

## Level Ground Continues to Reach New Campers

*Organizers anticipate reaching 2019 goal of doubling participating camps*

**M**SC's initiative, Level Ground, launched during the summer of 2018, continues its efforts to make Maine camp experiences available to youngsters from immigrant, refugee and underrepresented populations.

A centuries-old term for "camp," Level Ground in 2018 included six participating camps. These camps offered, free of charge, camp experiences of varying lengths to 23 youngsters. In total, the initiative's efforts offered approximately 70 camper weeks.

Level Ground work takes place through a collaboration with camps as well as partners who identify and support youngsters and their families through the camp preparation process. Portland Community Squash and Prosperity Maine served in those partnership roles last summer.

King Middle School in Portland is a new Level Ground partner for 2019.

Level Ground organizers, a committee of MSC camp directors, anticipate reaching their 2019 goal of doubling the number of participating camps as well as campers. Plans for the upcoming summer season include 13 participating camps and approximately 80 campers.

As plans go forward, organizers continue to work to clarify Level Ground's mission and goals. This includes drafting a case statement and considering funding opportunities to help support the initiative.

Through their ongoing efforts, Level Ground committee members and participating partners and camps are reaching dozens of young people from diverse populations for whom attending camp would otherwise be impossible. As planning, information gathering, and participation grow, Level Ground organizers anticipate that camp accessibility will grow as well. The benefits will reach not only deserving youngsters, but Maine's entire camping community.

## Maine Summer Camps well represented at 2019 ACA National Conference



Maine Summer Camps was well represented on the awards podium at the American Camp Association, New England conference held in March in Manchester, New Hampshire.

**Pictured, from left to right: Scott Malm, George Marcus Award from ACA NE; Ron Hall, Service Award from ACA National; Kris Millard, Community Honor Award from ACA NE; Jean McMullan, Presidential Award from ACA NE; and Catriona Sangster, President of Maine Summer Camps**

*See story on page 3.*

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## MESSAGE FROM THE PRESIDENT

### SPRING 2019

*Spring has officially arrived in Maine, as evidenced recently by singing birds, green shoots popping up in the garden, water flowing from the stream into the lake, and the quintessential presence of mud in the driveway! We even had an impromptu MSC gathering to get ice cream at the Mosquito on their opening day! (See photo on page 3.)*



*Last weekend my family and I were basking in the sunshine and 70+ degree temperatures during our camp gathering in New Jersey! It truly felt like summer was right around the corner. I imagine you know how this story ends...as we made our way back north to Maine, we were welcomed home by a fresh blanket of snow concealing all the previous signs of spring! As frustrated as I was by the return of "winter," I decided to embrace it, pull out the snow shoes, call a friend, and go for a long walk in the woods together.*

*This scenario got me thinking about one of the traits that makes us successful in our profession as well as in our lives, and that is our ability to be flexible, live in the moment, and adapt to all that life presents us. In fact, as camp professionals, not only do we adapt with relative ease, more often than not we embrace the challenges that come our way! What an important life skill, and one that we can role model for our campers.*

*As we hear more and more about the prevalence of anxiety in young people, and the challenges they face as they move on to college and/or first jobs, our jobs as role models and guides is more critical than ever. As Lynn Lyons shared recently at the ACA-NE conference keynote, there is a critical attitudinal shift required to help mitigate anxiety. We must help young people learn how to handle disappointment and accept that if they're uncomfortable, unsure, or nervous as they step forward into experiences, they're on the right track! In order to grow, you need to move into new territory, so rather than making accommodations for anxiety, we need to help young people learn how to handle change, uncertainty, and discomfort. Camp, of course, is the perfect supportive environment to do this!*

*I am thinking about ways, and I'm sure you are too, that we can continue to help young people, and their parents, embrace this attitude that will help them ward off anxiety and allow them to be successful in all they pursue in life. One thing is for sure, we can begin by role modeling, and asking our staff to role model, our adaptability and our willingness to manage change, uncertainty and discomfort.*

*Though I'm hoping the snow and ice melts so we can get our facility prepared for summer 2019, I know we'll embrace whatever comes our way, and this will be the best summer yet for camps in Maine!*

Catriona Sangster  
President, Maine Summer Camps



Worth celebrating! In the Raymond area it's a rite of spring to get ice cream at the Mosquito Ice Cream Shop's opening day! Camps Kingsley Pines, Wawenock, Fernwood Cove and Camp Susan Curtis represented Maine Summer Camps.

## ACA National Conference Awards

Maine Summer Camps saw a few of its own on the awards podium in recent weeks and months. Congratulations to the following award winners.

MSC Executive Director **Ron Hall** was awarded a National Service Award at the ACA National Conference held in Nashville in February. The award recognizes continued and increasing service beyond the field/affiliate office level.

At the ACA, New England conference held in March in Manchester, the Presidential Honor was bestowed upon Maine and Alford Lake Camp's legendary **Jean McMullan**. The award represents a "unique opportunity" to honor an individual whose camping work has had a profound impact for the benefit of camping and ACA, New England. Recipients have dedicated the majority of their lives or careers to the camping industry.

**Scott Malm** of Migis Lodge was recognized with the George Marcus Award for Standards Education. This award goes to a standards volunteer exemplifying their role as the face of ACA, New England and the ACA Accreditation process.

Last, **Kristine Millard** received a Community Honor Award, granted for outstanding contributions to organized camping or to ACA, New England. Kristine writes about camping in Maine for MSC, as well as in a Bangor Daily News blog.

## MSC Spring Workshop

Wednesday, April 24, 11 a.m.

Cross Insurance Arena

Held in conjunction with the SYSCO Food Show

The Education Committee will offer a "Weather Workshop." Ryan Jaret, director of the L.L. Bean Discovery School, and Moe Auger, a registered Maine Guide and director of the L.L. Bean Kids Camp, will present an overview about best practices for making weather decisions and discuss the weather apps they use. The workshop will also have a breakout session for camps to share what works or doesn't work for them.

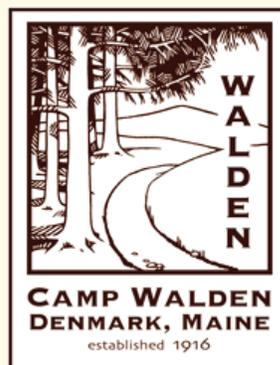


[Click here to register.](#)

## 2019 Annual Business Networking Extravaganza

More than 70 MSC Business Members shared information about their products and materials at the MSC Winter Workshop and Business Networking Extravaganza on January 23. Maine camp personnel attended the morning workshop by Dr. Chris Thurber, then circulated among vendor displays while enjoying a buffet lunch. No MSC Networking Extravaganza is complete without the Mega Raffle and the event was topped off by raffling off a getaway at Migis Hotel Group property, which was won by Matt Pines from Maine Teen Camp. Other raffle items valued at over \$5,000 donated by MSC Business Members left many with an additional reward for attending.

The workshop and business networking event was made possible because of the generosity of our sponsors; Norway Savings Bank, Acadia Insurance, Chalmers Insurance, CIEE, Androscoggin Bank, Redbird Media Group, Northeast Charters, Payroll Management, Custom Coach, Migis Lodge, Blast Party, Bunkline, bd SOURCE, Ranger Ready Repellents, and Casella.



### MYCA and MSC Annual Meeting set for June 12

All MSC members are invited to our Annual Meeting (camp, individual, and business members) held at Camp Walden in Denmark, Maine.

Watch for signup information in late May.

# Winter Educational Program: Considering Gender Stereotypes at Camp

## Clinical psychologist Chris Thurber's take on gender roles and social influence

**A**t MSC's winter educational meeting on January 23, noted psychologist, educator, and camp professional Chris Thurber, Ph.D., presented camp directors and leadership staff with ideas and activities related to gender roles and stereotypes at camp. A familiar face to MSC members, Thurber is a clinical psychologist who has served at Phillips Exeter Academy for two decades, and in a variety of roles at YMCA Camp Belknap in N.H. since 1980. Thurber has conducted workshops around the globe and is the creator of an online camp training program.

Campers arrive at camp with gender stereotypes on their minds, Thurber said. School and social media influence their thinking. And leaving those influences behind may affect campers. They may show a different side of themselves, may be more open-minded, and more open to explorations of who they are, he said.

***Thurber suggested that all stereotypes may have a "kernel of truth." There may be a "visceral reaction when someone doesn't match expectations."***

Making space for campers to engage in such exploration demands tuning into "the social pressures of stereotypes," Thurber said. In addition, because camp staff are role models, camps have "the awesome opportunity to ask what we want to model."

Camp leaders must also mentor their counseling and instruction staff, must "create aware women and men," Thurber said.

In an example for consideration, Thurber described a camp skit, two boys impersonating parents. The "dad" wore a blazer and fedora; the "mom" put gym balls under his shirt, donned a mop head, wore lipstick. How could or should this skit be addressed at a staff meeting, Thurber asked?

Workshop participants offered a variety of responses, including the suggestion of "feeling out" the response to the skit. Some possible considerations existed. Was there cat-calling? Were the characters generic portrayals? Was a specific person being portrayed in a way that created discomfort? Was cross-dressing being mocked or were the kids just goofing off?

Attempting to "mine this for meaning" may or may not actually identify any, Thurber said. Camps cannot "control everything that happens," he said. They should push

kids out of their comfort zone and promote "social risk taking."

Thurber also conceded that bullying happens at camp. Despite all staff attempts to prevent it, sometimes campers are mean, he said. Thurber suggested providing campers with "perspective-taking skills," such as an understanding that they can "slide" into mean behavior, learned from school or siblings.

"We have them leave camp with a more nuanced set of skills," Thurber said.

In a more specific conversation about gender, Thurber displayed photographs of individuals, from children to adult, and asked workshop participants for their input on the subjects' gender. While the audience identified many photos as female, all were male.

"How might a person in the photo have felt being miscategorized?" Thurber asked. "Being misjudged can be hurtful for all ages, all genders," he said.

Thurber suggested that all stereotypes may have a "kernel of truth." There may be a "visceral reaction when someone doesn't match expectations."

Thurber also shared a video of a young man who has developed an expertise in applying makeup. The makeup expert, who is gay, applies makeup to his younger brother, who periodically emits grunts that are stereotypically male.

*Continues on page 5*

**Chris Thurber Workshop for First & Second Year Counselors  
Tuesday, July 9, 1:30-4 p.m. at Camp Wawenock**

### **Collaborative Problem Solving with Youth: Achieving Durable Change in High-Conflict Situations**

In volatile situations, traditional problem solving can backfire and escalate conflict. In this engaging workshop, Chris will introduce powerful new tools to identify kids' needs, empathize effectively, and resolve conflicts durably. Chris's guidance will prove equally helpful for camper-camper conflicts, staff-staff conflicts and staff-parent conflicts. All participants will practice Collaborative Problem Solving and learn to apply it gracefully to the very next conflict that they encounter.

Registration will open on May 6.

## Winter Educational Program

Continued from page 4

What if a camper wanted to apply makeup to others at your camps? Thurber asked. "How would it play? Where are campers and staff at regarding gender stereotypes?"

As one boys' camp director said, campers sometimes come to camp with passions outside camp programming. A makeup passion, executed with staff supervision, would be okay, he said. "The challenge is the parental piece. I feel like I would have to get parental permission."

One question that arose: Is there a business element at work, a concern about pushback and parents' attachment to stereotypes?

A girls' camp director raised another point. Her camp downplays and discourages makeup for their campers because it's stereotypically feminine, and the camp advocates girls' development and growth free of such stereotypes. As an art form, though, she said she would make space for makeup application. "I wouldn't look for parental permission."

"All camps can make improvements. Where are the subtle messages about stereotypes still lurking at your camp?" Thurber asked. Camp directors are running businesses, must work with parents, and must also consider several factors and social influences.

Thurber reminded workshop attendees of "explicit subtle behaviors to think about." From signage to the physical plant to songs to games, messages are woven into the camp, he said.

Campers need to arrive at camp and "feel they can be true to themselves, be their authentic selves, have their choice of activity, feel not just tolerated but welcome." He suggested camps consider "one policy and one practice" for the upcoming season that would make campers feel more welcome.

"Diminish what you consider an unhealthy gender stereotype," he said, acknowledging possible pushback. Nonetheless, he said, "push staff and selves to look at subtle problems."

"Do everything you can to make camp a place either to discover a love of something or have the freedom to do that and not get static from their peers."

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## 2019 MSC Two Camp Fairs

This year MSC sponsored two camp fairs. The first fair was held at Cheverus High School on February 3. This was the first time we had a fair at Cheverus and for a first year, it was very successful with 40+ camps present and more than 350 people attending the fair. The second fair was held at the East End Community School with 58 camps present and attendance at approximately 450 people. Tentative dates for 2020 Portland camp fairs are: Cheverus High School on February 2 and East End Community School on March 22. We are exploring the possibility of adding a third camp fair in Bangor. Anyone having a suggestion for the best location should send an email to Ron Hall at [camps@mainecamps.org](mailto:camps@mainecamps.org).

## Interested in a MSC Summer Bowling Tournament?

We are having discussions with Bayside Bowl in Portland about the possibility of sponsoring a bowling tournament this summer. The format would be similar to our Spelling Bee, where camps could send teams made up of five bowlers in the junior league (12 and under) and/or senior league (13 to 15).

The cost per bowler would be \$17, which would include 4 small slices of pizza, soda, rental of bowling shoes, two games plus an additional game to qualify for the championships. Details need to be worked out.

At this point, we need to know if there are enough camps interested in participating in a MSC Bowling Tournament. If your camp is interested, please send Bob Strauss an email at [bob@campwigwam.com](mailto:bob@campwigwam.com).

**Save the date!** Next winter's Business Networking Extravaganza will be held on Wednesday, January 29, 2020 at the Italian Heritage Center in Portland.

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## Fourth Annual Junior Maine Guide Rendezvous



2018 Junior Maine Guide Rendezvous class

The annual JMG Rendezvous will be held at the 4-H Camp at Bryant Pond on Saturday, July 6. The purpose of this event is for candidates to meet the JMG examiners and candidates from other camps, as well as to learn the skill level in certain evaluations that the examiners are expecting. Another goal of the day is for the JMG staff to go over with the counselors what their expectations, responsibilities and duties are at JMG camp.

In the past the candidates have been able to attend four different sessions run by the JMG examiners. These one-hour sessions are in axe and knife use, canoeing, topographical map, and individual shelter and fireplace with a tree walk. The JMG staff has learned that it is better to show the candidates the skills that they need than to try to have the candidates practice their skills. There is just not enough time in each session for individual practice. There is time in each block for the candidates to ask questions. There is also a 20-minute group session before lunch during which the JMG staff will select a few other topics to address with the group.

The counselors will have their own session discussion about their role at JMG Camp with a few of the JMG staff. Both the counselors and JMG staff have found this session to be productive. The leadership shown by counselors at JMG camp sets the tone for how successful the JMG camp will be.

After this session the counselors may ask questions of the JMG staff about any of the evaluations or attend any of the teaching sessions. The counselors in the past have also enjoyed a visit to the facilities that Bryant Pond uses to train their JMG candidates. The counselors learn a great deal just by trading ideas with each other.

There is no fee for the rendezvous and a cookout lunch is provided by Enterprise Leasing. Details of this event will be sent in late June to all the camps interested in the JMG program. This event is open to any camp that has Junior Maine Woodsman/Maine Woodsman programs or anyone who wants to learn more about the Junior Maine Guide program.



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## Upcoming Webinar: Setting Up Your Health Center in Maine Tuesday, May 21

Do you have new health center staff this summer? Do you oversee your camp's health center? This is the webinar for you and your health center staff.

VJ Gibbins will present this webinar. VJ is currently a professor in the nursing department at University of Alberta, Edmonton, AB. He is also the Director of Health and Safety at Camp Cedar, a large, traditional sleep-away boys camp in Casco. Over the years VJ has facilitated camp health center trainings and workshops at Camp Cedar. He also has a longstanding relationship with the Association of Camp Nurses and has presented at the annual symposium and written published articles for CompassPoint (the ACN newsletter).

**Webinar content includes:** brief overview of DHHS regulations, ACA Standards, standing orders, health forms, managing medication, stocking first aid kits, managing visit call hours, scope of practice, Emergency Action Plans, and more.



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**Outreach Committee members volunteered as greeters at Center For Grieving Children's gala event (left to right) Tony Pritchard, Tripp Lake; Dana Zimmerman, Center Day Camp; Karly Vargas, Kamp Kohut; Nicky Martin, Maine Teen Camp; Sam Menzel, Tripp Lake; and Kristy Andrews, Wawenock.**

## MSC Outreach Committee

### Members volunteer at WinterKids and begin new partnership with Center for Grieving Children

The Outreach Committee has stayed busy this winter by volunteering with organizations that work for and with children around Maine. We continued our partnership with WinterKids and sent a group to work at their Welcome to Winter Festival. We helped park cars and direct families to a shuttle bus to Payson Park so that they could enjoy the sledding, snow building, hot chocolate, and other winter fun. On another day we spent an afternoon filling "swag bags" for their Downhill24 event, a fundraising event at Sugarloaf that raised \$343,000 to help them toward their mission of keeping kids healthy and engaged in outdoor activities.

We also began a new partnership with the Center for Grieving Children. We lent a hand at their annual Love Gala, the Center's major fundraiser, which raised \$350,000. Funds from that event allow families to attend programming at the Center at no cost to them. We spent one day helping set up the space and then returned the next day to be greeters at the Gala. A couple of us even stayed to be "spotters" for the live auction!

A number of members from the Outreach Committee are also involved with the re-introduction of EPIC (Emerging Professionals in Camping) to ACA New England. We look forward to bringing the energy and enthusiasm of the MSC Outreach committee to the greater New England Camping community.

This spring the committee plans to organize a camp tour, followed by a beverage at one of Portland's many breweries, so stay tuned! If you'd like to get involved or learn more, send an email to Kristy Andrews at [kristy@campwawenock.com](mailto:kristy@campwawenock.com)



**Committee members filled 'swag bags' at this year's Winter Kids event (left to right) Annie Bowe, Anna Hopkins, Kristy Andrews, Nicky Martin, and Dan Emmons.**



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## Welcome New Camp Members!

### Camp CenterStage

Camp CenterStage (CCS) encourages campers to explore camping, theater and artistic opportunities. Each day CCS brings ways for campers to build friendships, learn new skills, practice and refine previous experiences and skills, and support each other in self-discovery. We are committed to nurturing all campers in a non-competitive and encouraging artistic setting!

Contact: Alexis Dascoulias, Founder and Director  
at 808.385.4138 or [admin@centerstage.org](mailto:admin@centerstage.org)  
295 Maple Lane, Livermore, ME 04253  
Website: [campcenterstage.org](http://campcenterstage.org)

### Camp Chloë

Growing Routes offers a variety of small-group summer programs for all ages. Our focus is on nurturing confidence, creativity, and compassion. We empower participants through exploration of self, community, and culture.

Contact: Chloë Rowse, Director at 207.415.8400  
or [info@growingroutes.org](mailto:info@growingroutes.org)  
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# FEEDING SUMMER ADVENTURES



MSC Job Fair at University of Maine Farmington in February.

## Meeting the Challenge of Staff Hiring

Every year seems to become more challenging for our camps to find all the highly qualified staff needed to run camp. Recent low unemployment rates and the reduction of J-1 Visa workers coming to the United States are two reasons for the shrinking job pool available to work at summer camps. This year MSC spearheaded two initiatives to help camps find qualified staff.

The first project was to work with the University of Southern Maine and the University of Maine at Farmington to hold summer camp job fairs on the campuses of both schools. The fair at UMF was the more successful of the fairs, bringing in around 75 students who indicated an interest in working at a summer camp. The USM fair was held in the library of the Portland campus and had a rather low turnout of students. Between now and next fall, we will review both fairs to determine how we might proceed next year.

The second project was to create a special Maine Summer Camps job posting site for camps to post any job openings they have. The cost to participate in this venture was \$150 per year and camps could post as many job openings as they wanted. MSC has reached out to college career offices, outing clubs, as well as nursing and culinary schools, encouraging them to share our job site with their students. Fifty-three camps are currently using this service. As of April 10, 150 job seekers had used the “apply now” online option. This spring we will meet with Husson University School of Nursing to discuss development of an internship program between the college and MSC camps.

## Maine Summer Camps Calendar

### April 24

9-10:45 a.m. Spring MSC Board of Directors Meeting  
11 a.m.-12:15 p.m. Workshops at SYSCO Food Show, Cross Insurance Arena, Portland

### June 12

9:30 a.m.-1:30 p.m. MYCF and MYCA Annual Membership Meeting, Camp Walden, Denmark

### July 6

9 a.m.-3:30 p.m. JMG Rendezvous Workshop, Bryant Pond 4-H Camp

### July 9

1:30-4 p.m. Chris Thurber Staff Training Workshop, Camp Wawenock, Raymond

### July 11

9:30 a.m.-Noon 14th Annual MYCF Spelling Bee, Jewish Community Center, Portland

### July 22-26

Junior Maine Guide Testing Camp, Stephen Phillips Memorial Preserve, Oquossoc

### July 26

Second Annual Chess Tournament, West End House Boys Camp, Parsonsfield

### September 18

9 a.m.-2 p.m. Fall Membership Workshop, Migis Lodge  
1:30-3:30 p.m. MSC Fall Board of Directors Meeting



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## 2018 Dedication to Camping Recognition Award

**Nominations due: May 16**

This award represents Maine Summer Camp's recognition of those who have dedicated a significant amount of time working in Maine organized youth camping. This is an award for length of service in Maine camping.

### Eligibility for Dedication to Camping Recognition:

- Any staff member, current or former, regardless of their camp position, is eligible.
- Length of service must be 25 years or more for initial nominees.
- Service fully or predominantly to Maine camps. Service does not have to be consecutive or to one camp.
- Count years as staff member, not years as a camper.
- Can be seasonal or year-round.



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## 2018 Halsey Gulick Award

**Nominations due: May 1**

The Halsey Gulick Award is presented to persons who have distinguished themselves by giving unselfishly of their time, energy, and resources to improve organized youth camping in Maine. It is awarded at the Maine Summer Camps Annual Meeting in June and is kept confidential until awarded.

Recipients are selected by their colleagues in camping for their record of public service to the camping movement in Maine. Any member of MSC may recommend candidates for the award. Candidates need not be members of MSC and their contributions to Maine camping need not necessarily be related to leadership roles within our organization.



**Click here for nomination form**



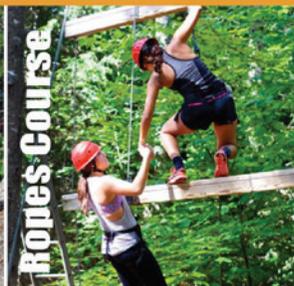
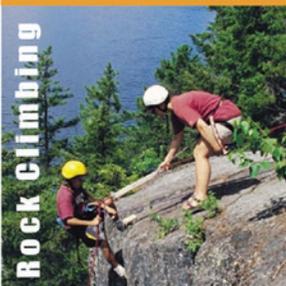
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Email: [adventure@enrichedlearning.net](mailto:adventure@enrichedlearning.net)

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Contact: Jordan Parks at 207.772.7245

Email: [learntosail@sailmaine.org](mailto:learntosail@sailmaine.org)

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## In Memorium

The Maine camp community lost a legendary member with the death on January 26 of **Andrew "Andy" McMullan**, 95. Andy, a master musician and conductor for decades, was married for 68 years to Jean McMullan. They achieved Jean's dream of owning a summer camp when they acquired Alford Lake Camp in Hope in the early 1960s. Jean's tenure as camp director spanned three decades.

An obituary published by the *Palm Beach Post* describes Andy and Jean's mutual support of one another, both in matters of music and camping. When the couple moved to Maine many decades ago, Andy purchased and developed a successful clothing business, and played the French horn in the Portland Symphony Orchestra for more than 20 years. Jean was a cellist in the PSO. Andy also served as conductor of the Maine Opera Association for many years. For a time, Andy chaired the American Camping Foundation, an endowment supporting the ACA.

Upon retiring to Florida, Andy created the Atlantic Classical Orchestra, serving both as music director and conductor. Daughter Kathy played violin in the orchestra for almost 20 years. Andy and Jean have continued to be beloved members of the Alford Lake Camp and Maine youth camp community. Andy's nearly century-long life will no doubt serve as inspiration.

A memorial celebration is scheduled for June 9 at 1:30 p.m. at Alford Lake Camp.



Former Camp Wekeela owner **David "Dusty" Drew, III** died on January 31. Dusty and Claire Drew owned and operated Camp Wekeela, on Little Bear Pond in Hartford, for a decade beginning in 1970.

Dusty brought to his camp work an education background; he was a Springfield College graduate and earned a master's in education from Boston University.

Dusty was also a standout baseball coach at the University of Southern Maine, where a long-time winning record brought him numerous district championships as well as an appearance in the NAIA College World Series, the first for a Maine team. He was a 1999 Maine Baseball Hall of Fame inductee. In 2004 he joined the USM Husky Hall of Fame.

Dusty was also an instrumental volunteer in both Standish and in his Florida community of Stuart. He took great pleasure in mentoring youngsters, organizing events, gardening in Maine, and cheering on his professional baseball and football team.



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