Welcome to Camp

- Camp is better with both new and returning staff
- It’s okay to feel unsure at first—there’s a lot happening
- Use the schedule as your anchor
  → it helps you know what’s happening now and what’s next
- At camp, you may be asked to take on more leadership and support than you’re used to
- Not everything will make sense right away
  → ask questions and stay curious

We’re glad you’re here



Stepping into the Staff Role



- Campers are here to have fun—and you are here to hold the experience for the whole group
- Step back at times to see and support the full group
- Notice - What's happening now & What's coming next
- Now YLs & campers look to you for leadership



Help Youth Leaders:

- Stay on track
- Understand expectations
- Get support from staff

- Hold clear, kind boundaries with youth leaders you used to be peers with. It's different now.

Growth Mindset

Don't be afraid to ask for help
Try things, reflect, and adjust
Learn from your team


Monkey
Business
Camp

Youth Leaders are a main part of each team!

- We’re so grateful to YLs.
  They enrich our program so much.
- Welcome, get to know, thank, and mentor your YLs so you can work together.
- Support YLs with chances to lead and with setting boundaries with campers.
- YLs can spend time with each other, if it is working out for the group. They could play a board game together if kids are engaged and doing well. Campers often enjoy watching YLs play each other.
- Staff usually need to remind YLs to spread out when we need their help to be more involved with campers.





Youth Leader Basics

- CITs are ages 11-15; JCs are ages 14+ who have attended before & can help mentor CITs.
- YL Hours: 8:25-4:35 are not flexible, since they help the team, with a half hour break mid-day
- We ask YLs not to miss camp, but at times they do. Please check in with them to see what's up and welcome them back. If parents don't seem to be aware of our expectation that YLs will attend all the camp hours they signed up for, SDs please talk with them. Also please mention in End of week survey or text office about YLs being out.
- Youth Leader families pay to attend camp and we are responsible for them throughout the day. YLs need to stay within sight of staff and follow camp rules like campers.

Youth Leaders- Transitions and Assigning Tasks

- Remind YLs to take their breaks and keep track of the time they're due back with the group.

- YLs help with handwashing at snacks & lunch. They stand inside the bathroom to help with soap, keep the lines orderly, and remind campers to shake those hands dry. If it's cold – use only 1 paper towel.

- Assign YLs solo tasks that they can handle and support them when they are trying for the first time.

- Before giving a YL direction, check in with them to see if someone else on the team has told them to do or be somewhere else.



YL Orient & Check-Ins



- **SDs lead a 1st morning 20 min. orient** with each YL group. SDs also give daily feedback during camp sessions.
- **S2 staff meet with YL team each day from 4:30-4:35pm.** Sharing Rose & thorns, relaying info from staff, or playing a game together all help support YLs.
- **SDs, help JCs take on leading games and making calls** as they get closer to staff age. Discuss what they'd like to try.
- If needed, find a time other staff and YLs are engaged with campers and step aside to talk with a YL alone during camp. **Be clear and supportive.**
- **Please do not compare youth leaders with one another.** They are all different and bring their gifts. Help each find their way.
- In Summer: Most Tuesday afternoons YLs have a team meeting for an hour to talk & process camp. YLs get "connecting goals" sheets to help guide them to lead & connect with kids.

Youth Leader End of Session Details

Before the final day of a camp session:

- SDs sign thank you cards with the campers during the Tuesday YL meeting of the last week. Blanks cards in the Journal Bin folder.
- Staff fill out diplomas for Summer sessions one week or longer.

On the final day of camp at closing circle:

- SDs make time to share thank you cards and a few verbal appreciations from campers & staff. Each group appreciation is enthusiastic & positive. If Diplomas were made, they are read aloud now, also.
- Camp provides end of session gifts for staff to give to each YL that they can open at home. Staff, please do not supplement these gifts with gifts of your own. You can share your thanks by making the appreciation circle special.

Youth Leader End of Session Details

Before the final day of camp:

- SDs make thank you cards with the campers starting a couple days before the end of camp. Blank cards and info is in the Journal bins.

- Staff fill out diplomas for Summer sessions that last one week or more.

On the final day of camp at closing circle:

- SDs make time to share thank you cards and a few verbal appreciations from campers & staff. Each group appreciation is enthusiastic & positive. In summer, there is also a diploma for those coming for 1+ weeks.

- Camp provides end of session gifts for staff to give to each YL that they can open at home. Staff, please do not supplement these gifts with gifts of your own. You can share your thanks by making the appreciation circle special.

