws that take you by surprise if you're not aware of them (as this presenter wasn't...).

**Bio:** *Craig has somehow managed to direct Timberline Ranch since 2005. He has a wonderful wife and two amazing, tolerant teenagers. He enjoys writing, teaching, traveling, reading, hiking, guitar, and European board games. His first book, *Pillow Fights and Sleepless Nights*, has enjoyed several months on the Timberline Best Sellers List. His dry sense of humour and passionate story telling will keep you awake for minutes, if not longer.*