



My Camp Of Southern Indiana

A Program Under Christian Formation Ministries



Volunteer & Leadership Camp Manual

Welcome to My Camp of Southern Indiana

We are so thankful you have chosen to serve this summer. My Camp of Southern Indiana is dedicated to serving children of prisoners and kids who have experienced substance addiction in the home. Your choice to be here makes a difference in these young people's lives. You are helping to create a fun, emotional safety space and, hopefully, a place to help break a young person's life cycle.

While we recognize we are here to support our campers, we hope that this time at My Camp also builds you up and supports you on your journey. Please let us know if there is anything we can do to help and serve you.

Thank You!

Suzanna Jacobson
Camp Director



Why We Do What We Do

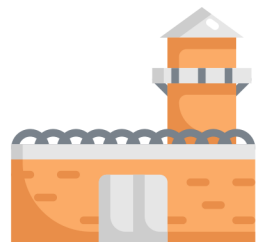
One in 28 children in America has a parent in prison (2.7 million children). For African American children, the ratio is one in nine. This is just the tip of the iceberg because 10 million children in America have HAD a parent in prison at some time.

When a family member is incarcerated, the community often pulls away, and the family must grieve and face the challenges of their loss on their own. The average life sentence is five years; for a five-year-old, that is a lifetime. For the eleven-year-old, this means he will be driving before the next time he can hang out with his dad. And for the 13-year-old girl, she will be a woman the next time she dances with daddy.

We have all had the feeling of wanting to hide under the table when a loved one does something embarrassing, though no fault of our own. Families of prisoners feel this times ten. Their loved one's poor choices, or the unfairness of a broken system, can bring a feeling of shame and failure. These families must be treated with dignity, value, understanding, and respect.

There is also the financial strain. There are no safety nets for families affected by incarceration. They don't automatically receive unemployment, Social Security, or life insurance payments. Instead, they receive a significant loss of income, the full responsibility of caring for the children, legal fees, higher insurance premiums, and expensive collection calls from prison. These families need the support of a loving community that has their back.

This is where our camp community steps in.



General Guidelines

What We All Need to Know



What We Are Looking For in Community Leaders

- **Willingness To Learn** - Am I trusting the Leadership to learn new skills and trust them to correct when needed gently?
- **Willingness to Listen** - Am I aware enough of what is happening around me and not creating distractions?
- **Willingness to be Open** - Am I aware of the power of my own story? Am I willing to share it safely?
- **Inclusion** - Am I making space for everyone, staff and campers, or am I hanging out with the same people? Am I only making room for my wants?
- **Follow Through in a Task** - Do I follow through on a task when asked and finish it? Am I asking for help when I need it?
- **Physical and Emotional Safety** - Am I a safe person for others to be with? Am I safe with my body and my words? Am I encouraging others to do the same?
- **Leadership in Person and Online** - Am I setting an example with my words and actions on social media and in person?
- **No Illegal Activity**

Maps and Zones



Camp Boundaries

It is very important that we protect the boundaries and spaces for both campers and support staff. Unless noted on the schedule, support staff are not to go near the cabins or the outdoor tabernacle while camp is in session.

Boy support staff cannot go near cabins during girls' week.

Girl support staff cannot go near cabins during boys' week.

This is to assure that no accusations of misconduct happen.

Scheduled Lights Out

9:00 pm - Parnell Center and Sports Closes for all Campers and Support Staff

- Campers Go Back to Cabins
- Support Staff are in Dorms or in Support Staff

10:00 pm - Night Watch Starts

- Camper Lights Outs
- Support Staff Room Closes

11:00 pm - Lights Out for Whole Campus

- Support Staff Can Use Their Phones but must be quiet on bunks

12:00 pm - All Electronics Off

Guidelines for Interacting with Minors

You will be interacting with minors regularly in this position, and as such, there are specific standards by which you must abide. These standards are in place to protect the physical, mental, and emotional well-being of the campers. These policies are also designed to protect you as an authorized adult from wrongful allegations, misunderstandings, and unfortunate circumstances.

Basic Rules

- Two authorized adults must be present whenever possible.
- No driving a single child in a vehicle.
- Two adults should be present in all dorms/sleeping facilities.
- Do not enter children's private quarters alone (this includes restrooms, showers, bedrooms, closets, etc.)
- If circumstances require only one adult to be present, remain in a public, visible area.
- Do not shower, undress, touch, or sleep with minors.
- No tickling campers.
- No wrestling.
- No alcohol, tobacco, or other drugs are permitted on campus or near minors.
- Risqué humor will not be tolerated with minors.
- No public displays of nudity at any time.
- Refrain from using vulgar or objectionable language.
- No racial put-downs or racially-charged jokes.
- No descriptive stories regarding drinking or sexual behaviors.
- Please don't contact minors outside of sponsored events.
- Do not cover windows or restrict visibility in public or private areas.
- Please don't take photos of children on personal cell phones or cameras.
- Always carbon copy at least one other adult in electronic communications with minors.

Zones and General Community Rules

- Follow the directions of your leaders.
- Respect people and their things. Stop when someone says stop
- Follow Camp Dress Standards.
- No Food, Drink, Candy, or Gum in your cabins.
- No bad language or potty humor.
- Be where you are supposed to be. Be with your team.
- We do not talk about other people or spread stories that may or may not be true. No Gossip!
- We do not hurt people with our words.
- We are a Team, Not a Gang!
- We play in the Real World at Camp, not the Electronic World.
Please do not use your phones outside of appropriate usage time.
- We do not seek new romantic relationships during camp.
- No Bullying
- We do not manipulate, poke, or victimize a person or a situation.
- We are not a revenge culture or a community that claps back because "they deserved it."
- We do not fight, hit, throw punches, or pretend to fight.

The Following Will Send a Camper or Staff Member sent home. These may also include legal action!!!

- No Sexual Come On's or Activities, Harassments, Weggies, and Mooning
- No Sneaking out after lights out
- No Vandalism, Destruction of Property, or physical Violence.
- No Stealing from campers, volunteers, or camp property.
- No Drawing on a person's body while asleep or without consent.
- No Drugs, Tobacco, Vapers, Fake Cigarettes, E-Cigarettes, Chewing Tobacco, Weapons, and Alcohol.

Dismissal From Camp

Campers and Volunteers may be dismissed from camp if:

- Consistent problems or concerns arise from Yellow, Blue, or Red Zones
- A Fire Zone or failure to pass a drug screening
- Multiple meetings with the individual to resolve concerns are had, and no change to behaviors or attitudes occurs.

Dismissal is used as a last resort only after a meeting with a Leadership Team occurs.

A Leadership Team member will escort the dismissed individual to pick up their belongings.

Dress Code Examples

Physical safety and being active without restriction in movement or indecent exposure is the number one goal in the My Camp SO IN dress code. The dress code is standard for both male and female-born staff members and volunteers.

In Indiana, exposing your private parts to others in public is illegal. This crime is commonly called indecent exposure but is referred to as both "indecent exposure" and "public indecency" in Indiana. Public nudity is also prohibited. My Camp of Southern Indiana's goal in this dress code is to remove any opportunity for staff members or employees to even be in consideration for indecent exposure.

Any staff member or volunteer who willingly ignores these guidelines may be dismissed and/or be charged with indecent exposure to a minor.

Uniform Shirts. All staff must wear a uniform shirt while in service, apart from water activities/in-costume characters and birthday party attire.

Uniformed shirts must be worn with little to no alterations to the shirt.

- No Cut Offs
- Crop Tops
- Do Not Write or Draw on Staff Uniform Shirts

·Uniformed shirts must be loose and should not be worn skintight.

·The top of the pants/shorts must be able to touch the shirt all the way around the bands, including scrunching or tucking styles.

·Mid drift styles inch plus is not permitted.

·Shirts are not permitted to be taken off during any sport.

Pants/Shorts/Bottoms. All staff is always required to wear bottoms. Pants, shorts, and skirts must allow free movement, the ability to play, and no opportunity for indecent exposure.

- Booty shorts, or shorts that show off the lower portion of the butt cheek are not permitted.
- Skirts must have a short underneath them if being worn as active wear.
- Underwear must be completely covered by pants, shorts, and skirts.
- Sagging is not permitted and could be seen as a sign of indecent exposure or availability for sexual acts.
- Pants/shorts/skirts, etc., cannot highlight or outline an individual's privates in any way, shape, or form. "Camel toe" and "Moose Knuckling" will not be tolerated.

Dress Code Examples

Footwear. Besides water sports and bed, footwear must always be worn while in service. Sneakers are highly recommended. Sandals that have wrapped around the ankles are secondary.

Undergarments. Appropriate undergarments must always be worn. Swimwear. Follow recommendations for the Pool for special water activities. Staff and volunteers may be required to wear a staff shirt during the field or highly active watersports.

Costume and Special Dress.

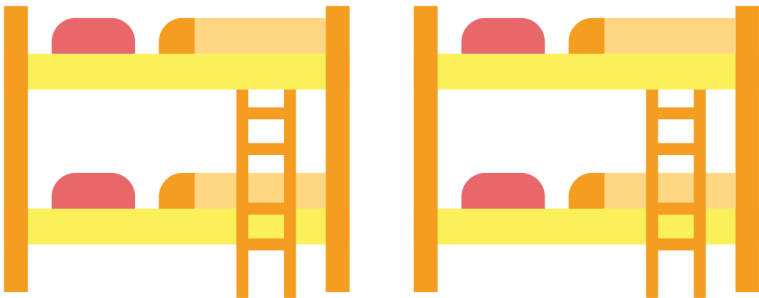
- Costume design must be approved by the creative team and allow free movement without concern of inappropriate exposure.
- Recommendations for support staff will be to wear the provided theme shirt to the special event if serving.
- Button-down shirts cannot be worn unbuttoned at the breast/chest line without a proper undershirt underneath. Crop tops and tube tops will not be considered undershirts. The recommendation for a top button-down is two buttons undone but no further without a proper undershirt. All other buttons must be fastened.
- The breast portion of a bra or sports bra must be completely covered by the garment and will not be considered an undershirt.
- Pants/shorts/dresses/skirts must follow the length and exposure guidelines highlighted in the above outline.



This is a no!

General Care and Housekeeping

- Keep all personal items under your bunk, on your person, or in your backpack. Always keep your backpack on you when you are on campgrounds, including your water bottle.
- Keep your space clean and orderly. Make your bed, put things nicely away, and pick up your trash.
- Keep Community areas clean. Clutter happens, and we all need to do our part to fight it. Clean up loose cups and plates, pick up random pieces of trash, and help keep the grounds as trash-free as possible.
- Keep your mattress on the bed frame. Beds off the frames create a fire safety hazard and a dangerous environment to live in.
- Keep your cell phone in the designated areas. Only Directors have permission to have their phones on them. Cell phones live in your bunk space charging, in the staff lounge, or on the staff porch. Cell phones are prohibited in the Purnell Center, campgrounds, camper cabins, the Bunny Hut, or the Outdoor Tabernacle.
- Keep track of your Team. While you may have some activities, you are working on individually, knowing your team schedule and where you will be will help. Stay in groups of at least three while on camp property.
- During overnight camp programs, support staff of the opposite birth sex must stay clear of cabins and camper hang-out spots.

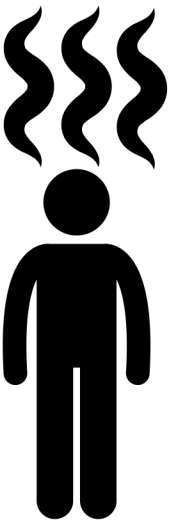


Hygiene and Sanitation Guidelines

Cleanliness and Hygiene are extremely important during any week of camp. With Covid-19 at the forefront of everyone's care and safety plans, Christian Formation Ministries and My Camp of Southern Indiana will be doing their part in helping to stop the spread and ease concerns. Every volunteer and camper can help do their part in keeping the camp clean and safe.

The following guidelines are in review and will be updated as needs come up:

- Temperature checks will be taken at check-in, check-out, and daily; during the summer season of 2020 or until no longer recommended. This will be for both volunteers and campers.
- Hand washing more consistently and having hand sanitizer more readily available between activities.
- No sharing of personal products or clothing between campers or volunteers.
- Sanitizing and/or wiping down community-used spaces or objects (doorknobs, craft stations, archery stations, etc.)
- Gloves will be necessary for Support Staff, Leadership Campers, and Volunteers to serve food during Mealtime Routine.
- Volunteers and campers will continue to shower daily and may be requested to shower additionally throughout the day should concerns arise.



**Please Shower,
Every Day,
and After Sports,
With Soap!**



Cell Phones Policy

While My Camp is in progress, we ask that all Counselors, Support Staff, and Grandparents unplug during their time of service. A safe is provided for storing cell phones while camp is in session in the Media Center.

Phones can be used during free time but must be returned at the break's end. Please do not bring cell phones into cabins with camper's present. Inappropriate phone use after first-day warnings will result in a Blue Zone and can continue to Red Zone or Fire Zone if multiple warnings are given.

My Camp of Southern Indiana and Christian Formation Ministries, Inc. has a firm policy about sending and posting pictures and videos on Social Media sites. Some of our campers have protective orders, and some are in the foster system, which does not allow pictures to be published without censoring.

Only the Camp Director, the Media Director, and certain Camp Leadership have permission to post camper pictures. Staff and Volunteers may take pictures of each other and post or repost any Camp approved media.

Social Media Policy

During and after camp, you should not give your personal information to campers unless you feel comfortable doing so. If and when possible, a social media platform may be the recommended version of communication with campers outside of camp. Volunteers outside of Leadership should not feel obligated to give out personal information. Volunteers should never attempt to be an "emotional support" for campers. Leadership should always be involved when campers seek emotional support or are overwhelmed with interaction. You have permission to say no!



Trauma Aware
Knowing Your Triggers and
Being Aware of Others


















Does Your Body Keep Score?

Adverse childhood experiences, or ACEs, are potentially traumatic events that occur in childhood (0-17 years).

Adverse Childhood Experiences (ACEs) have a tremendous impact on future violence, victimization and perpetration, and lifelong health and opportunity.















1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____

BEHAVIOR				
 Lack of physical activity	 Smoking	 Alcoholism	 Drug use	 Missed work
PHYSICAL & MENTAL HEALTH				
 Severe obesity	 Diabetes	 Depression	 Suicide attempts	 STDs
 Heart disease	 Cancer	 Stroke	 COPD	 Broken bones

Does Your Body Keep Score?

Hero Adverse Childhood Experiences are spiritual and faith-based experiences that create toxic stress and dysfunctional environments for children ages 0-17.

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____

BEHAVIOR				
 Lack of physical activity	 Smoking	 Alcoholism	 Drug use	 Missed work
PHYSICAL & MENTAL HEALTH				
 Severe obesity	 Diabetes	 Depression	 Suicide attempts	 STDs
 Heart disease	 Cancer	 Stroke	 COPD	 Broken bones

Baseline

How Trauma Can Show Up in General Interaction.

The Attachment Styles

SECURE

- 1-Can trust fairly easily
- 2-Is attuned to emotions
- 3-Can communicate upsets directly
- 4-Leads with cooperative and flexible behavior in relationships

ANXIOUS

- 1-Has a sensitive nervous system
- 2-Struggles communicating needs directly
- 3-Tends to "act out" when triggered (i.e. makes partner jealous)

AVOIDANT - DISMISSIVE

- 1-Downplays importance of relationships
- 2-Is usually extremely self-reliant
- 3-Can become more vulnerable when there is a big crisis

AVOIDANT - FEARFUL

- 1-More dependent in relationships than avoidant - dismissive
- 2-Strongly fears rejection
- 3-Has low self-esteem
- 4-Has high anxiety in relationships

High-end Trauma Responses

Fight

The fight trauma response involves a release of hormones (primarily cortisol and adrenaline) in the body that trigger a reaction to stay and ward off or “fight” the apparent threat. The sympathetic nervous system is responsible for the reactions that occur within the body during this stress response.

A healthy example of a fight-stress response is fighting off a wild animal attack. This response is appropriate for the threat level; in this scenario, a fight trauma response can better increase your odds of survival. While a wild animal attack isn't a super common threat nowadays, most of us can relate to the experience of being verbally bullied by someone else. When someone speaks to us demeaningly, and we stand up for ourselves and communicate our boundaries, that's a healthy fight response. However, if we decide to punch someone in the face instead, that response is disproportionate to the initial threat.

Flight

The flight trauma response involves a release of stress hormones that signal us to flee from danger or threat. Instead of staying in a dangerous situation, this response causes us to literally or metaphorically run.

One example of this response is in a robbery situation: if an armed robber enters your home and you have no defense, your survival instinct may force you to escape the perceived threat as fast as possible. The flight response occurs through the sympathetic nervous system — it activates the hypothalamus in the brain, which communicates with the rest of the body so that you have the energy to fight or flee.

Common Trauma Responses

Freeze

The freeze response leaves us temporarily paralyzed by fear and unable to move. In this response, rather than fighting off the danger of running away from it, we do nothing; the perceived threat causes a hypotonic or immobile reaction. Someone in a freeze response may experience numbness or a sense of dread.

A good example of a freeze response is when someone experiences “stage fright” or freezes in front of a large audience. They may forget their lines or “freeze” and be unable to perform due to fear.

Fawn

The fawn response involves complying after you’ve tried fight, flight, or freeze several times without success. This response to a threat is common for people who have experienced abuse, especially those with narcissistic caregivers or romantic partners.

The fawn response may show up as people-pleasing, even to your detriment. You may use compliance and helpfulness to avoid abuse, disregarding your happiness and well-being no matter how poorly someone treats you. This trauma response is often used to diffuse conflict and return to a feeling of safety.

Flop

In a flop trauma response, we become physically or mentally unresponsive and may even faint. Fainting in response to being paralyzed by fear is caused when someone gets so overwhelmed by the stress that they physically collapse.

You may see animals “play dead” or faint when approached by a dangerous predator — fighting or running away would only instigate the predator more. Tonic immobility may enhance survival and is, therefore, adaptive when there is no perceived possibility of escaping or winning a fight. One example of the flop response is fainting in the presence of blood or an injection.

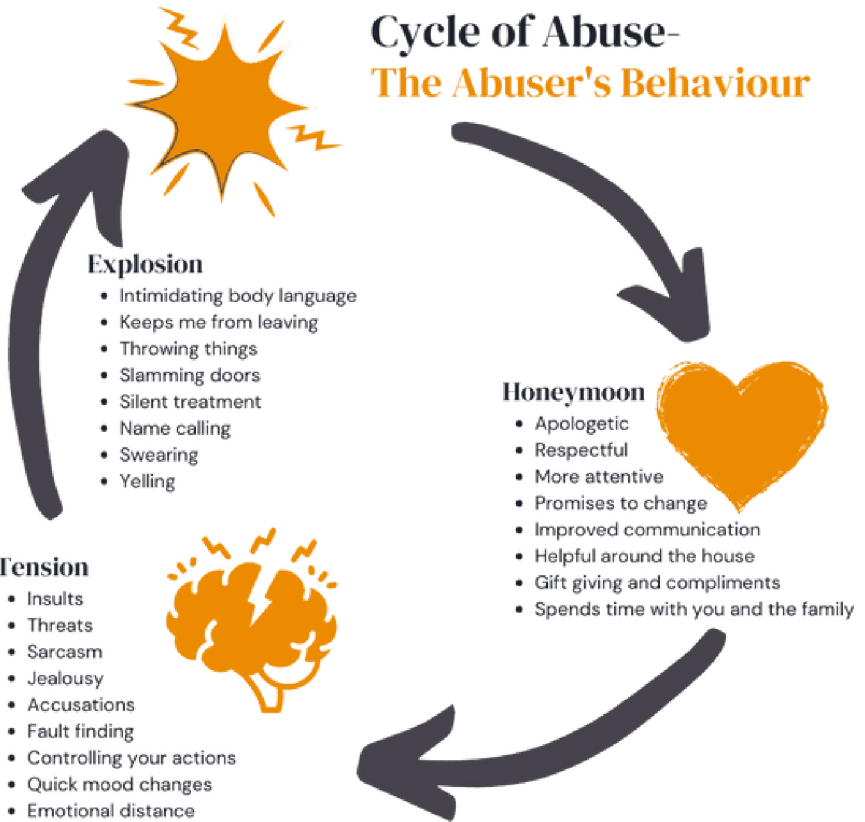
How do we Challenge Trauma?

7 Positive Childhood Experiences

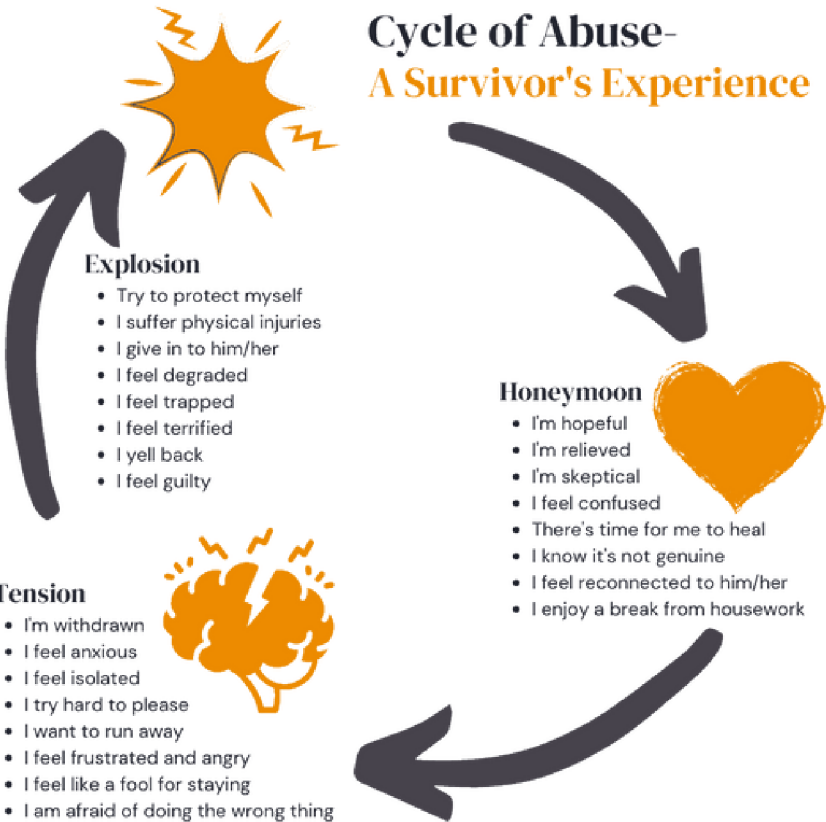
- Ability to talk with family about feelings.
- Felt that family is supportive during difficult times.
- Enjoyment and participation in community traditions.
- Feeling of belonging in high school.
- Feeling of being supported by friends.
- Having at least two non-parent adults who genuinely care.
- Feeling safe and protected by an adult at home.

What if stop asking, "What is wrong with you?" and start asking, "What happened to you?"

Cycle of Abuse- The Abuser's Behaviour



Cycle of Abuse- A Survivor's Experience



Coming Back

Acknowledge – First, acknowledge the conflict. Acknowledge that something is challenging you to open the door to creating a solution.

Affirm – Let individuals express their feelings. Some feelings of anger and/or hurt usually accompany conflict situations. Before any problem-solving can take place, these emotions should be affirmed.

Attribute – Don't immediately get out the blame thrower. Find out the root of the problem – what it's attributable to – not whose fault it was. There is a difference. For example, you may find that it was something in the environment that caused the problem and not the other person. If that is the case, an entirely different solution may be needed.

Accept –The goal of conflict resolution is not to decide which person is right or wrong; the goal is to reach a solution that everyone can accept. Look first for needs and common ground. Find solutions to satisfy needs. Problem-solve by generating multiple alternatives.

Agree – Always work towards common areas of agreement, no matter how small. Agree on the problem. Agree on the procedure to follow. Agree on worst fears. Agree on some small changes to give an experience of success. Be sure you get real agreement from everyone.

Act – Finally, put a plan of action in place. Determine which actions will be taken by whom and when and how often. Make sure all parties buy into the action plan. Maintain accountability for the agreed-upon actions.

Can Relate
Relationships & Boundaries
At Camp



Ripple Effect

Sometimes it is easy to be so focused on our feeling or actions that we do not see how our actions influence others. As issues arise, leadership may ask you to look at the ripple of who has been hurt, who got affected, and how we make it right.

How to Make Emotional Safety for Everyone

- Give Space. If someone is having an emotional moment, do not crowd in. Ask if you have permission to be there. If you see a Staff Leader or a group of 3, do not crowd in unless instructed.
- Do not be an Empathy Vampire! Helping others help us feel good, but it is not about us. Do not be offended if someone says they prefer not to share with you.
- Do not air someone else's story. It is not your job to tell people why someone is upset or assume you know what's happening. Give the person time to reconnect and permission to say no if they don't want to share their story.
- Do not poke! If you know that someone is going to be upset if you talk about something or that it can hurt their feelings, DON'T DO IT!

Making Things Right

Feelings get stirred, we will get upset with each other, and whether we mean to or not, we will hurt each other. We are not a community that makes threats, creates rumors, or activity gets people dismissed.

When disagreements happen, we do the following.

- **Talk to each other first** - "You may not have meant it this way, but when you did _____, I felt _____."
- **Find a Leader** - If you have tried to talk things out, find one of the Blue Shirt Camp Leaders to help you walk through the issue. Do not find a friend who is just going to agree with you.
- **Take a Break** - It is important to know when to walk away. If it continues to be a big issue, talk to the director to see if a resolution will be found, but sometimes taking a break is all you need.

Relationships & Dating During Camp

Camp is a great opportunity to see your fellow staff members' best and worst and create unique bonding relationships. Singles and couples have an opportunity to serve with like-minded people, which helps build our amazing community. However, we desire to protect and tend to the hearts of our campers, staff, and volunteers as individuals. Many of our staff members are minors, and there can be both community and even LEGAL consequences if unsolicited or inappropriate behavior is assumed or discovered.

All Volunteers and Staff

- Are not to flirt or make any form of sexual come on's
- Are not talk about preferences while camp is in session
- No dating or talk about dating or about why someone does not want to date you.
- Are not to talk or hint at what they would "like to do" to campers, staff, or volunteers while camp is in session

Married couples, Engaged Couples, and Dating Couples

- Public Displays of Affection, allow hold hands and sit at the same tables
- Married Couples can kiss and hug in public
- Dating or Engaged Couples are not permitted to stay out after dark

Sexual Orientations

Christian Formation Ministries and My Camp of Southern Indiana does not discriminate against anyone's sexual orientation. Our goal as a community is to give equal experience to all campers, staff, and volunteers. This means a camper, staff, or volunteer will not be removed from their position simply based on their orientation or preference.

Our goal is to make camp a safe place for everyone that comes through our doors. This also means finding the right times to talk and walk through big questions and discussions.

Christian Formation Ministries and My Camp of Southern Indiana, although will not discriminate or challenge, will not encourage any form of dating style or orientation with our minor staff, volunteers, and campers.

Safe zones to talk about sexual orientation and lifestyles include the What About It Class, during evening devotions for the staff, and appropriate times when a 3-person meeting can be held.

Overnight volunteers and staff are asked to use the bathrooms and stay in the cabins connected to the sex at birth. Legal paperwork including applications and background checks must have the legal names and correct information on them.

If there are any personal questions or concerns, please talk to the camp director.

Can Relate

Relationships & Boundaries

At Camp



Leadership Team

Media Director

The Media Director is responsible for helping the team ensure campers and staff have amazing pictures to look back on after camp. Campers receive a photo album after their week of camp to remember the fun times.

Counselor Director

Counselor Coaches are counselors' first defense when a camper is struggling. It also helped to keep track of team points and primary camper care.

Program Director

The Program Director will be helping us stay on schedule and work to ensure everyone has what they need when they need it. Just listen to the sound of the bells and follow instructions.

Staff Directors

The first line of defense is encouragement and support for Leadership Campers and Support Staff. Staff Directors give out the daily duties, lead the teams through chores and setting up stations, and help with disputes between Support Staff when tensions run high.

Camp Nurse

The Nurse is in charge of First Aid and assures everyone who comes with medication takes it. Camp is responsible for basic first aid.

Facilities Director

The Facilities Director helps keep the castle going. If something is broken or needs to be cleaned, he is the one to notice. Each team will be under him at least once a day.

Camp Director

The camp director is the last defense in all things camp! All-knowing, all-powerful, all the time.



Counselors

The role of our counselors is one of the most important jobs to do at camp. Counselors work in teams of 2-3 to help guide their campers through the camping program, with 1 Head Counselor with 1-2 Assistant Counselors per team of 6-8 campers. My Camp Counselors are not just babysitters, rather they could mentor and develop relationships that could last for years.

You may see your camper have their first kayaking experience or catch their first fish, have their birthday celebrated for the first time, and hear them open up about their life story and life hurts. You may also be the first person who becomes safe to a kid filled with anger and frustration. It is an experience like no other.



Counselor responsibilities include:

- Guiding their assigned campers through the camping experience
- Keeping the energy and excitement up during the camping experience
- Lead Team Meetings and Heart to Heart times with your campers
- Giving Yellow Zone Consequences when needed to help promote safety with campers
- Bringing Blue Zone and Higher concerns to Counselor Coaches or Directors

Counselors are NOT responsible for:

- Dealing with Campers' Quarrels or Confronting Campers on Attitudes or Behaviors without the support of the Counselor Coaches or Directors
- Handling with the Emotional Stresses or Concerns of a Camper without the support of the Counselor Coach or Directors
- Housekeeping or Laundry on Behalf of Your Campers

Leadership Campers/Support Staff

Support Staff work in front and behind the scenes to make camp possible. Our campers are coming from exceedingly difficult home situations - and their emotions are maxed out. On top of that, many campers worry about not having enough food to eat, not having enough clothes, or not having clean bedding. You are the ones that take care of all these details so that they can have a place of rest, experience grace, and receive what God has for them that week of camp. You could bring a little heaven to earth.

Support Staff and Leadership Campers take on various roles during the week including hospitality care, helping run games and activities, working in the kitchen, photography team, decorating for the birthday parties, and helping the camp come to life during our Adventure Day.

Leadership Camper and Support Staff are responsibilities include:

- Helping with Chore Rotations after each Meal
- Help Set Up and Sometimes Work a Station of Camper Rotations in the Morning or During the Adventure
- Help Set Up the Birthday Party on Wednesday
- Help with Camp Enthusiasm
- Take part in daily fun activities set up just for Support Staff and Leadership Campers

What Leadership Campers and Support Staff NOT responsible for:

- Dealing with Campers Quarrels or Confronting Campers on Attitudes or Behaviors.
- Handing with the Emotional Stresses or Concerns of a Camper or Fellow SS or LC.
- Working Non-Stop



Grandparents/Aunties

Camp Grandparents are the camper's and staff's BEST FANS!!

You are the ones who will praise a young man about his skill on the water, tell a girl she looks beautiful in her dress, tell a counselor, "Hang in there, your patience with your campers is amazing!", and sit beside a homesick camper or kids who needs a little more love and care.

You will be on-call throughout the day whenever a sad or mad camper needs a sitting buddy. Camp Grandparents (or Uncles and Aunties) get to help with crafts, nature hikes, activities (like archery), and fishing. They also write letters and read books, pray, and do what grandparents do best- love the kids.



Grandparent responsibilities include:

- Writing Letters and Notes of Encouragement to Campers And Staff
- Reading Stories during Quiet Time
- Helping with Crafts or special activities during the week
- Sitting with Blue Zone + campers when needed to help promote safety with campers
- Help campers with ties and hair on the day of parties

Grandparents are NOT responsible for:

- Dealing with Campers' Quarrels or Confronting Campers on Attitudes or Behaviors without the support of the Counselor Coaches or Directors
- Handling with the Emotional Stresses or Concerns of a Camper without the support of the Counselor Coach or Directors
- Housekeeping or Laundry on Behalf of Your Campers

Team Challenges:

Team Tables:

Up to a 100 point for cleanliness

50 points per cheer during mealtime

Team Spirit Points:

100 points for being on time for MTR and participation in MTR

100 points for the team during Obstacle Course together

50 points for team chants heard outside of meals

50 points for Serving Others

Cabins:

Up to 200 for Rascal Raccoon

Memory Verses:

100 points per verse, passages of scripture that call for memorizing more than one verse would be counted as multiple verses.

(Please Note: Memory verses are to be repeated to a noted member of staff. Verses must be memorized and not “repeat after me” style to count)

Bed on Time:

10 points for every camper in bed before bedtime.

Someone Worth Watching Points:

Staff members, camp grandparents and other special people have special cards that can be given to campers if they catch them acting in ways that show leadership qualities.

Sign Off-Page

I, _____,

Have read and understood the guidelines here in this manual. I understand that my goal is to follow the rules and guidelines to the best of my abilities. I understand that if I waver from these guidelines I will be coached.

I understand that there are certain boundaries that cannot be moved and I will be dismissed if I pass them. I agree to show the following to the best of my ability:

- **Willingness To Learn** - Am I trusting the Leadership to learn new skills and trust them to gently correct when needed?
- **Willingness to Listen** - Am I aware enough of what is happening around me and not creating distractions?
- **Willingness to be Open** - Am I aware of the power of my own story? Am I willing to share it in a safe way?
- **Inclusion** - Am I making space for everyone, staff, and campers, or am I hanging out with the same people? Am I only making room for my wants?
- **Follow Through in a Task** - Do I follow through on a task when ask and finish it? Am I asking for help when I need it?
- **Physical and Emotional Safty** - Am I a safe person for others to be with? Am I safe with my body and my words? Am I encouraging others to do the same?
- **Leadership in Person and Online** - Am I setting an example with my words and actions on social media and in person?
- **No Illegal Activity**

I understand the mission of My Camp of Southern Indiana and I will try to give what has been given to me, and begin to set an example for others and be someone worth following.

Support Staff/Counselor Sign Here

Director Sign Here



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