



2017 GLIFWC Biological Services Division “ReCharge”

By
Jonathan Gilbert, Ph.D.
Biological Services Division, Director

Administrative Report 17-04
September 2017

GREAT LAKES INDIAN FISH
& WILDLIFE COMMISSION
Biological Services Division
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Odanah, WI 54861
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Biological Services Division Staff Present

(See photo above, staff from left to right.)

Jonathan Gilbert, Director, BSD
Dawn White, Treaty Resource Specialist
Dara Unglaube, Database Manager
Bill Mattes, Great Lakes Section Leader
Travis Bartnick, Wildlife Biologist
Esteban Chiriboga, Environmental Specialist
Alex Wrobel, Forest Ecologist
Sara Moses, Environmental Biologist
Steve Garske, Invasive Species Coordinator
Adam Ray, Inland Fisheries Biologist
Mark Luehring, Inland Fisheries Biologist
Lisa David, Manoomin Biologist
Butch Mieloszyk, Inland Fish Technician
Hannah Panci, Climate Scientist
Ronnie Parisien Jr., Great Lakes Fish Technician
Ron Parisien Sr., Wildlife Technician
Adam Oja, Wildlife Technician
John Coleman, Environmental Section Leader
Jenny Krueger-Bear, Division Administrative Assistant
Kia Hmielewski, Data Manager
Joe Dan Rose, Inland Section Leader
S. Ben Michaels, Fisheries Biologist
Miles Falck, Wildlife Section Leader
Jennifer Ballinger, Outreach Specialist
Ed White, Inland Fish Technician

Absent:

Peter David, Wildlife Biologist (absent from photo only)
Aaron Shultz, Climate Fisheries Biologist
Mike Plucinski, Great Lakes Technician.

Introduction

The purpose of this report is to document and summarize the results of the 2017 Biological Division “ReCharge” gathering at Camp Jorn, Manitowish, WI, August 23 – 24, 2017. The planning for this event began in spring of 2017 with the simple goal of getting the employees in the BSD together to learn about each other and what we do for our member tribes. Members of the planning team included Miles Falck, Jenny Krueger-Bear, and Jonathan Gilbert. We were fortunate also to be able to enlist the services of Cathy Techtmann, UW Extension, and her knowledge and expertise proved invaluable.

As the planning proceeded we began to agree on a theme for the ReCharge. Even what we called it (ReCharge) took time to develop. The word ‘retreat’ seemed to imply going backwards rather than going forward. We wanted a word to describe this future-looking perspective. But at the same time we wanted to provide time for people to get together, learn about each other and to enjoy each other’s company. Thus the word ReCharge.

The theme which emerged was “shared leadership”. What does this mean? What does it look like? How do we take what we do now, and modify it to a shared leadership style? These were the topics we wanted to pursue. Cathy T. and Brian Gauthier (LDF extension) were instrumental in developing activities that could help lead us down the path of shared leadership (see attached agenda).

It was equally as important for us to have fun together. This was another priority goal of the ReCharge. We carefully tried to incorporate activities that we thought would be fun and build community. Thanks to Jenny KB and Jennifer B. for helping us with the tobacco pouch activity and the discussion we had on the use of tobacco. The ropes course was also fun and provided for an enjoyable morning activity. Ice cream making and music around the campfire in the evening rounded out productive days.

None of us really knew how this ReCharge was going to turn out. As Cathy says, it was organic in that it developed from the inside and sort of on-the-fly. We did not know how long each activity would take and so did not put times on the agenda. “Things will happen when they happen” was the general rule of the day. We were mostly successful at completing our tasks.

The ReCharge was well received by all who attended, at least as best I know. The setting was beautiful, by the lake, with fire rings and seats. The accommodations were nice, clean, modern with a rustic flare, and roomy. Lots of common space for gatherings although both evenings were spent around the campfire with smores, home-made ice cream, music (thanks to Travis and Ben). The rain only came intermittently, the wind and cold kept the bugs down, and the fire warmed us. The universal complaint was TOO MANY RULES of the camp at which the ReCharge was held (needless and excessive).

On the following pages I will try to recap the activities with photos and where available, graphics of the flip charts that were prepared and summaries of these. Of course the real success of this ReCharge will only be known by the follow-up actions. We do not want to let the momentum die and so continued efforts on the implementation of change will be required. Currently the four Section Leaders and I will be leading the follow up team. However, any person interested in participating can join us on this team.

**2017 GLIFWC Biological Services Staff “ReCharge”
Camp Jorn-Manitowish Waters, WI
August 22-24, 2017
AGENDA**

Day 1- Tuesday, Aug. 22

12 noon Arrive at Camp Jorn Program Center for check-in to lodging (BYO lunch or eat prior to arrival)

Opening Ceremony

“ReCharge”-Why we are here?- Jonathan Gilbert

Colors Leadership Styles. Meg Delapiazza-Certified Colors Trainer, UW Extension

Moving Toward Shared Leadership: Brian Gauthier- Lac du Flambeau UW-Extension Community Resource Development Educator and Cathy, UW Extension Environmental Outreach Specialist

- **The Spectrum of Leadership**
- **Leadership and the Seven Teachings**
- **Treat Everyone Like a Leader Activity**

Reflections & free time

Campfire Cookout

Day 2- Wednesday, Aug. 23

Breakfast

Building Trust for Shared Leadership via the Ropes Course- Camp Jorn ROPES trainers

Lunch

Tobacco Pouch Activity –Jenny Krueger-Bear

Dreamstorming a Shared Vision for Change

- Mapping the Past Activity
- “We Have Silage”
- It’s Not My Job-Or Is It? Bingo

Break

Charting the Future Activity

Dinner

Recreation, free time

Ice Cream Mixer and campfire

Day 3-Aug. 23

Breakfast

The “Big So-What”-Making a Game Plan for Action

We are all Connected Activity

Break, move out of lodging

Talking Circle & Closing Ceremony

Lunch at Camp Jorn

Depart for home

Tuesday, August 22

Opening Ceremony

“ReCharge”-Why we are here?- Jonathan Gilbert

I took a few minutes to talk with the group about how we got to Camp Jorn for this ReCharge event. It was important to describe what our intention was with the ReCharge and what we expected from everyone who was attending.



Figure 1. Campfire setting on the shore of Rest Lake, Camp Jorn



Figure 2. After introductory message, clear leadership is demonstrated, me going in one direction and everyone else another direction entirely

“True Colors” Leadership Styles Training- Meg Delapiazza-Certified Colors Trainer, UW Extension

During this exercise we placed ourselves into one of four different communications styles, represented by colors (Orange, Gold, Green and Blue). Color typing was very helpful, and I think a success among the staff as well. It provided insights into the personalities of other and I think it will improve interpersonal interactions among the staff in the future. I think that it will help me identify the strengths of others and improve my ability to challenge staff to meet their potentials. I think that this will help staff to understand each other better. We made progress in this during the social interactions we had, but the coloring of staff will improve this. At least now when someone is acting quirky to our perspective, we will understand better where that quirkiness is coming from.



Figure 3. Coloring of staff

Figure 4. Adam describes the characteristics of his color.



Figure 5. Peter makes a point during discussion.



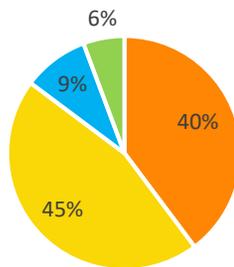
“True Colors” training introduced the Team to the four predominant leadership styles including green (analytical style), blue (people style), gold (practical style), and orange (action style). Each person is a unique blend of these styles. Each style has its own strength. Through activities Team members learned how to improve communication and teamwork through awareness of their style in relationship to others.

LEADERSHIP STYLES BY COLOR

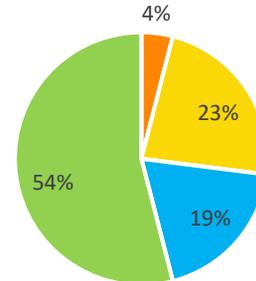
Characteristic	BLUE	GOLD	GREEN	ORANGE
Strength	Authenticity	Duty	Knowledge	Skillfulness
Value	Compassion, sympathy, rapport	Dependability, accountability, Responsibility	Answers, intelligence, explanations	Skills, grace, finesse, charisma
Dislike	Hypocrisy, deception, insincerity	Disobedience, non-conformity, insubordination	Injustice and unfairness	Rigidity, authority
Express	Vivacity, enthusiasm, inspiration	Concern, stability, purpose	Coolness, calm	Optimism, impatience, eagerness, confidence

Each of us is a unique blend of these four leadership styles, with one style being more predominant. Each style has special strengths. No one style is better. Learning how to engage people of different styles increases personal and team effectiveness.

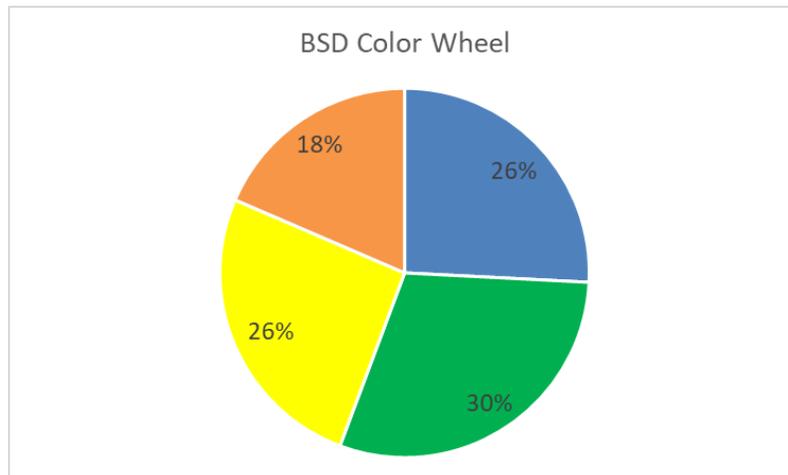
Color Type Percentages: General Population



Color Type Percentages: GLIFWC Bio Service Unit



This chart is different than the above chart. The above chart shows the proportion of the staff assigned to each color. This chart shows how the scores for each color were distributed among the staff. Although each person placed his/her self into a single color category, we are all composed of many colors, in different proportions. We see that 54% of the BSD staff were in the Green color, when the individual scores were tallied we can see that the Green dominance was less apparent. It is interesting that after Green, we were equally distributed between Gold and Blue.



Section	Name	Position Description	COLOR
Central Office	Gilbert, Jonathan	Biological Services Director	Green
Central Office	Krueger-Bear, Jennifer	Admin. Assistant to Biological Services Director	Blue
Environmental	Coleman, John	Environmental Section Leader	Green
Environmental	Ballinger, Jennifer	Outreach Specialist	Green
Environmental	Chiriboga, Esteban	Environmental Specialist	Green
Environmental	Moses, Sara	Environmental Biologist	Gold
Environmental	White, Dawn	Mining Specialist	Green
Great Lakes	Mattes, Bill	Great Lakes Section Leader	Green
Great Lakes	Michaels, Samuel (Ben)	Fisheries Biologist	Orange
Great Lakes	Parisien Jr., Ron	Climate Change Fisheries Technician	Blue
Great Lakes	Plucinski, Michael	Great Lakes Technician	Blue
Inland Fisheries	Hmielewski, Kia	Fisheries Data Manager	Orange
Inland Fisheries	Luehring, Mark	Inland Fisheries Biologist	Green
Inland Fisheries	Mieloszyk, Henry	Inland Fisheries Technician	Gold
Inland Fisheries	Ray, Adam	Inland Fisheries Biologist	Green
Inland Fisheries	Rose, Joe Dan	Inland Fisheries Section Leader	Blue
Inland Fisheries	Shultz, Aaron	Climate Change Inland Fisheries Biologist	Green
Inland Fisheries	White, Edward	Inland Fisheries Technician	Gold
Wildlife	Falck, Miles	Wildlife Section Leader	Green
Wildlife	Bartnick, Travis	Climate Ecologist	Green
Wildlife	David, Lisa	Manoomin Biologist	Gold
Wildlife	David, Peter	Wildlife Biologist	Green
Wildlife	Garske, Steve	Plant Specialist	Green
Wildlife	Oja, Adam	Wildlife Technician	Gold
Wildlife	Panci, Hannah	Climate Change Scientist	Gold
Wildlife	Parisien, Ron	Wildlife Technician	Green
Wildlife	Unglaube, Dara	AIS Coordinator/ Spatial Database Manager	Blue
Wildlife	Wrobel, Alexandra	Forest Ecologist	Green

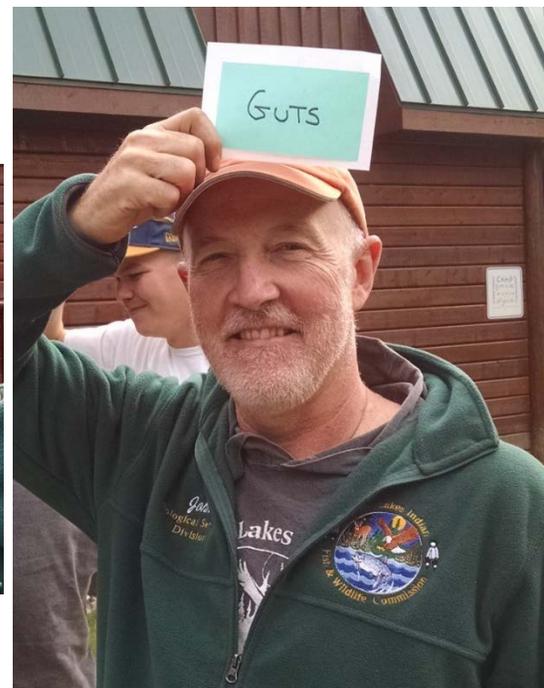
GLIFWC Bio Services Unit is more highly represented by the Green or “analytical” leadership style than what research has found in the general population.

Moving Toward Shared Leadership: facilitators Brian Gauthier- Lac du Flambeau UW-Extension Community Resource Development Educator and Cathy Techtman, UW Extension Environmental Outreach Specialist

- **The Spectrum of Leadership Discussion**
- **Leadership and the Seven Teachings**
- **Treat Everyone Like a Leader Activity**



Figure 6. Ice breaker activity. By talking to each other we try to guess the leadership characteristic on our forehead without looking.



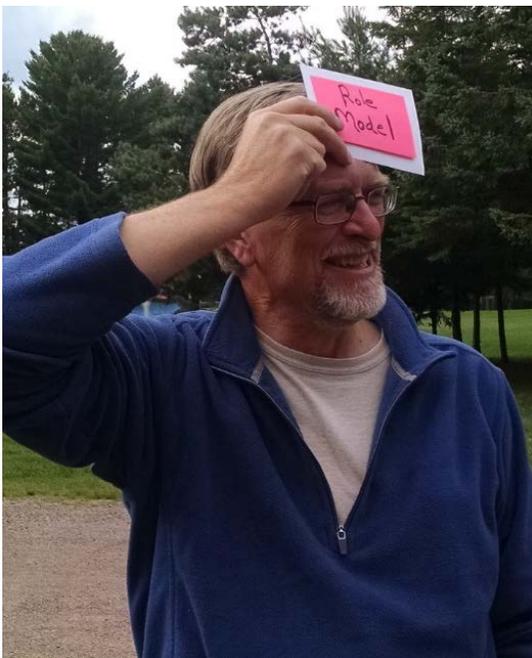


Figure 7. Do the words match the person??



The “Treat Everyone like a Leader” ice-breaker activity demonstrated how the traditional Seven Teachings of the Ojibwe encompass leadership characteristics featured in western leadership research. The “old ways” provide important leadership teachings for today.

Campfire Cookout



Figure 8. Preparations for our cookout. Staff at Camp Jorn were helpful and friendly.

Wednesday, August 23

Building Trust for Shared Leadership via the Ropes Course- Camp Jorn ROPES trainers
 Camp Jorn ROPES trainers Ropes “course”- I put quotations around the word “course” as this was not a high ropers course, at least as best I am familiar with. Having said that, it was fun. It did put us out of our comfort zone (at least for us Greens and Golds). There were some interesting challenges that we faced along the way. It provided us with a morning of active play. I was very happy that everyone, including Dara and Ron, got to fly like a squirrel at the end. It demonstrated the unitedness of the group. Even standing around at the end, or participating in the anchor group, was fun and engaging.



Figure 9. Working together with eyes closed.



Figure 10. Solving a problem together.



Figure 11. Ron prepares to fly like a squirrel.



Figure 12. There goes Joe, a rather large flying squirrel.

Tobacco Pouch Activity –Jenny Krueger-Bear & Jennifer Ballinger

This was one of those fun activities in which we all participated. Prior to making our pouches we had a brief presentation by Jen B. on the use of tobacco. Several questions and discussion at the end provided interesting and useful. We then each made a tobacco pouch with the guidance of Jenny K-B, Dawn, and other experts. This was so much fun that we went long. We had to modify the afternoon activity to accommodate, but this was part of the plan.



Figure 13. Some of the talent of our staff was demonstrated. Lisa and Alex show off their pouches.



Figure 14. Working together in a beautiful setting made for enjoyable times.

Dreamstorming a Shared Vision for Change- facilitator Cathy Techtmann, UW Extension

- Mapping the Past Activity
- “We Have Silage” video break <https://www.youtube.com/watch?v=4VWChiV9TzY>
- It’s Not My Job-Or Is It? Bingo

Mapping the Past Activity- This was good, although I think I saw a lot of commonality in how people mapped current process. The only complaint I had was shortage of time. But that was our own doing. There was a lot of emphasis on the linearity of supervision and decision making. The system was described as militaristic, hierarchical, autocratic. The results of this activity are below.



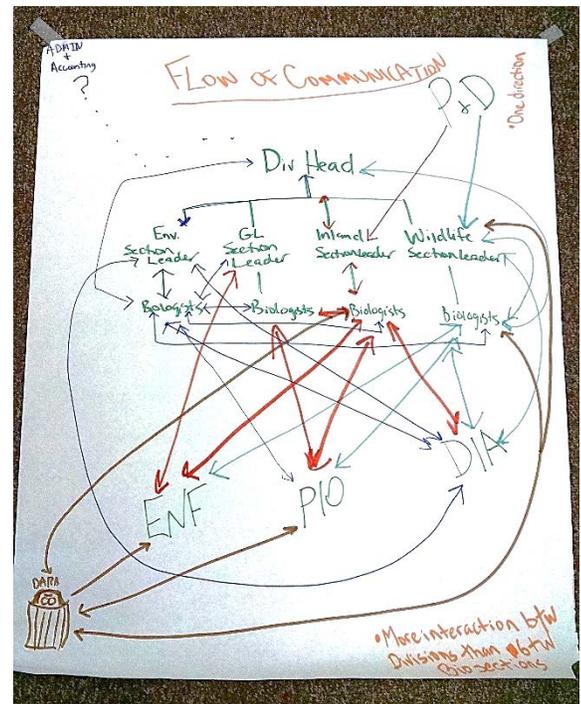
Figure 15. Teams working together to map how GLIFWC has worked in the past.



- More structured/standardized protocols/procedures
- Empowering & encouraging people to come together and talk about issues
- Funding
- Regular meetings/lunch talks

- New History (leadership change)
 - a. Climate change
 - b. Inland/Great Lakes Fish Bio
 - c. Grants that facilitate collaboration
 - d. Team building
 - e. It's not my job syndrome

- More interdivisional coordination
- Better interagency communication
- Better utilization of staff skills and recognition
- Prioritization
- De-siloing



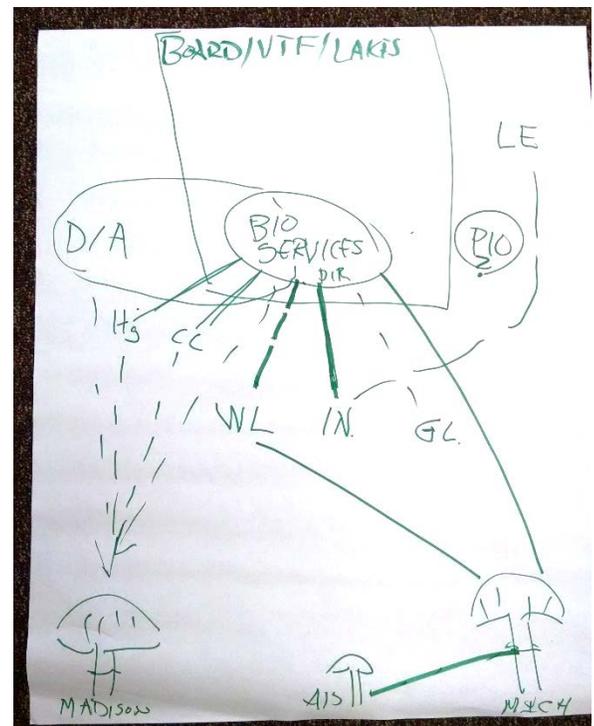
What are obstacles to change?

- ✓ Too focused on our own work
- ✓ Too much on our plate
- ✓ Field seasons

- ✓ More interactions between divisions than between Bio sections
- ✓ Communications "one direction" (noted on map)

- ✓ Complacency
- ✓ Having Time to think about it (Heavy work load)
- ✓ Not knowing other ways/options of doing things
- ✓ Funding
- ✓ Finding personnel to fill key positions

- ✓ Inertia
- ✓ Time
- ✓ Reduce grant funding
- ✓ Fed admin



“Charting the Future” Activity

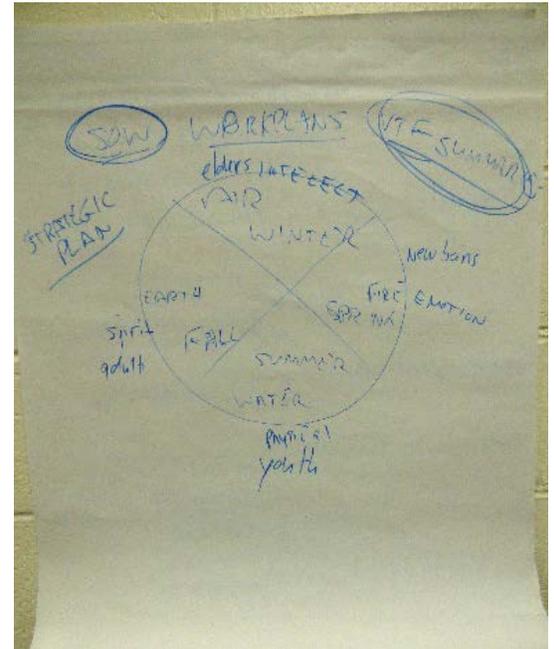
This is the activity where we started to think about the future and how we want to work together in the future. There seemed to be general consensus that working together, rather than individually, was the vision of the future. Several themes came out of this, communication was the primary. Poor communication inhibits working together while good communication facilitates it. As this was an important part of the ReCharge, and will help guide the future work on shared leadership, I have included the results of the group work below.



Figure 16. Again the groups worked together to think about the future.



- Planning
 - Intern Program review! (Bill, Miles, Lisa)
 - Grant development
 - SOW (Review)?
 - How to incorporate Medicine Wheel framework (Miles, Coleman)
- Communication
 - Tribal leadership
 - VTF 3x/year
 - Meeting List → “Current Issues Bulletin”
- Team Development
 - Process
 - Risk Assessment
 - Accountability
 - ID Teams/Topics & membership



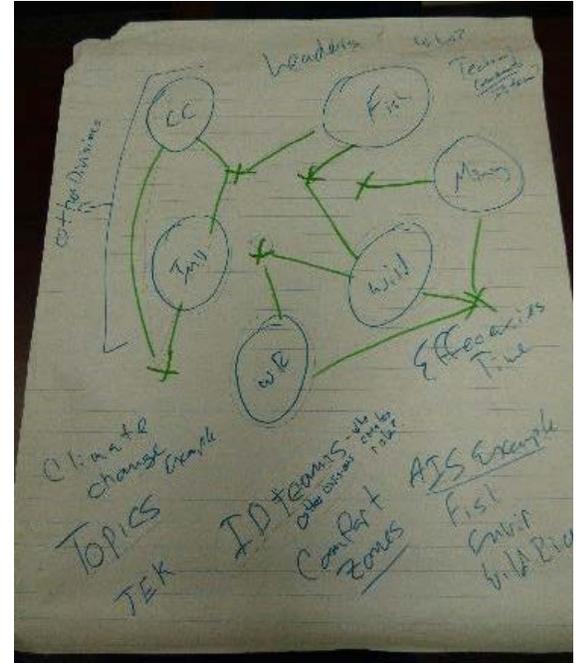
What are the costs or risks to the Unit of moving toward this vision?

- Initial learning curve (adapting to others work style)
- Conflicting schedules
- Admin/accountability—Crisis work
- BOC/VTF- Inertia
- More time, more to remember
- Could run into issues with grant requirements which tend to segregate tasks and staff
- Learning curve for staff
- Time- pulling people in too many directions

- Clarity on who is the leader
- Communications? – structure-efficient
- Meshing with the rest of GLIFWC which has a vertical leadership structure: Divisions; BOC/VTF/LC
- May not be able to get all involved due to timing, vacation (under a high risk issue)
- If not high-risk issue, incentive to move forward missing (under a low risk issue)
- If moves to high (risk issue) could get burned if no buy-in from command
- More meetings

What would encourage you personally to move toward this vision?

- Others willingness to follow through
- Evaluation: “have you worked with other sections?”
- BOC/VTF approval
- Ability to utilize personal strengths
- Two-way communication is needed
- \$\$
- Better service to Tribes
- Learning more
- Feeling of inclusion
- Sense of direction, clarity
- Encouragement to move
- Cover butts by distributing risk through shared responsibility
- Can be implemented by trying to use the medicine wheel



The “It’s Not My Job” Activity was postponed due to lack of time.
It will be considered for a Biological Services Unit follow-up training.

Making Homemade Ice Cream & Smores Mixer and Campfire



Figure 17. Ben and Bill cranking the ice cream bucket.



Figure 18. Hanna and Heidi (Mark's wife) test the fire with marshmallows.



Figure 19. Making homemade ice cream around the campfire fostered camaraderie.

Thursday, August 24

The “Big So-What”-Making a Game Plan for Action- facilitators Cathy Techtmann and Brian Gauthier, UW Extension

This is where the rubber meets the road, where the important follow-up to the ReCharge was charted. Here is where we brainstormed on how to put our plans into practice. How will we take our good ideas and make them happen? Developing strategies, priorities, etc. The results from this activity are recreated below so that we may keep track.



Figure 20. Sharing results of discussions on charting the future. Note the “Super Bio” plan to the left.

“BIG SO WHAT” ACTIVITY RESULTS

Four subgroups brainstormed actions that can be taken within the next year to move the Unit towards a vision of shared leadership and keeping the momentum going. A “Who-What-When-Where-Why and How” format was used to strategize a game plan for accomplishing each action.

COMMON THEMES in the TEAM ACTION PLANS

Communication

Two-way

With tribal community

Accountability

Teams: Interdisciplinary

Priority of Issues

Interaction with Tribal leadership

Inclusion of all staff in teams—being part of the Whole

Grants: analysis of the process, base budget

Support for staff to take risks, collaboration

Evaluations: both up and down

People’s time

ACTION ITEM: Monthly or Quarterly Brainstorming Meetings, Informal, options?

- Briefings of VTF/BOC Mtgs. (short), but then not through grapevine (from Jon G.) & Division Head Meetings
- Highlight important stuff
- What does it mean for our daily work
- Maybe a short summary once a month
- Think about sharing staff when it makes sense- maybe on a limited basis
- Important to keep in touch with the communities and people we serve and bring those ideas and wishes back to GLIFWC
- Two-way communication is needed

ACTION ITEM: Regular Bio Meetings (with food)

- What: Bio discussion
- Informational meeting/discussion
- When: Bi-monthly/quarterly. Jon decides day to meet with input from Section Leaders
- Where: wherever
- How: Exchange info, discuss projects/issues/etc. Brainstorm potential interdivisional projects or needs
- Monthly updates: VTF Mtg., BOC, Lakes Comm. etc.
- Bio staff updates
- Share meeting notes, info related to Bio. Bullet points.
- Monthly email to all staff with meeting stuff
- Inform Bio—Keep us in the Loop!!

ACTION ITEM (#1): Designate Follow-Up Team

- Who: Jon leads
 - call for interested staff
 - reps from every section & all current levels (section leader, biologists, etc.)
- What: Team meeting to discuss/plan how to move forward with ideas from retreat
- When: Allow for time for non-team members to provide ideas to reps
 - Identify team within 2 weeks
 - Meet within 1 month
- Where: Office with Madison VC if needed
- Why: Don't lose momentum
- How: Team meets and develops plan
 - Disseminate info to all Bio
 - Reconvene all Bio this winter

Then REPEAT-IT

ACTION ITEM (#2): Form & Implement 2 Pilot Interdisciplinary Teams

- Who: Jon and Section Leaders identify appropriate teams and pilot issues (the issue will dictate team leader)
 - Team members will depend on topics chosen
 - Team will ultimately form plan and make decisions
- What: Form 1 inter and intra-divisional-interdisciplinary team to address 2 cross cutting issues
- Where: Office
- When: Fall. Before all Bio reconvenes so teams can provide feedback on what did and didn't work
- Why: Pilot idea to provide feedback when reconvene and refine.
- How: See above

NO BRAINERS/ IMMEDIATE:

- Encourage staff to go to VTF/LC
- Continue Bio lunches

ACTION ITEM: Identify Team Projects

- Who: Jon and Section Leaders with input from staff
- What: See title of page
- When: Earliest possible convenience
- Where: BSD
- Why: Form ID Teams, develop momentum for shared leadership
- How: SL meet with staff first, then each other.
 - Identify staff strengths & weaknesses, knowledge gaps
 - Find projects with broad scope and natural connections between sections

ACTION ITEM: Change Mentality

- Who: Everyone!!!
- What: Think differently about collaboration, leadership, leave comfort zone
- When: Immediately, Now
- Where: GLIFWC BS Division (includes Madison office)
- Why: Necessary for more efficiency and better service to Tribes and resources
- How: Lead by example

ACTION ITEM: Improve Communication

- Who: Division Head/Section Leaders
- What: Keep people in the loop on leadership meetings
- When: After meeting
- Where: Email or talking
- Why: Increase flow of information (inclusion)
- How: See where ?

Lunch and Closing Followed

Figure 21. We departed our ReCharge with a new sense of possibilities.

APPENDIX

2017 GLIFWC Biological Services Staff “ReCharge” Welcome!

This information will help you prepare for a challenging, fun, and productive experience at our “ReCharge”, August 22-24. We are calling this time together a “ReCharge”, rather than a “retreat”, to signal the energy of our unit moving forward together in shared leadership.

When: The “ReCharge” begins Tuesday, August 22 at 12:00 pm and concludes on Thursday, August 23 at 12 noon. **Please see the ReCharge agenda for important details.**

Where: Camp Jorn YMCA, 13591 Zenner Lane, Manitowish Waters, WI 54545, (P) 715-543-8808. <http://campjornymca.org/>. Camp Jorn is situated on a 70+ acre peninsula of mature pine forest in Wisconsin’s Northern Highland State Forest. The camp is located on the shores of Rest Lake offering swimming and boating; and on the Manitowish bike trail for walking and biking. Driving direction map: <https://binged.it/2vfi12C>

What to Bring:

- Comfortable, casual clothing for active outdoor and indoor activities
- Layered clothing for both hot and cool weather
- Swimwear
- Footwear suitable for walking short distances and participating in the Ropes Course (i.e. tennis shoes)
- Sun block & bug repellent
- Hat or cap
- Rain gear
- Personal items, toiletries, medications, etc.
- Pencils, pens, and extra paper for notes. Laptop if desired. WIFI is available.
- Binoculars, camera
- Water bottle
- Bedding (or sleeping bag), pillows, towels
- Lots of enthusiasm and ideas!

Learning experiences: We will learn together through interactive discussions, group sessions, games, and challenges done in indoor and outdoor settings (weather permitting).

Meals & Refreshments: The great menu of healthy meals, including one evening cookout and making homemade ice cream, is planned. Available all the times: Coffee, hot water, tea, lemon and honey (cocoa out if it’s cold); granola bars and fresh fruit (apples, oranges, bananas). Note: **Lunch is not provided on Tuesday, so please BYO or eat prior to arrival.**

Lodging: Please check your lodging assignment that is included in this welcome kit. Lodging will be Longhouse Lodge, Nash Lodge, Chippewa/Mohican Cabin, or Yurts. All lodges feature shared rooms and bathrooms. We will meet you at the Program Center for check in to your unit. A map of the Camp Jorn grounds showing lodging locations is included in this welcome kit.

Bedding & Towels: **BYO-- bedding and towels are not provided.** You will need to bring:

- A sleeping bag or bedding including blankets. If bringing sheets, we recommend double sheets.

- Pillows
- Wash cloths, hand towels, and bathing/swimming towels.

Pre-Readings: Please review these resources prior to the ReCharge:

“Doing More With More” article

<https://nonprofitquarterly.org/2014/04/21/doing-more-with-more-putting-shared-leadership-into-practice/>

“The Future of Work is About Shared Leadership” video

<https://www.youtube.com/watch?v=3EJyzomjX4c>

“Shared Leadership Builds Better Teams” video

https://www.youtube.com/watch?v=q_ZzpDTpPTg

GLIFWC Strategic Plan

<https://data.glifwc.org/archive.bio/GLIFWC%202010%20Strategic%20Plan.pdf>

Emergency Contact Information:

Camp Jorn: 715-543-8808. Jonathan Gilbert: 715.209.3975 Cat Techtmann: 715.360.6170

GLIFWC Biological Services Unit “ReCharge” Meal Plan

Available at all times

- Coffee, water
- Hot water, tea, lemon and honey (cocoa out if it’s cold)
- Granola bars and fresh fruit (apples, oranges, bananas)

Tuesday Lunch: BYO or eat lunch prior to arrival

Tuesday 6:00 pm –

Cook Out with

- Brats, Hamburgers, Hotdogs and Buns (whole grain)
- Baked Beans
- Corn on the Cob with Butter and Salt
- Potato Salad
- Fresh Veggie Platters with Hummus and Ranch Dipping Sauce
- Frozen yogurt with blueberries and chocolate topping

Wednesday Breakfast- 7:00 – 8 am

- Pancakes
- Sausage
- Vanilla Yogurt
- Cantaloupe chunks
- Oatmeal with blueberries, raisins, banana slices, brown sugar
- Orange Juice
- Milk and Water

Wednesday Lunch - Noon

- Tacos – hard and soft shells
 - beef with homemade taco seasoning
 - Black beans
 - Lettuce, tomatoes, shredded cheddar, salsa, jalapenos, chopped onions, homemade guacamole, fresh cilantro, homemade Pico
- Salad Bar
- Mixed Melon Bowls
- Milk and Water

Wednesday Dinner – 5:30 – 6:30

- Baked Chicken
- Mashed Potatoes with Gravy
- Wild Rice (Provided by Group)
- Green Beans

- Whole Grain Rolls
- Salad Bar
- Strawberry Shortcakes
- Homemade ice cream at evening campfire

Thursday Breakfast – 7:00 – 8:00 am

- Scrambled Eggs
- Whole Wheat Toast (butter and jelly)
- Bacon
- Hashbrowns
- Watermelon Chunks
- Yogurt
- Oatmeal with raisins, craisins, brown sugar, blueberries, banana slices
- Grape Juice, milk and water

Thursday Lunch – Noon

- Roast Beef and Turkey and Hummus
- Sliced Swiss and Cheddar
- Mayo, mustard, ketchup
- Sliced onions and tomatoes and lettuce
- Buns
- Fresh veggie and pasta salad with feta cheese
- Tomato Basil Soup
- Salad Bar
- Mixed Fruit bowls

CAMP JORN

YMCA

