

2024



Counselor Handbook



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Vision

To make Camp WaMaVa a sanctuary where all can experience the love of God.

“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.” (Matthew 28:19-20)

Mission

Camp WaMaVa's mission is to provide a safe environment...

- ...where each camper is appreciated
- ...where play is important
- ...where lifelong friendships are forged
- ...where a relationship with God is strengthened

...where each camper is appreciated

We understand the trust involved with placing your child in the care of another. In such circumstances, many wonder if their child was valued. At Camp WaMaVa, here is how your child is valued. Our counselors will learn the story of each child in their cabin; who they are, what they enjoy, their skills, and their understanding of God. These counselor/camper conversations will inform us of what your child needs in order to enjoy his/her week at camp and grow personally and spiritually. As we learn about each child, the children also learn about each other through confidence course activities, cabin time, and Bible time. In our society, kids are often without positive mentor figures, particularly caring older brother/sister types who carry great influence beyond a parent's purview. WaMaVa counselors are young Christian men and women who value the privilege and responsibility of mentoring your child.

...where play is important

It seems increasingly challenging for kids to experience safe, open, imaginative play outside. Camp WaMaVa is a supervised, safe place in the outdoors with scores of friends. Creative exploration is not bound within electronic screens and play does not require a van ride to a scheduled activity. At camp, you can play your favorite games with friends that aren't called home early, swing on a tree swing, pick berries, make bracelets out of clover flowers, catch crayfish in the creek or fish from the lake...or organized play like camp-wide games, sports, crafts, or the pool! We realize our kids perhaps have enough (too many) things with



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which to play. What they need is a place to truly play...and with friends. It's how they learn. At Camp WaMaVa, we honor our kids by honoring play, we honor God in how we play, and we hope the kids recognize Christ in our play.

...where lifelong friendships are forged

"One who has unreliable friends soon comes to ruin, but there is a friend who sticks closer than a brother." -Proverbs 18:24

One of life's greatest blessings is friendship. It is responsible for so much growth and stability spiritually, emotionally, and developmentally. Yet we often treat friendship as a circumstantial byproduct of life's activities. Camp WaMaVa makes the pursuit of friendship intentional. We spend a week of 24 hour days together. We share cabin space. Time is set aside during the morning activity and cabin time specifically to talk with each other. Meals are shared family style around a table. The camp epicenter is the mess hall porch; lined with benches facing each other. We want to give your child more than just fun memories, new experiences, and silly stories. Camp WaMaVa gives your child new, real friends. Ask any camp alum (young or old) about the gravity of their camp friendships...if you can spare a few hours.

... where a relationship with God is strengthened

We acknowledge God in all that we do, and naturally grow closer to Him. We believe God is the culmination and creator of the good things we experience at Camp WaMaVa. He created each of us with special gifts (Psalm 139:13) and gave us a role in His Kingdom (I Cor 12). So we take time to learn and appreciate one another. Christ teaches us to be like children and humble ourselves (Matt 18:1-5). So we respect children, honoring their authenticity, their innocence, and forms of play. Christ not only teaches us friendship, he calls us HIS friend (John 15). So we seek to be friends of Christ and each other, fulfilling Christ's command and practicing God's love.

Your child will know we care about him/her. And your child will know why we care. God's love is acknowledged and reflected in our joyful play, in our camp friendships, in the memories we make, in our devotionals, in our discussions, in our efforts, in the beauty of the outdoors, and in our Bible studies. We teach the love of God to kids, but more importantly, we show the love of God to kids.

As we learn to acknowledge God more readily in more spaces, we grow closer to Him.



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Counselors are our most important resource. You make the strongest connections with campers. You carry the greatest responsibilities. You are seen as an example of Christ. And you are the primary source of creative energy in camp programs. As young Christian men and women, we trust you will be Spirit-led in all your decisions and we try our best in your training and in this handbook to fully prepare you for the task ahead.

While you are expected to know and execute all responsibilities listed in this handbook, a handbook and training can't and shouldn't cover everything. You are permitted a great deal of flexibility to use your gifts, your creativity, and to allow space for Spiritual guidance and prayer. Accordingly, we'd rather equip you with how to make program decisions than bottleneck decision-making among the leadership staff. The leadership staff are always willing and eager to hear your ideas and provide input, but we don't want to hamper your initiative. So...you will have authority to make most any autonomous decision if it meets these two criteria:

- Does it connect to WaMaVa's mission?
- Is this SCUM?

Safe

Courteous

Understood

Memorable

For all decisions you will make this summer, thoroughly ask yourself "Is this SCUM?" If the answer is "yes," we will honor your decision. There are times when this decision-making process will require lots of discussion, opinions, and thinking (for example, leading a large all-camp imaginative rec game) and there are times when this decision-making process will be simple and immediate (catching crayfish in the creek during free rec), but our decisions must relate back to the mission and answer the SCUM question. It makes us intentional with the opportunity God has given us. Below are a just few example questions clarifying the SCUM vetting process:

Is it safe?

- Physically, what is the worst thing that could happen within reason?
 - How likely is it to occur?
 - Can it be safely mitigated?
- Emotionally, is this activity safe?
 - Will it create a power struggle?
 - Could a camper freely express needs or concerns?
 - Does it ostracize or cause ridicule? Is it fun at someone's expense?
- Developmentally, is this something this particular age group can handle?
- Spiritually, could campers recognize Christ in this?



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Is it courteous?

- Will the activity negatively interfere with other aspects of camp?
 - Is there another scheduled activity that currently needs participants or your leadership?
 - Is it too exclusive? Are others invited to join? If not, are you comfortable with the reason for exclusivity?
 - Can it be done in a timely manner? Will it fit within that part of the day's schedule? If not, have you explored alternatives with camp leadership?
 - Will it disturb another activity in progress?
- Does the activity place undue burden on someone else?
 - Will another counselor need to cover more responsibility because of your actions?
 - Have you discussed it with him/her? Ok with it?
 - Did you provide enough time for their consideration?
 - Can you help bear other loads to provide a break to the other counselor later?
 - Does it require resources/supplies or make a mess?
 - Did you get permission to use the resources/supplies? (In case it's reserved for someone else or otherwise limited in quantity)
 - Can/will you promptly clean it up?
- If applicable, have you discussed it with your co-counselor?

Is it understood?

- Do the campers know why you're doing it? What's the point?
- Do other counselor/volunteer participants know the purpose of the activity?
- If the activity is multi-faceted or complex, does everyone know their role in its success?
- Have you clearly explained expectations and allowed for questions?

Is it memorable? (This doesn't mean "grand" or "creative")

- Does it provide a new experience, create a new friend, or tell a story?
- Is this quality time spent?
- Does it connect to the mission statement?
- Is it for the campers or for your own giggles?
- Does it make anyone feel special or show appreciation?
- Is it something campers are unlikely to experience outside of camp?



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Typical Camp Schedule (likely to change frequently throughout summer)

7:15am – Wake-up

8:05am – Breakfast “Hopper” Call

8:15am – Breakfast

8:45am – Morning Activity or Free Rec

9:00am – Cabin Activity

10:00am – Morning Devotional

10:15am – Bible Time Activities

11:50am – Lunch “Hopper” Call

12:00pm – Lunch

12:30pm – Rest Period/Auxiliary Rec

1:15pm – Boys Recreation/Girls Swim/Arts & Crafts

2:45pm – Canteen

3:00pm – Girls Recreation/Boys Swim/Arts & Crafts

4:30pm – Free Recreation

5:50pm – Dinner “Hopper” Call

6:00pm – Dinner

6:30pm – Free Recreation

7:00pm – Evening Recreation

7:45pm – Canteen

8:00pm – Evening Devotional

8:30pm – Dismissal to Cabins



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Mealtimes

Unless directed otherwise, mealtimes are at 8:15am, 12pm, and 6pm in the mess hall. Meals are served family style with a Counselor at the head of every table, ~7-9 campers per table, and each table receiving large dishes of food to be shared among the whole table. A “hopper call” will be made ~10 minutes before every meal to setup for mealtime. A “hopper” is a camper representative from each table whose duty for the day is to help setup for meals, to run food if more is requested by the table-head, and to clean up after the meal. When the hopper call is made, counselors and hoppers will enter the mess hall to set up while the remaining campers will line up outside.

At the end of breakfast only, counselors will be dismissed early to pray together on the mess hall front porch. Volunteers will assume table head responsibility for you at that time.

Expectations:

- Weekly table head responsibilities should be fairly distributed amongst counselors.
- Arrive at the mess hall for setup when the hopper call is made. Please don't dawdle in.
- Select a hopper from your table for each day of the week (each camper must have an opportunity to be hopper during the week)
- Only you and the hopper can leave the table to retrieve items. Please use your hopper as much as possible so you can supervise the table.
- Send campers to cabins if they need to use the restroom (use your judgment for emergencies)
- Ensure good manners and food quantities (i.e. everyone is served before getting seconds, please/thank you, no reaching, no eating until after prayer, no seconds on dessert)
- Keep campers quiet during prayers and announcements
- Ensure campers needing medication after meals head over to the nurse
- Clean up after meals (clear tables, give leftovers to kitchen staff, place benches/chairs on table)

Recommendations:

- Think of discussion topics. Family style eating is a great relationship-building opportunity.
- Pour drinks for campers during the younger weeks in small quantities (reduces spills/mess)
- Cleanup spills on the floor with mops, not paper towels
- Please have a quantity in mind when asking the kitchen staff for seconds/refills. (e.g. “5 more rolls please”, “6 people want more spaghetti”)
- If you don't like the food offering at any meal and plan to eat something else, please do so after the meal or out of the sight of campers. That way, they won't ask for what they can't have.
- If a camper doesn't like the food offering, encourage he/she try it first. Otherwise, PB&J is the lunch/dinner alternative and Cheerios is the breakfast alternative.
- Some campers have special diet needs and will have access to their own food stash in the corner of the mess hall. There they can retrieve/prepare their own meals. Please do your best not to draw too much attention to their special food needs.



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In the Cabin

The cabin is your space where you have full control of setting the tone. REMEMBER THE MISSION! You can have a tremendous effect on the camper experience based on what you do or don't do inside the cabin. Resist the temptation to simply police the campers in case rules are broken. You must LEAD! Start the discussions you want to hear. Initiate the games that keep them safe. Casually separate cliques with your creative activities. Intervene immediately if your campers start jawing at each other. You control whether the cabin is a bullying/gossip epicenter or a camper's safest, favorite place at WaMaVa.

Campers are typically scheduled to be in the cabins three times per day: wake-up/cleanup, rest period (after lunch), and for the night. Campers will also be in the cabin periodically to use the restrooms, change clothes for pool time, or to get personal items (flashlight, playing cards, fishing poles, etc.). With the exception of weekends, each day the cabins will be inspected and scored for cleanliness during breakfast time. Inspection scores are read aloud during lunch. Scores will be tallied throughout the week to determine the "Cabin of the week" winner.

Expectations (Wake up):

- Wake yourself and campers on time every morning. You and your co-counselor must be the first ones out of bed each day.
- Ensure every camper is dressed and has his/her shoes on
- Assign inspection jobs to each camper in your cabin
- Ensure every camper has dressed, completed their job, and exited the cabin before the breakfast hopper call

Recommendations:

- Set a wakeup alarm
- Assign inspection jobs for the whole week or assign new jobs daily the night before
- During the younger weeks, discreetly check for bedwetting. Wash the camper's sleeping bag or linens before he/she returns to the cabin for rest period.

Expectations (Rest Period):

- Supervise: Keep campers physically and emotionally safe in the cabin
- If campers elect to go to the cabin for rest period, keep campers inside their own cabin for the entire duration of rest period

Recommendations:

- Often in the younger weeks, campers have no interest in resting during rest period. Encourage those kids to go to the auxiliary rec activity offered during this time (usually fishing).



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Expectations (Evening):

- **Lead a short devotional**
- Supervise: Keep campers physically and emotionally safe in the cabin. Be proactive, not reactive.
- Keep campers inside cabin for the entire evening. Do not allow campers to go to other cabins.
- Campers can be on the front porch if a counselor is supervising. Campers must be in the cabin or on the porch.
- Ensure every camper takes a shower
- Lights-out, quiet, and in bed at a reasonable time. Many camper behavioral problems...especially later in the week...will be because kids are simply tired. Much of your exhaustion...both mental and physical...is often a result of lack of sleep. Go to bed!

Recommendations:

- Cabin devos are the primary concern of your evening cabin schedule. It is a most critical time to get campers to reflect on God's presence throughout the day's activities that are fresh on their minds. God is the reason we do everything at camp. Connecting God to the camp memories of campers is your most important task. Cabin devos should be informal, short, and more intimate than a large group devotional. Prioritize camper discussion. Examples:
 - Each camper says something they learned that day, how they showed/saw Jesus, etc.
 - Discuss the day's Bible time topic
 - Read a Bible verse and discuss it/relate it to camp
 - Ask campers what they'd like to discuss or learn and discuss throughout the week
 - Don't make it too complicated or stressful...you're not preparing them for Bible trivia, you're showing them how to see God more readily
- Allow some group play time and be involved
- Make one-on-one connections with individual campers
- LEAD. Be mentally present. Evenings in the cabin often present the best opportunities to truly counsel and connect with campers.
- Establish a *consistent* bedtime routine that settles them as the evening progresses. For example, cabin play while campers are rotating through showers, then play on beds only, then devo, then quiet time on beds, then lights out. In other words, rowdy play immediately before lights out can make sleeping difficult for campers...and for you. This is especially pertinent in the younger weeks. Of course, you'll need to be flexible, but consider an evening cabin structure beforehand.
- Read/tell bedtime stories or sing lullabies immediately after lights out. It works...at every age.
- Remember, you're the adult mom/dad figure. The campers look to you for structure, fairness, and guidance. Care is more important than amusement.
- Take time to talk/pray with your co-counselor. Avoid sarcasm during this time.



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Pool time

There will be scheduled times for boys' swim and girls' swim every day. This is an optional activity for campers. A swim test is administered on the first day to assess the strength of each camper's swimming ability. The swim test (swim a lap in the shallow 3' end, tread water in the deep 5' end) will give you an idea of where in the pool the camper can safely play. Watch the campers in the pool at all times.

Expectations:

- Administer swim test on first day. Campers who don't pass the swim test can only swim on the shallow side of the blue line.
- **Enforce pool rules:** No running, diving, or dangerous horseplay. Do not let campers push, pull, or throw each other into the pool. Supervision is the responsibility of every counselor at the pool, not just the person in the lifeguard chair. This is serious.
- 2 counselors must be in the lifeguard chairs actively monitoring the pool. Rotate this responsibility. The remaining counselors should spend time in the pool with the campers.
- At least 3 counselors should be present at pool time. The more campers at the pool, the more counselors who should attend and vice versa. Use your judgment for proper supervision.
- Ensure campers are wearing shoes when leaving the pool area
- Promptly open the pool at the scheduled time each day. Don't arrive late.
- Get in the pool. Play with the campers.

Recommendations:

- Be modest regarding your swimwear
- Do your best to stay away from areas visible to the opposite gender

Campfires

A few nights a week, we will have a campfire in the evening. If the campfire's purpose is for recreational purposes (as opposed to devotional), then we will sing silly songs and perform silly skits. If for devotional purposes, see section referring to Camp Devotionals.

Expectations:

- Ensure all campers from your cabin arrive to the campfire and sit down
- When informed that a scheduled campfire will contain skits, organize a skit with your cabin

Recommendations:

- Allow campers to develop their own skit ideas as much as possible.
- Be goofy. Keep skits lighthearted and age appropriate. Review them if camper generated.
- Be kind. Content must still be SCUM.



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Recreation Activities:

Recreation Activities comprise a large portion of the camp schedule. Kids love to play and recreation is a major part of your job. Afternoon Rec activities will be scheduled each week with counselors being assigned the daily activity's facilitation. Counselors mostly choose what Afternoon Rec activities they will lead, to include; sports, crafts, skill building (e.g. archery, carpentry), something outdoorsy (e.g. orienteering, hiking), or some kind of special interest (e.g. parkour, creative writing, basket weaving). Evening Rec will be a large game that the entire camp plays. Free Rec is classified as time when campers are playing, but there is no required activity. This includes pickup basketball/soccer/GaGa ball, fishing, playing in the creek, boat rides, etc. During Free Rec, counselors may choose to start up an activity or supervise an activity already occurring organically among campers. **Kids learn best through play.** Consciously teach them social skills and seek/call out Spiritual connection points throughout the activity. Keep our mission in the forefront as you lead kids in play.

Expectations (Structured Rec Activities):

- Ensure all campers from your cabin arrive, choose an activity (afternoon rec only), and wear appropriate footwear
- Keep campers quiet when instructions are given
- Lead/setup the activity when directed. Ensure the activity will last for the full allotted time.
- Supervise and participate in the activity
- Keep all campers at the activity until conclusion (don't let them leave early...it creates a supervision gap)

Recommendations:

- Have fun, be goofy. Don't stress winning as a goal. Keep your own level of play age-appropriate
- Prior to rec, encourage campers to put on appropriate shoes, use the restroom, and drink water

Expectations (Unstructured Rec Activities):

- Supervise; spread out amongst the grounds wherever there are campers present
- Ensure campers are wearing shoes
- Ensure campers are hydrated
- Seek opportunities to lead campers in play. Don't be passive.
- During weeks 1-4, make sure there is always supervision at the lake
 - When giving boat rides, a counselor or junior staff member is required in each boat
 - A counselor or junior staff member is required to be on the dock
 - **Everyone** in the boat must wear a PFD
 - If kids are fishing, a counselor or junior staff member is required to be around the lake
 - If fishing, no casting is allowed from the dock



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Recommendations:

- If camper tones start sounding too competitive, inappropriate, heated, or otherwise un-missional, intervene and change the tone
- During the younger weeks, make an effort to do “lake duty” as much as possible (boat rides, fishing). The younger kids really enjoy the lake.
- As campers get older, starting good conversations is a valuable use of Free rec time. It also prevents unproductive/inappropriate conversations generated among campers.
- Be cognizant of the camp schedule during Free rec time (e.g. don’t offer a boat ride 2 minutes before dinner)
- Free rec time is another great time to connect with campers individually
- Avoid clustering together with fellow counselors. Don’t ignore the campers.
- Teach kids new skills. Campers and parents alike love this. It can be something you're an expert in (playing an instrument, science experiments, sketch art, making crafts from nature, etc.) or something a kid just doesn't know yet (how to fish, play chess, row a canoe, play a sport, weave gimp, teach a new game, playing cards, etc.)

Camp Devotionals

Devotionals are a time where we praise our Lord, learn about Him, and show Him to others. The scheduling of camp devotionals may vary, but there will be a morning and evening devo every day. Devos may have different topics (singing only, church service, interactive) and occur in different settings (chapel in the woods, front hill, rec hall, campfire).

Expectations:

- Ensure all campers from your cabin are present
- Spread out among the assembly for proper supervision
- Keep kids focused on the devotional. Please be proactive with disruptive campers.
- Potentially lead or assist an evening devotional activity
- Prepare your own heart for worship. Our worship is always a choice regardless of song content or depth. Treat this time reverently...God is present and abundantly good. Campers follow your lead.

Recommendations:

- If there are individual campers that are often disruptive at devos, sit next to him/her
- If there are groups of campers that are often disruptive, split them up or sit between them
- Try and keep the assembly from spreading out too far during devos on the front hill
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Canteen

Canteen time occurs twice a day (except weekends) when candy/snacks/drinks are served to the camp. Canteen is served from the canteen building by the road and mess hall. Campers are expected to line up at the two windows (usually a window for each gender) and choose his/her canteen items. A list of camper names will be kept and marked off as each camper receives his/her items. Typically, we'll have afternoon canteen in between afternoon rec activities and evening canteen between evening rec and evening devo. Campers, staff, and guests will likely be allowed two items in the afternoon, and one item in the evening. Weekly volunteers will be in charge of administering canteen.

During afternoon canteen, counselors will be given a designated time to meet with their co-counselor. During this time, co-counselors are encouraged to pray or do their Bible study together. This can also be a time to check in and have uninterrupted time to communicate. It is the expectation that co-counselors be together with nobody else during this time, whether or not the prayer or check-in has been completed, co-counselors should be together for the entirety of this time, uninterrupted.

Expectations:

- Don't eat/drink more than the campers are allowed to eat/drink
- Do not bribe campers or gamble with your canteen. Discourage campers from gambling their canteen.

Recommendations:

- When retrieving your own canteen items, enter/exit quickly as to not clog up the small space inside the canteen building.

Cabin Activity

There will be scheduled time in the mornings for counselors to lead their cabins in an activity. This time will focus on building unity and cooperation between your campers. This is not idle time to rest or free time. Purposefully connect this time to our mission statement. Activities may include writing notes of encouragement to each other, making a craft for another camper, praying together, "getting to know you" activities, helping out around the campgrounds, going on a mini-adventure where they'll need to work together, or participating in the confidence course.

Expectations:

- At least once per week, take your cabin to the confidence course
- Encourage campers and help them see purpose in the activity
- Be intentional with this time. Plan activities with your co-counselor ahead of time.

Recommendations:



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- Allow for flexibility and prayerful reflection prior to determining the daily cabin activity. Some weeks your cabin may be really active, some weeks they may be good talkers. Some weeks they'll get along well immediately, some weeks it'll take more effort from you to keep them emotionally safe. Try your best to find the right balance between being prepared and responding to camper needs.

Arts & Crafts

Arts & Crafts is a scheduled activity that campers can experience once per day. It can be especially enjoyable for those campers who don't particularly care for sports or outdoorsy activities. It will be offered as one of the afternoon rec activity options each day.

Expectations:

- Ask if your assistance is needed to administer...stay if asked
- Ensure the campers in your cabin collect/pack their crafts before they leave at the week's end
- Focus on the kids, not your own craft. Do not zone out. Leave and go supervise elsewhere if the camper/staff ratio demands it.

Recommendations:

- You could leave all crafts in the A&C building until Friday, then have all campers pick them up at one time and take them back to the cabin
- A&C time may be a good time to engage with campers or volunteers in a more tranquil and indirect setting

Staff Meetings

We will have a scheduled staff meeting once per day during the campers' Bible Time where we will discuss events of the day, issues affecting the staff, camper behaviors, and a short devotional/singing. This is also a time dedicated to being together as a staff; a time to communicate needs, faults, and encouragement to each other with God at our center.

Expectations:

- Attendance is mandatory. Be punctual.
- Be open, honest, encouraging, and Christ-like in our discussions
- Let's worship and pray together. We'll ask God to work through us and renew us!

Recommendations:

- Share positive things about the day (e.g. thanking another counselor for help/encouragement, telling a story about connecting with a camper)



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- Keep discussions group-appropriate...for example, if you're having conflicts with another staff member, talk to him/her individually, and/or talk with the Counselor Admin/Director
- Ask any clarifying questions about the day's schedule



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Director meetings

These meetings intentionally set aside time for the director to listen, to encourage, and to counsel the counselors. Discussed topics may be spiritual matters, job feedback, issues/problems, counseling tactics, fun stories, life happenings, or just general discussion. The director's focus is on you the individual counselor. There is always an open line of communication from the counselor to director; this is simply a time for each counselor to have purposed access to the director's attention. Each counselor is required to individually meet with a director once per week. There will be a signup sheet located in the Mess Hall for scheduling. The director will also circle the cabins each evening for a quick check-in on your needs.

Expectations:

- Schedule a Director meeting on the signup sheet once per week
- Respond to questions about you
- Openly express any issues/concerns/questions

Recommendations:

This time is for YOU. Speak freely. Take this opportunity to talk, be heard, be understood, be encouraged, and be open.



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How are Weekends different?

Exiting campers will leave by 11am Saturday with registration starting at 2pm Sunday for arriving campers. It is important that you say goodbye to your campers when they leave Saturday, that you make a good impression to arriving campers and their parents on Sunday, and that you get sufficient rest in between. Below is the likely weekend schedule, subject to change:

Saturday 7:15-8:15am: Wake up the campers as normal, but instead of doing their inspection jobs, have them pack all their things and place them on the front porch of your cabin (don't forget to check the clothesline and Arts & Crafts). Please ensure your campers are packed and out of the cabin before the breakfast hopper call is made. Note: Even campers staying two consecutive weeks must leave the campgrounds from 11am Saturday to 2pm Sunday, but parents may elect to leave belongings in the cabin over the weekend.

Saturday 9-11am: This is camper pickup time. All campers/parents will be asked to check-out with their counselor and the director prior to leaving the grounds. Make sure that the campers take all of their belongings, that you personally say goodbye/speak with the parents, and that the camper is leaving with the same person who dropped them off (unless you were informed the prior Saturday that the camper is leaving with someone different). During camper pickup time, you are expected to clean the cabin. This includes sweeping the floors, disinfecting the mattresses with Lysol, taking out the trash, cleaning the bathrooms, and consolidating clothing left behind (put clothing in trash bag and put a piece of masking tape on the bag with your cabin name and the week, i.e. Girls Cabin A - Week 3).

Your day off begins at 11am if your cleaning duties are fulfilled. Bring your left behind clothing bag to the mess hall porch and inform the director if you have any remaining campers. You may not leave camp until the cabin is fully cleaned. This means bathrooms wiped down (showers, sinks, and toilets), mattresses sprayed with lysol, floors swept and mopped, trash taken to dumpster, clothesline and porch free of loose items (including your own items).

Saturday 11am-Sunday 11am: This is your day off. Return promptly on Sunday at 11am.

Sunday 11am: Staff Bible Study and Prayer time.

Sunday 12pm: Staff Lunch

Sunday 1pm: Staff meeting. We will finalize recreation schedules, discuss incoming camper needs, address any concerns, have devotional time, and you'll receive your cabin's camper list.

Sunday 2pm: Registration begins and you need to be in the cabin to receive your campers. Remain in the cabin until registration is over or when your final camper arrives.

Upon camper arrival to your cabin, introduce yourself to both the camper and parents. Learn your camper's name. Instruct him/her to choose any open bunk and setup the bed/unload belongings. After



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the camper has chosen a bunk, write his/her name on a piece of masking tape and place it at the end of the bed. Please write the name exactly as it appears on the registration slip. Take this time to talk with the parents about any questions they may have or about anything you'll need to know about their child (medical issues, who's picking up next week, etc.).

Once the new camper is moved in and all questions are answered, encourage the camper to go back outside and play. Reassure them that you will be out as soon as you can. Once your final camper has moved in, you are dismissed from your cabin and expected to play outside with campers.

Sunday 5pm: The Director will announce that it's time for cabin meetings. All counselors and campers must go to their cabins. The purpose of the meeting is for counselors to briefly go over the rules, collect any prohibited items (food, drugs, weapons, electronic devices, car keys during 6th week), and if time permits, introduce the campers to one another. Keep the meeting brief so that you complete in time for dinner setup. You'll have cabin time that evening to go into further detail. **DO NOT ARRIVE LATE TO DINNER SETUP.**

Sunday 5:45pm: Dinner call will be made. Campers must line up outside the mess hall while counselors go inside. Each counselor will choose his/her own table to manage for the week. Campers will begin arriving in the mess hall, choose their table, and sit down. Please stand at the head of your table while campers choose their seats. Once your table is full, sit down. These campers will be at your table every meal for the entire week. Once all campers are seated, the director will lead a prayer. After the prayer, learn your camper's names, assign hoppers for the week, and start eating.

After dinner, the camp schedule returns to normal.



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Camper Rules

- Treat everyone at Camp WaMaVa with respect. Be Kind.
- Treat the property of Camp WaMaVa with care. Do not break things on purpose.
- Follow all rules, directions, and the camp schedule
- Do not participate in or tolerate any kind of bullying or discriminatory behavior
- Immediately tell a counselor or the director if you feel in danger, threatened, mistreated, or unsafe in any way. Understand that Camp WaMaVa is always under adult supervision, a counselor is almost always directly nearby, and the Mess Hall is a safety zone.
- Respect the faith practices (devotionals, Bible Time, prayers) of Camp WaMaVa. Do not be disruptive during these activities. You are encouraged to pray, sing, and read the Bible, but will not be forced to actively participate.
- Do not enter other cabins
- Stay in the cleared areas of the campgrounds unless supervised by a counselor
- Stay off vehicles and the kitchen gas tank
- Don't abuse rec equipment or hang on nets
- Don't throw rocks (even if playing in the creek)
- Wear shoes and appropriate clothing outside the cabins
- Stay outside the cabin unless changing, using the restroom, or supervised by a counselor
- Stay outside of the mess hall and teaching shelters unless scheduled to be there
- No knives, guns, non-prescribed drugs, medicines, food, pets, or alcohol are allowed
- Mess hall restroom is for staff use only
- Have fun and enjoy your experience at Camp WaMaVa!



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Staff Rules and Expectations

-To the best of your ability, show Christ to one another and to campers in all that you do.

Christ called each of us to love one another. Show that love in everything that you do. We all struggle to seek God in every moment. We simply ask that you try your best. Be positive. Camp is a wonderful opportunity for your own growth as you seek God in the moment and receive encouragement from fellow staff seeking the same.

-Supervise campers at all required times...never leave them unattended.

Campers need you for guidance. A lapse in supervision can potentially cause so much good to be undone in the eyes of campers and parents. Keep them safe. Treat them kindly. You will maximize the camper experience the more time you spend with them. Campers think you are the coolest folks at camp.

-Serve the campers

We are all here for the campers. Prioritize campers in your decisions and conduct. Meet their needs. Treat every camper equally. Ensure that the mission of camp is fulfilled in each camper through you.

-Be their counselor, not their best friend

A good counselor will say “no” at times and set boundaries. You are filling the role of parent for their week at camp. There will be times where what’s best for everyone may conflict with what an individual camper wants. Be an adult who makes wise decisions, not a peer who makes popular decisions.

-Fulfill the camp mission (see pg. 3)

You are the front line staff members with the greatest impact on the camper experience. Your choices determine our camp's success. Choose to do what is in the best interest of WaMaVa and the campers.

-Respect others and respect yourself

God made you and everyone fearfully and wonderfully (Psalm 139:14) and with various gifts (1 Cor 12:12). You will have moments of disagreement with other staff. Trust their intentions as you seek to resolve things. You will have moments where you'll want to compare yourself to other staff. Trust what God created and equipped in you.

-Be open with other staff members

They will be your summer church family; the body of Christ at WaMaVa.

-Be playful

The most memorable counselors are constantly active with campers and unafraid of looking silly.



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- Be joyful

You will experience both awesome moments and hard moments as a counselor. Embrace the joy of being at WaMaVa regardless of circumstance. Choose to appreciate what God is doing here.

- No drugs, alcohol consumption, sexual activity, inappropriate language, theft, or knives, guns, or other weapons

- Be a problem solver, not a complainer

Issues arise at camp that can cause stress, frustration, and confusion at any moment to any staff member. You are encouraged to talk about any such issues with leadership staff. The goal of these conversations is always to solve the problem and get back to the mission. "Venting" without problem solving is complaining. Do not cause drama by complaining to other staff members or worse...to campers. Go to the person who can directly solve your problem.

- Inform the director whenever you witness inappropriate or unlawful behavior among anyone at camp

Don't assume the director knows of any incidences without your disclosure. If you are aware of an instance, you are responsible for informing the director.

- Inform the director whenever you feel the camp mission is infringed upon

If in your opinion an activity, person, or circumstance is hurting camp's mission, speak with the director. Don't assume the issue is known, even if the director is leading the activity! We are all responsible for fulfilling the mission. It is the director's job to course correct when the mission is unfulfilled.

- Show initiative

Please don't wait for a problem to become someone else's problem. If you notice it, take care of it. Plunge the toilet. Pick up the trash. Retrieve the outlying camper. Address camper disruptions. Clean up the spill. Take pride in every aspect of camp's mission, no matter how small or inconvenient.

- Practice self care

While counseling gives you incredible joys, it is also physically and emotionally demanding. Over the course of the summer, fatigue is the biggest threat to positive attitudes, performance, and overall well being. You will not be at your best if you are tired, stressed, angry, worried, hungry, sad or frustrated. Counseling is a 7-week marathon. Use your break times and off days wisely to rest/recharge. Ask for relief when you need it. Be responsible for your own self care at the appropriate times.

- Use positive language

"Eph 4:29 Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen." Speak hope and encouragement to campers and staff alike. No putdowns allowed, even when joking. Do not use sarcasm to mask negativity or to undercut a person or idea. Speak with intent to build up each other!

- Ask for help

You will encounter situations that you won't know how to handle. That's ok. The best thing you can do in that scenario is to ask for help. You aren't expected to know how to solve every camper issue. You won't be perfect. Trying to be perfect will cause burn out that hurts you, the staff, and the campers. Talk to camp leadership when you need help or the mission is unclear.

- Grow

Take time to contemplate what God is doing through you at WaMaVa. Take risks knowing He is sustaining you. Take on new responsibilities. Seek counsel from camp leadership. Pray. Read Scripture.



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Make new friends. Try something new. Don't leave camp unchanged. Don't make excuses to avoid activities/campers/conflicts because you don't like them or they make you uncomfortable.

- No cell phones, computer, or WiFi capable devices in the cabins

Cell phones, computers, or WiFi capable devices are not permitted in the cabins or in the open campgrounds while camp is in session. **You are free to use your electronics in the mess hall anytime whenever needed.** If you typically use your cell phone for apps functions (keeping time, alarm clock, music player, etc.) please make other arrangements and let the director know if you need supplies.

- Dress Modestly

It's counterproductive to dictate a staff dress code. It's also counterproductive to lose returning campers because parents take offense to our dress.

- Stay in your cabins at night

Under no circumstances can campers be left alone in the cabins at night (even with a junior staff member). There must always be an adult counselor in the cabin. Do not use evenings as break time. If you must attend to an urgent matter in the evening, ensure that your co-counselor has cabin supervision covered.

- Wear a watch

Maintaining the camp schedule tremendously helps the flow of camp and comfort of campers. We maximize each other's time when we don't keep each other waiting. Wear a watch and be on time.

- You represent Camp WaMaVa. Be professional.

You are a professional caretaker of children and WaMaVa's mission. Your behavior must reflect WaMaVa's values on and off the campgrounds. Do not hinder the camper experience or the camp community.

- Restrict recorded music outside of cabins

Recorded music is permissible only when it is central and necessary to the activity. For example, if you're conducting a choreography routine, a talent show, or an intro song to a game. Whenever and before music is played, determine if the lyrics are SCUM, if it maintains childhood innocence, does it have a positive meaning, etc. Simply avoiding bad words does not make a song SCUM.

- Initiate faith conversations

Most campers are eager for individual conversations with his/her counselor. You are expected to take opportunity to talk about faith with your campers. Trust the Spirit to work through you. Don't let the fear of awkwardness prevent you from talking about faith. Assume campers want to speak about their faith unless they tell you otherwise.

Share your faith with other staff members! Let's live out Romans 1:12 and make WaMaVa a place where we are encouraged by the faith of one another.



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Quick Tips/Guidelines/Rules

- Keep cabins at 72F or above. Keep doors and windows closed.
- Greet any visitors that arrive or inform the director to greet
- A laundry facility is available in the Paradise basement for staff use. Please don't leave laundry for long periods of time. Others may be waiting to use the machines.
- Bring towels off clotheslines and into the cabin before an impending storm
- Follow the camp schedule
- No pranks or raiding of other cabins
- Learn how to make a fishing pole out of a stick, fishing line, and a hook
- Keep personal valuables in the mess hall, not the cabin
- Wash your bed sheets at least once this summer
- Teach your campers about the "courtesy flush"
- Don't close your eye when a gnat flies into it
- Do not flush cleaning wipes down the toilets
- Seek out the hard kids and root for their success

How to Handle Medical, Injury, and Emergency Issues

Being physically active and outside all day, it's likely that some campers will have minor injuries and illnesses. Inform the nurse whenever a camper complains of injury or illness. Counselors are authorized to issue band-aids or bags of ice for injured/ill campers at any time, but any medication must be approved by the nurse or director. Do not access the medicine cabinet without the nurse or director present.

In the event of an emergency on the campgrounds, it is imperative that counselors keep to the schedule and maintain order as much as possible. The campers could be easily flustered or frightened in an emergency and a counselor's insistence to keep order will put the campers at ease. The director and admin will provide guidance during emergencies.

Lastly, counselors will be trained in First Aid and CPR. This should give counselors the confidence to handle immediate medical emergencies in case the Nurse/Director isn't immediately nearby. Below are some general guidelines for medical, injury, and emergency issues:

Medical/Injury

- Administering Medication
 - Do not administer any medicine without the Nurse or Director
 - Scheduled and unscheduled medications must be recorded by the camp Nurse
- Injuries



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- If injury is minor (scrapes, cuts, bruises), provide ice and/or band-aids at your discretion
- If injury is significant (anything that can't be fixed with a band-aid or bag of ice), immediately inform the camp Nurse or Director
- Sickness
 - Anytime a camper complains of sickness, inform the camp Nurse
 - You may offer ice to an achy camper
 - Do not administer medicine
- Hospital
 - If the Nurse determine an injury/illness warrants a hospital visit, he/she will:
 - Retrieve Camper registration info
 - Call and inform the camper's parents
 - Transport the camper to the hospital
 - Directions to the hospital are located on the corkboard across from Mess Hall bathroom
- Obey and enforce any medical direction from the camp Nurse

Emergencies

- Weather – Thunderstorms
 - If at the pool, instruct campers to immediately exit if lightning is seen or if thunder is heard more than once
 - While outside the cabin, direct campers to the Mess Hall porch when the Director or Admin instruct you to do so. Keep them there until released by Director or an Admin.
 - If inside the cabin, keep campers inside until the storm passes
- Power Outage
 - Conserve water (our water pump runs on electricity)
 - Keep to the camp schedule and await instructions from the Director
- Unwelcomed Visitors
 - Immediately inform the Director
 - Guide your campers, or the campers nearby, to a safe or more distant place
- Medical
 - Perform First Aid if needed/possible
 - Send someone to Inform Director and Nurse immediately
 - Once Director and/or Nurse arrive, continue supervising the campers
- Bear attacks
 - Roll over. Play Dead. Pray.



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Child Protection

To protect campers, yourself, and camp, please adhere to the following child protection guidelines.

Minimize isolation:

- Do not put yourself in a situation where you are alone with a child
- Lead activities with another counselor whenever possible. It's ok to be the only adult in a group, but make sure there are 2 or more campers with you.
- If you need to have a private conversation with a camper, do so in a public location in view of other counselors or campers like the cabin front porch or an open area on the cleared grounds.
- In case of emergency and you must be alone with a camper, get the camper into a proper supervision environment as soon as possible. Examples include taking a sick camper to the nurse, escorting an injured camper to the mess hall from your cabin or a hike, or when a camper needs to use the bathroom at an inopportune time.
- Preempt possible isolation situations. For example, when you're trying to get the last camper out the door in the morning or at rest period, have a buddy stay behind until the last camper is ready.
- These practices aren't just to protect you from being falsely accused. You are modeling to kids what appropriate interactions with adults look like.

Appropriate/Inappropriate touch:

- Let the camper initiate appropriate touch like holding hands, piggyback rides, etc.
- Only touch non-vulnerable body parts: Shoulders, arms, back, or hands
- Encourage campers to sit beside you, not on your lap
- Hugs and rough-housing are ok if requested/initiated by the camper, but keep to non-vulnerable areas
- Don't be scared away from all forms of physical touch. Kids, younger ones especially, often need physical touch. Reciprocate physical affection that the camper initiates but be sure you keep your touch appropriate.

If a camper informs you of abuse:

- Listen, ask open ended questions, don't push for more information than the camper is comfortable giving
- Do not minimize, deny, or dismiss the camper's claims
- Keep your emotions calm. Don't express anger, disbelief, or shock.
- Do not disclose abuse allegations to other campers
- Do not promise confidentiality. Tell the campers you are required to get help.
- Inform the director (or the President of the WaMaVa Board of Directors, if the allegation involves the director) of any abuse claims brought to your attention by a camper



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Junior Staff & Volunteers

In addition to the full-time summer staff of admin and counselors, we will have others help out weekly in different aspects of camp: kitchen volunteers, Bible navigators, Nurse, and junior staff. These folks will be part of the staff during their week of volunteering. Please welcome these folks into our mission, incorporate them into your activities, and use their gifts at every reasonable opportunity.

Kitchen volunteers report directly to the Kitchen Chief and will help prepare meals for the camp. Obviously, they will spend most of their time in the kitchen, but may choose to participate in devotionals, arts & crafts, rec activities, and canteen. They will be housed in the “Paradise” building for the week.

Bible program navigators report to the director and will lead the Bible program in the morning from Mon-Fri. Counselors will have free time while campers are in Bible time, so these volunteers provide you with much needed rest. They will also participate in devotionals, arts & crafts, rec activities, and canteen and will be housed in “Paradise” for the week.

The *Nurse* reports to the director and will be housed in “Paradise”. The primary responsibility of the Nurse is to administer medicine to campers and has authority on all medical decisions at camp. A walkie-talkie will be carried by the Nurse at all times with the other live walkie-talkie staying at the nurse's station should you ever need to contact him/her.

Junior Staff report to Admin and are supervised by the counselors. They primarily help clean the dishes and the mess hall. Junior staff are 15-18 years old and typically have been campers in years prior. When the junior staff complete their cleaning duties, they are expected to be out with the campers and work under the counselors. They are required to participate in all aspects of the camp schedule (except Bible program). Junior staff will be assigned to cabins at the beginning of each week. Counselors should use the help of junior staff for supervision (e.g. lake duty, spreading out at devos, etc.), but shouldn't put junior staff in a position of authority (e.g. disciplining, running a cabin for an extended period, etc.)

Junior staff will also be encouraged to connect with campers during the week. Junior staff involvement with campers will be at the counselor's lead. Admin will work with the junior staff to identify ways they can serve the campers and will be in frequent discussion with the counselors about utilizing the junior staff in this manner. Counselors should make an effort to guide the junior staff in a mentoring role.



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Appendix:

General Guidelines/Handling Campers¹

Each camper will be different. They will come from different backgrounds, different family structures, and different socio-economic classes. However, just as they are different, they are the same. All children develop in basically the same way and share certain developmental traits with other children their age. If you understand the typical behavior for an age group, you may be able to determine what is appropriate behavior and then chart your best course of interaction with them. In addition to these characteristics, all children and teens want to know that they are respected, loved, and valued for who they are. Show campers that you care, and they will show you respect.

The Elementary Years

Five-to-seven-year-old campers are curious and excited. They are learning to share and play cooperatively in small groups. They see the world as a place to be explored. Other typical behavioral traits include:

- A strong attachment to their home and family
- A short interest span
- An awareness mainly of themselves and their own desires
- A preference for imaginative, make-believe play
- Curiosity, a desire to explore their expanding world
- A desire for repetition of enjoyable experiences
- Being easily upset by changes in routine or environment
- Boys and girls playing together readily
- Depending on adults to meet physical and emotional needs
- A need for parent understanding and close supervision

Beginning Independence

Seven-to-ten-year-old campers are beginning to socialize with children their own age. They want friendships and enjoy playing together. They also:

- Are ready for a live-away experience
- Have a longer attention span
- Are aware of others and are willing to share
- Desire acceptance from their peers
- Need close friendship with playmates
- Are able to express themselves freely in art forms and play
- Desire better skills performance and are interested in group games and activities
- Want everyone to obey stated rules and regulations
- Strongly identify with own sex and age group

¹ Taken from Camping Magazine, article by Sandy Cameron



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The “Tween” Years

Not quite children and not quite teenagers, campers **ages ten to twelve** are beginning to gain more awareness of themselves and their skills. Making friends and being accepted by their peers is a growing concern. Campers in this age group also:

- Have a strong desire for a live-away experience
- Want to be together in groups and teams
- Have the patience to work toward short-term goals
- Form cliques and friendship with own sex and age group
- Seek status through excellence in skills and knowledge of grown-up things
- Are fairly competitive in team and individual activities
- Have a growing concern with their physical size and appearance
- Boys and girls can work and socialize in programs where they share planning responsibilities
- Like to make, do, and collect things
- Enjoy being mischievous and daring

Seeking Independence

Camper **ages twelve to fifteen** are becoming more independent, growing away from family ties and influences. However, they still want adult supervision and adult attention to their daily needs. Other traits include:

- A strong drive for conformity with own age group
- Intense feelings and emotions
- Being greatly influenced by popular adults and teenage idols
- Rapidly changing interests and ambitions
- A long interest span and increasing capacity for self-discipline
- A preference for competition with outside groups over competition with friends
- Idealism about the world at large
- Concern with their personal appearance, self-consciousness, and inhibition
- The start of puberty; girls begin to menstruate, boys’ sex glands begin to function actively
- Boys and girls can work together on projects better than they can socialize

Impatient to Grow Up

Campers **ages fifteen to seventeen** are eager to grow up. They want independence and responsibility. At the same time, they are beginning to think about their future and possible career plans. Campers in this age group also:

- Want to earn money for independence and freedom
- Desire increased responsibility
- Need to be treated as young adults
- Occasionally revert to childish behavior
- Are very critical of self
- Seek prestige and belonging to the power group
- Are able to concentrate and specialize in selected skills and interests



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Five Styles of Discipline²

There are five distinct styles of counseling when it comes to discipline. One of these styles, success counseling, is the method recommended by psychologists and other experts in child development. Although all of the methods are effective at controlling behavior, only success counseling is effective in developing pro-social children.

Please note that:

- People often have a preference for a particular style, but they sometimes use other approaches depending on the situation.
- The predominant approaches utilized by new counselors are punishment, guilt, and the buddy method.

1. Punishment

Anger, criticism, humiliation, and corporal punishment are all forms of punishment. Doing pushups, running laps, yelling, and the arbitrary removal of privileges and rewards are common examples. Exasperated staff and those under a time crunch are particularly prone to using this approach. In the short term, it is very effective and fairly easy; however, there are problems that make this approach inadvisable.

- Campers usually learn only that the behavior resulted in punishment; they do not learn how to change the behavior in order to still get their needs and objectives met.
- Compliance will only happen when there is sufficient strength enforcing it.
- Compliance because of anything external is ultimately ineffective. The individual's psychological reaction is usually resistance, secret defiance, or surface compliance so that he can retain some sense of control and dignity. Children's focus is often on anger instead of reflecting on what they did. Sometimes they just think about how to avoid getting caught the next time.
- Campers may internalize that they are bad people, which degrades self-esteem. While high self-esteem isn't everything, a low to moderate self-esteem is certainly unhealthy.
- Punishment closes the communication door and makes it difficult for people to take responsibility and be honest.

2. Guilt

Inducing guilt can take many forms. Silence with a look of disapproval, a sigh, and a slow shaking of the head are nonverbal methods. Common phrases may include "You know better" and "I'm really disappointed in you."

² Taken from Camping Magazine, article by Randall Grayson, PhD



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Guilt can be more effective than punishment, because the authority preventing the action rests in the camper instead of some external power. Guilt is instilled, internalized punishment. Guilt is the reference to the rule or norm and the implied or stated fact that the child is bad for not adhering to it. While a child may feel guilty, the choices are to accept that he is really bad, to reject the norm and try not to get caught the next time, or ideally, to make some restitution and learn how to behave differently in the future. As with punishment, guilt does not teach the camper how to replace the behavior that resulted in guilt, while still having his needs and objectives met.

3. The Buddy Approach

Like S'mores, this is a camp staple. The counselor attempts to control campers with friendship and humor. "Come on guys!" and "I'm nice to you, you be nice to me!" are common refrains. This method is popular because it works well on several levels.

- Campers will like their counselors and will often comply because they like them and don't want to disappoint them.
- Campers know that their counselor must comply with the camp's rules. Therefore, when those rules force their counselor buddies to be the bad guys, campers don't blame them since "it's just the system."

As with sugar, there are down sides.

- When authority is blamed, campers don't learn to behave because it is the right thing to do. They behave because they must or be punished. Their compliance is gained, and their conversion lost.
- The buddy approach can lead to dependence. Behavior should not depend on liking a person in authority. The ability to develop an internal focus of control is hampered and responsibility is often not taken.
- When a counselor must eventually correct or punish a camper, the campers will be confused and wonder, "But aren't you my buddy?"
- Campers may also take advantage of the friendship by essentially blackmailing the counselor into allowing them (implicitly or explicitly) to do what they want. Buddy adults occasionally bend or break rules in favor of the kids, teaching campers that they can get away with their behavior without the ultimate authority figures finding out.

Adults can be nice and chummy with campers, but they need to remain adults. When campers need a gentle reminder of lesson they've already learned, this approach is often quick and effective when coming from a like and respected counselor. Even when problems arise that don't have to be addressed, counselors should utilize them as teaching tools that can help children solve their problems and deal with their emotions in better ways.



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4. The Monitor Approach

In essence, this approach uses natural and logical consequences. There are three important distinctions to make when speaking of consequences.

- A natural consequence is one that arises as a result of the behavior without any outside intervention. For example, if a child is rough with a toy and it breaks, one hopes that the child learns not to be so rough with his/her toys.
- A logical consequence is related to the behavior, but it is imposed by someone with power. For example, if campers write graffiti on a wall, they must restore the surface to its original condition.
- Artificial consequences are unrelated to the behavior problem. For example, because a child did not make his bed, he can't have dessert. This is not the monitor approach; it is punishment.

Although the monitor approach is effective and offers restitution, there are several problems and pitfalls.

- Campers may accept logical consequences, but the consequences may not inspire them to make permanent changes in behavior.
- Consequences can be taken too far and turn into punishment.
- Campers are often left alone and do not receive guidance to process their behavior and emotions. A camper may not be willing to work with the counselor; nevertheless, a gentle lecture from the standpoint of genuine concern and care is far better than just letting the consequences do the teaching.
- Behavior is adjusted *because* of rules and limits, which are imposed and monitored by an authoritative power.

When campers are unwilling to work on their behavior, the monitor approach is the preferable fallback method, but staff should always use the success counselor method (see below) first. Of course, if the counselor starts the monitor approach and campers decide that they would prefer the success counselor method of accepting responsibility and working on self-control, that door should be left open.

5. The Success Counselor

OK, so what is the preferred method? Specialists in child and human development understand that self-control through internalized values and morality is both preferable and ultimately more effective than methods that involve external control. All the other methods described focus on changing behavior and hoping that a change in mind will ensue. The aim of a success counselor is just the opposite: to change campers' minds, which will change their behavior.



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The central premise is that people use behaviors to help them get what they want and need. At their core, those needs are power or control; affection, love, and attention; self-respect, self-worth, and self-esteem; fun; belonging and connection to others; and safety and survival.

Success counseling attempts to help campers meet their needs while keeping in mind the needs of others (including the community). In essence, the counselor tries to help the camper understand the need behind the behavior and figure out a more pro-social way to meet that need. Campers are walked through the problem-solving process so that they understand how their emotions, needs, and behavior are all linked to the present outcome, as well as a more desirable one. The counselor's goal is not to solve campers' problems, but rather to give them information and support to create their own solutions.

This is done by asking pointed, guiding questions. For example: What happened? How did that make you feel? What did you want? What did you do to get it? How did that work? What were/are some other choices you could have made? What is the best choice? That sounds like a good plan, so let's check back with each other to see how it works, OK? When campers take responsibility, they decide when freedom is withdrawn and when privileges will be restored and then a conversation about appropriate restitution usually follows easily.

No discipline system will work well if it is geared toward getting campers to do what you want without also helping them get their needs met. Campers want the same things we all do; sometimes they just need help in learning the best way to go about getting those needs met.



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Four Mistaken Goals

All children exhibit goal-seeking behaviors. Rudolf Dreikurs, a child psychiatrist and educator, observed four principal mistaken goals, described in the charts below. He found that when attention seeking behaviors fail, the child will next seek power. If this is thwarted, then the child seeks revenge, and finally when this fails, the child avoids contact, having become completely discouraged.

If you are sensitive to your own feeling states, the following charts will help you identify the four mistaken goals of children, and provide a few useful corrective measures.

<i>If you are feeling:</i>	<i>Then the child's behavior goal is:</i>
Annoyed, irritated, worried, or guilty	To get attention
Threatened, challenged, defeated, or provoked	To seek power
Hurt or disappointed	To get revenge
Helpless or hopeless	To display inadequacy

<i>If the child:</i>	<i>Then the goal is:</i>
Stops the behavior, but then repeats it	To get attention
Refuses to stop	To seek power
Becomes hostile	To get revenge