

# Seminar Grid-Let It Rain 2024

| Seminar Track                               | Core Discipline | Number of Seminars | Seminar Track   | Core Discipline | Number of Seminars |
|---|-----------------|--------------------|---|-----------------|--------------------|
| Board and Governance                        | BG              | 4                  | Leadership: Vision, Mission, Values; Strategic Planning | LS              | 16                 |
| Business and Operation/Fiscal Management    | BF              | 8                  | Marketing and Communications                            | MC              | 10                 |
| Culture: Trends, Challenges                 | C               | 15                 | Next Gen  | NG              | 13                 |
| Hospitality and Foodservice                 | HF              | 4                  | Program   | P               | 14                 |
| Human Resources                             | HR              | 16                 | Personal/Spiritual Development                          | PS              | 5                  |
| Legal/Compliance/Tax Issues/Risk Management | L               | 5                  | Resource/Fund Development                               | RF              | 4                  |
|   |                 |                    | Site and Facilities/Technology                          | SF              | 4                  |

| Room   | 301  | 302  | 305   | 401   | 402  | 403   | 404   | 405  | 601  | 602  | 701   | 702                                    |
|--|--|--|---|---|--|---|---|--|--|--|---|--|
|  | Seminar  | Seminar  | Seminar   | Seminar                                     | Seminar  | Seminar                                       | Seminar   | Seminar  | Seminar  | Seminar  | Seminar   | Seminar                                |
| <b>Tuesday Dec. 10<br/>10:00 AM-11:00 AM</b>   | Maximizing Productivity Through Deliberate Delegation    | Camp AI: Revolutionizing Marketing and Operations                | Strategy for Successful Succession Planning     | Behavioral Threat Assessment                | Top 10 Trends in Merchandise                             | 5 Key Strategies for Master Plan Success      | Becoming Customer Obsessed                              | The Power of Camp Study: New Insights From Camp Research (open)  | Ideas for Escape Rooms and Puzzles               | A Research-Based Approach to Staff Recruitment and Retention | A Guide to Strategic Planned Giving Conversations | Leading and Discipling Gen Z Staff     |
| Presenter                                      | Nate Parks   | Jon Bisset and Dan Steele  | Tom Beaumont                                    | Jason Russel                                | Caleb Harris and Lauren Vincent                          | Jackie Kaminsky                               | David Pham  | Jake Sorenson  | Chris and Carrie Kallal                          | Donnie Keele, III  | Christy Boysen                                    | Tanya Rodriguez Huber                  |
| Seminar Track                                  | LS   | BF, MC   | BG, LS  | HR, L, P                                    | MC   | SF  | C, HF, MC   | C, LS  | P  | C, HR, NG  | RF  | HR, NG                                 |
| <b>Tuesday Dec. 10<br/>11:15 AM-12:15 PM</b>   | Maximizing Camps as Transformational Temporary Community | Making Camp Sustainable: Evaluating Programs and Staff           | A Board Prayer                                  | De-Escalation Training                      | Guest Communications: Too Much or Not Enough?            | Trends in Design and Building Materials       | The Unchanging Gospel in a Changing World               | Is the Price Right? Evaluating Program Costs                     | Ideas for Teambuilding                           | Spotting and Responding to Employee Burnout                  | Blessings in Abundance - Funding your Mission     | Leading Through Conflict               |
| Presenter                                      | Muhia Karianjahi   | Jon Bisset   | Dan Bolin                                       | Jason Russel                                | Candice Myers  | Dave Lee and Chad Fletemeyer                  | Kelsey Paterson   | Stacie Saenz   | Chris and Carrie Kallal                          | Donnie Keele, III  | Peter Swift                                       | Steve Garcia                           |
| Seminar Track                                  | C, LS, P   | HR, P  | BG  | HR, L                                       | HF, MC   | SF  | C, NG, P  | BF   | HR, P  | C, HR  | RF  | LS, PS                                 |
| <b>Tuesday Dec. 10 3:30 pm-5:00 pm</b>         | Fostering Cultural Diversity at Camp                     | Personal Roadmap to Relationships                                | Elevate Your Camp Cuisine                       | Critical Incident Response Training         | Big-Impact Small Groups                                  | Dealing with a Camp Crisis                    | Demystifying "Strategy"                                 | The Power of Camp Study (Closed session for survey participants) | Inclusion Starter Kit: Disability and Ministry   | Next Gen Leadership / Internship Programs                    | Fundraising? Nobody's Got Time For That!          | Leadership Lessons From the Donkey Pen |
| Presenter                                      | Muhia Karianjahi   | Les and Leslie Parrott   | Chef Charles Ramseyer                           | Jason Russel                                | Duffy Robbins  | Jon Bisset                                    | Ryan Moore  | Jake Sorenson  | Emily Lovell and Diane Turnbull                  | Panel  | Scott Shaw  | Brian Schroeder                        |
| Seminar Track                                  | C, LS, NG  | HR, PS   | HF  | BF, HR, L, SF                               | P  | BF, MC  | LS  | C, LS  | C, P   | LS, NG   | RF  | C, LS, NG, PS                          |
| <b>Wednesday Dec. 11<br/>10:00 am-11:30 am</b> | Don't Fight the Feeling - Embrace It                     | Cultivating Deep Marriage Relationships in the Midst of Ministry | Creating a Healthy and Thriving Board Culture   | Leading and Executing Change Through Vision | Teenagers and God: Spiritual Formation in the Teen Years | Grow in Influence; Grow Your Leadership       | Year-Round Staff Training                               | Current Legal Issues for Camps and Conference Centers            | Paying Attention to Folks You Don't Want to Lose | International Hiring Panel Discussion                        | Embracing the Donor                               | New Ways to Meaningfully Engage Gen Z  |
| Presenter                                      | Jordy Barksdale  | Minhee Cho and Laura Benton                                      | Nate Parks and Ed McDowell                      | Brian Schroeder                             | Duffy Robbins  | Javier Mendez                                 | Rob Ribbe, Ed Covert, Bill Fernald                      | Jon Ruybalid   | Jim Hancock and Jim Henderson                    | Panel  | Nancy Nelson                                      | Arthur Satterwhite, III                |
| Seminar Track                                  | HF   | PS   | BG  | C, LS                                       | C, NG, P   | BF, LS, NG                                    | HR, LS  | L  | HR, LS, NG                                       | C, HR  | RF  | C, NG, P                               |
| <b>Wednesday Dec. 11<br/>12:30 pm-1:30 pm</b>  | Defining Expectations and Maintaining That Standard      | What is Everyone Else Ordering?                                  | Board Chair and Executive Director Relationship | Crisis Communication                        | A Leadership Expedition                                  | Measure What Matters: Create a Camp Dashboard | Reaching the Right People Through Data-Driven Marketing | Seek and Find: The Journey of Well-Being                         | 50 Ways for Summer Staff to Be Awesome           | Interview Workshop   | Creating Experiences for Kids                     | Supercharge Your Sales Strategy        |
| Presenter                                      | Jordy Barksdale  | Caleb Harris and Cliff Hutchison                                 | Ed McDowell and David Goodnight                 | Jason Russel                                | Nate Parks   | Jon Bisset and Aubrey Westafer                | Candice Myers   | Tracey Gaslin  | Chris and Carrie Kallal                          | Dan Steele   | Colette Taylor                                    | David Pham                             |
| Seminar Track                                  | HR, LS   | BF, MC   | BG  | BF, HR, L, MC, SF                           | LS, NG   | BF, P   | MC  | C, NG, P, PS   | HR, P  | HR   | NG, P   | MC                                     |