



**CAMP SAINT ANDREW'S  
COUNSELOR HANDBOOK**

*The best week of the year, every year!*

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## **MISSION**

Since 1978, our mission has been to provide an activity-filled, and spiritually aware traditional camp experience to children from diverse social and economic backgrounds from a variety of communities. As the official camp for the Dioceses of El Camino Real, our program provides many opportunities for personal and spiritual growth while enjoying the wonders of creation.

Camp Saint Andrew's is an open and affirming camp program in the Sierras. We are proud to provide a safe, inclusive experience for all campers, counselors, and staff regardless of race, color, religion, sex, gender expression/identity, national origin, or sexual orientation. Our focus is to ensure that everyone who attends Camp Saint Andrew's has a safe, fun, and enriching experience, and that camp is their best week of the year - every year. Diversity is embraced and encouraged at camp, and all are treated with respect and dignity.

## **PHILOSOPHY**

Children are honest in stating their impressions and in describing what they see, hear, and experience. If they are unhappy and dissatisfied, bored or overstimulated, if they do not like the food or their counselor or the program, their parents will hear about it. Some of those parents will investigate the complaints, knowing that children are also clever at exaggerating when it is in their favor, but many more will take the easier course of withdrawing the child or looking elsewhere another year. One of the best measures of the quality of a camp is the rate of return of campers and staff.

When counselors elect to attend the same camp all the way from camper status through CIT programs, as junior counselors, and finally as leaders, it tells a story that cannot be disputed. They must be happy, enjoy their work, feel that they are treated fairly, and believe in the stated philosophy of that camp. When this happens, a spirit is generated, a magical esprit de corps, that will attract the same children for as long as they are eligible, and bring them back when they are employable. Children emulate the attitudes and behavior of admired adults, and when the staff is happy, the campers will be also.

## ROLE DESCRIPTIONS

While there are minimum preferences based on traditional ages for each position, none of the positions at Camp Saint Andrew's are limited by age. Rather, what position you apply for should depend on your willingness to take on the responsibility of a particular description.

### **Camp Director**

*Reports to:* Steering Committee    *Experience:* 4-6 years of Camp, 2-4 CSA    *Age Min:* 25

*Summary:* Oversees the day-to-day operations of CSA

*Role Description:*

- Responsible for overseeing all camp operations, including facilities, staff, program, and campers.
- Works with Staff Director and Program Director to coordinate disciplinary issues and emergency procedures.
- Point person for all interactions with organizations outside camp (Oski, Fire Department, etc.)

### **Staff Director**

*Reports to:* Camp Director    *Experience:* 4-6 years of Camp, 1-2 CSA    *Age Min:* 25

*Summary:* Oversees staffing as well as UD, counselor and CIT staff interactions.

*Role Description:*

- Responsible for recruiting, interviewing and training counselors, counselors in training and unit directors, as well as the selection and job assignment process.
- Oversees LIT (Leader in Training) program and appoints program leader.
- Works with Camp Director (and Program Director as needed) to coordinate disciplinary issues and emergency procedures.
- Works with the Registrar and Program Director to coordinate unit and counselor assignments at camp, as needed.
- Facilitates daily meeting with counselors and UDs (or as needed), as well as participates in the Program Staff meetings.

### **Program Director**

*Reports to:* Camp Director    *Experience:* 4-6 years of Camp, 1-2 CSA    *Age Min:* 25

*Summary:* Oversees all elements of the Program

*Role Description:*

- Assists in deciding and implementing annual theme for the camp program.
- Works with Program Staff to ensure that program area will function smoothly; including purchasing supplies, suggesting activities and recruiting staff.
- Develops the program schedule.
- Works with Camp Director and Staff Director to coordinate disciplinary issues and emergency procedures.

### **Program Staff**

*Reports to:* Program Director    *Experience:* 1-2 years CSA, Area Knowledge    *Age Min:* 19

*Summary:* Shares with and instructs campers in a specific talent, craft or activity.

*Role Description:*

- Responsible for planning and executing a week's worth of program activities Interacts with campers and counselors in the unit scheduled for their activity.
- Ensures that all campers follow established safety and courtesy rules for the activity area.
- Makes sure that the program area is clean and neat at the end of each activity period. (Cabin/Unit assistance is recommended.)
- Contributes to the camp as a whole when not running specified activity area.
- Participates in staff meetings and reports success or problems in the activity area.
- Participates in/supports all-camp activities whenever possible, including meals, campfire, chapel, flag, etc.
- Assists Unit Directors in supervising cabin circles.

*Programs include:* Archery, Arts & Crafts, Campfire, Chapel, Fishing, Hiking, Music, Scarf, Sports, Night Hike, Tidy Tent, and Tie Dye.

### **Nurse**

*Reports to:* Camp Director      *Experience:* 2 or more years as an RN with a current Registered Nurse licensed in the state of California      *Age Min:* 21

*Summary:* Provides basic medical care, manages pharmaceutical distribution and oversees the general health of the camp.

*Job Description:*

- Dispenses all medication, prescription and otherwise, to participants of the camp.
- Provides basic medical care and first aid
- Staffs medical tent

### **Unit Director**

*Reports to:* Staff Director      *Experience:* 1-2 years of CSA      *Age Min:* 21

*Summary:* Serves as leader and role model for their unit; supports counselors and ensures campers have a safe, healthy, and fun camp experience

*Role Description:*

- Acts as a mentor and supervisor to counselors in spirit unit and sleeping circle.
- Interacts with and establishes a relationship with campers and counselors spirit unit and sleeping circle.
- Acts as a problem-solver within cabin groups if the counselor has difficulty or needs additional support.
- Evaluates unit counselors and CITs on their performance during the week and provides these reviews to the commission by the first commission meeting after camp.
- Knows and enforces safety and discipline procedures.
- Circulates around camp and checks on the whereabouts of unit cabins to ensure camp runs smoothly and campers are having fun.
- Creates schedule for night circle watch. Checks cabins in sleeping circle each night to ensure cabin is quiet and circle is supervised by counselors/staff.
- Supports and assists unit in all group activities, including all-camp activities, campfire, chapel, flag, etc.
- Participates in morning staff meetings.

### **LIT/PA Director**

*Reports to:* Staff Director      *Experience:* Minimum 5 years at CSA      *Age Min:* 21

*Summary:* Serves as leader and role model for PAs and LITs; coordinates LIT and PA programs.

*Role description:*

- Develops and implements leadership program
- Facilitates daily group meetings to promote development of leadership skills and increased self-awareness
- Coordinates LIT and PA counselors
- Supervises and evaluates LIT and PA campers
- Provides feedback and recommendations to Staff Director
- Participates in morning staff meetings.

**Counselor**

*Reports to:* Unit Director, Staff Director      *Experience:* None, 1-2 years of CSA pref.      *Age Min:* 17

*Summary:* Responsible for attentive and thorough care of the campers in his/her cabin, while providing a positive camp experience.

*Role Description:*

- Provides 24-hour care and attention to campers within cabin group.
- Handles conflict within cabin group in an appropriate manner (e.g., discipline, problem solving, general safety).
- Responsible for following camp rules and engaging in self-care to ensure he/she can perform at the best of his/her ability.
- Responsible for cabin participation in all scheduled events and for making sure his/her cabin arrives on time for each activity.
- Participates in activities with campers at daily activity sessions.
- Ensures campers are taking medications, showering, eating properly and drinking water.
- Provides guidance to CITs so that they may become effective counselors; sets examples for younger, less experienced counselors.

**Counselor in Training (CIT)**

*Reports to:* Unit Director, Staff Director      *Experience:* None, 1-2 years of CSA pref.      *Age Min:* 16

*Summary:* Responsible for attentive and thorough care of the campers in his/her cabin, while providing a positive camp experience.

*Role Description:* The CIT's role is identical to a Counselor with the following additions.

- Aide their assigned counselor in the care of campers.
- Learn from counselors and staff members good examples.
- Check in with their mentors daily to discuss successes and challenges.

## EXPECTATIONS OF COUNSELORS & STAFF

*Our main priority is to care for our campers physically, emotionally, and spiritually.*

### **Responsibility & Camper Management**

- Sets clear expectations for campers/cabin and follows through
- Makes sure campers are always accounted for and supervised
- Punctual, reliable, and adaptable
- Keeps cabin and campsite clean
- Follows and enforces camp rules
- Cares for physical health and safety of campers
- Serves as a role model in behavior, character, and language
- Demonstrates 3 Rs for conflict resolution/behavior management: Respectful, Remedial, Right away
- Keeps UD and staff director informed of concerns

### **Kindness & Respect**

- Creates a safe environment for campers to learn and grow (e.g., encourages campers, ensures campers feel included, cares for emotional health of campers by listening and showing interest)
- Demonstrates patience and maturity
- Demonstrates acceptance and respect for self, campers, counselors, staff, and Oski Staff
- Demonstrates respect for self and engages in appropriate self-care (sleep, eating, hygiene, hydration, etc.)

### **Teamwork & Spirit**

- Proactive in taking leadership roles in unit and circle
- Works effectively with CIT/co-counselor
- Works effectively with others in unit
- Responds to UD and staff
- Proactive in helping peers and staff
- Actively engages in activities with campers
- Demonstrates flexibility, creativity, and accountability while working with others
- Actively engages in spirit preparation and unit activities (Participation, Enthusiasm, Cooperation, Respect)

### **Personal Growth**

- Demonstrates self-awareness; recognizes own limits
- Demonstrates ability to reflect on abilities and growth edges
- Regularly checks in with UD and mentor, seeks help as needed
- Responds to constructive feedback
- Willing to step out of comfort zone

## POLICIES & PROCEDURES

### Conflict Management

\*\*Follow the chain of command when a conflict arises:

1. Counselor informs co-counselor unless co-counselor is source of conflict
2. Inform UD: either sleeping or spirit (Nick, Kristin, Bailey, Alan)
3. If staff related matter inform Staff Director (Amanda)
4. If facilities or disciplinary matter inform Camp Director (Kevin)\*
  - IF PROBLEM IS URGENT, tell UD who will immediately notify Amanda and Kevin.
  - People with walkie-talkies are: UDs, Amanda, Mandy, Kevin, Steve, Sue R., and Nurse
  - For all program issues, please send those to Mandy

### Boundaries

Camp Saint Andrew's strictly enforces camp territorial boundaries for the safety and protection of campers and staff

- The boundaries are formed by the creek, the parking lot, the front of the arts and crafts shack, and behind D circle.
- Campers and staff are not permitted behind the mess hall or in the Oski staff area at any time.
- Campers and staff may only leave camp for scarf, hikes, or with permission from camp director.

### Night

- Counselors go to bed with campers on Sunday. Amanda will provide a nightly curfew Monday through Friday.
- Everyone is required to sign up for shifts to watch the circle.
- Counselors may trade with someone else, but each counselor must complete two shifts.
- Let your circle UDs know on Saturday when you are going on scarf.
- A lantern and walkie-talkie will be kept in each circle. When on circle watch, keep the lantern with you, so campers know where to go if they need help. If you go to bed, put the lantern on your porch.
- Socializing and campfires will be done at the main campfire so as to avoid disturbing campers.

### Pranks

Smart, responsible, and thoughtful pranks are a fun part of our camp tradition, but they can quickly get out of hand unless we respect some common sense ground rules.

- Respect other people's property. Pranks should not injure others or damage their belongings.
- Choose your targets appropriately. Target peer groups, the camp, or other counselors. Senior boys should not be pranking Junior Girls. Be aware of your audience, and don't be offensive.
- Be involved. If your campers want to do pranks, lead them. This is an activity like any other.
- Don't be a bully. How would you feel if this prank happened to you? The Golden Rule is a good measure.
- Play it safe. If you're unsure, run ideas for pranks by UDs and other staff.
- Take responsibility. If something goes wrong, or if a prank is not taken well, own the result and be prepared for the consequences. The worst case for a good prank should be an apology and having to clean up.
- **Remember, there are no pranks on Friday.** We find that the best and most thoughtful pranks are those that happen in the context of camp, not those that happen on the last night while



everyone is enjoying the dance. Unfortunately Friday pranks are often less thoughtful and more damaging than they are fun as we are preparing to leave camp so we ask that all pranks happen before Friday so they can be enjoyed by everyone.

### **Child Safety and Abuse Awareness Training**

Every three years Camp Saint Andrew's staff and counselors are required to attend a "Safe Guarding God's Children" training. During the training, all staff learns safe and appropriate interaction with children, including:

- "Good Touch/Bad Touch" Avoid touching campers within the strike zone (shoulders to knees).
- Encourage campers to walk and sit on their own. Avoid allowing campers to sit on laps, carrying campers, or giving piggy back rides.
- **The rule of 3:** Avoid being alone with a camper in a cabin or bathroom. Always have another counselor or camper present.
- High fives and side hugs are more appropriate forms of physical affection than frontal hugs.
- Corporal punishment (e.g., hitting, kicking, push-ups, etc.) is prohibited.

### **Relationship Boundaries**

- Zero tolerance for CSA staff or counselors to or flirt and/or establish relationships with campers.
- This is especially applicable to first year CITs who are still close in age to older LIT campers.

### **Cell Phones & Electronics**

Camp Saint Andrew's takes pride in providing a fun and engaging atmosphere for the campers. Use of electronics can take away from this experience. If you feel the need to bring cell phones and electronics the following rules apply:

- Bring at your own risk!
- Keep cell phones and electronics out of sight and reach of campers.
- Steve can lock up electronics until the end of the week to reduce the possibility of theft.
- **GET A WATCH (GOOGLE it if you must)** to keep track of time.

### **Smoking & Chewing**

Camp Saint Andrew's strives to be a tobacco free environment, however, the staff is cognizant that some of its staff does use tobacco. The following policies apply:

### **Campers are not to smoke any substance or chew tobacco at any time while at camp**

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- Counselors and staff are encouraged not to smoke or chew tobacco, but if you must, please avoid during the day while children are present and only smoke in areas with concrete.
- The forest is dry, take caution, and do not start forest fires.

### **Stealing**

- Always a bad idea. Severely frowned upon and disrespectful to the CSA Family.

### **Health**

At Camp Saint Andrew's, health is a priority. Camp takes place in the mountains at approximately 5,200 feet of elevation and campers and staff are easily susceptible to dehydration related illness. To maintain optimum health please adhere to the following:

- Bring a water bottle and **DRINK WATER** throughout the day.
- Keep your campers hydrated.
- Identify which of your campers need medication. Visibly ensure campers who need medication get medication at the appropriate time(s).

### **Social Media**

Camp Saint Andrew's recognizes and understands that volunteer staff may want to participate in social media and Internet networking. Social networks provide a means of communication through website, email, instant messaging, video, and other online tools. Therefore, Camp Saint Andrew's has adopted the following policy, the purpose of which is to protect Camp Saint Andrew's, Saint Andrew's Episcopal Church, the Diocese of El Camino Real, and the individual camp staff volunteers of CSA.

**Policy Statement:** Camp Saint Andrew's (CSA) views: social networking sites including but not limited to Facebook, Twitter, Snapchat, Instagram, Tumblr, and YouTube, as well as personal web sites, and web blogs, positively and respects all staff members' right to use the aforementioned platforms as a medium of self-expression. While using social media, all staff of CSA may be viewed correctly or incorrectly, as speaking on behalf or representing the views of Camp Saint Andrew's. While using social media, CSA staff shall remain cognizant that their posts reflect upon CSA, whether or not intended. Therefore, CSA requires that staff members observe the following guidelines when referring to Camp Saint Andrews, its programs, activities, campers, and/or other staff, in any online platforms:

1. **Accountability:** Understand that staff are accountable for their postings and other electronic communication that are Camp related or could impact the Camp's reputation.
2. **Use of Personal Social Media Sites:** CSA staff members must recognize that they are role models for campers at all times, and should limit their public profile to information, comments, photos, etc. that are appropriate should a camper or parent view them. CSA staff members agree to be respectful of CSA, its employees, volunteers, campers, and policies in all social media postings, blogs and other mediums of online communications.
3. **Photographs & Videos:** CSA staff members are prohibited from posting any photos/videos of campers online using their personal account. CSA asks for written permission from each camper's guardians to use camper photos/videos in written and online materials. Be aware that violation of these guidelines may result in termination as a staff member and possible legal action. Any photos/videos taken by staff members can be given to the steering committee to be posted on CSA's website or social media accounts.
4. **Communication during Camp Emergencies:** In case of a camp emergency, CSA has procedures in place to communicate with parents, churches, media, or any other outside groups. CSA requires all staff members to refrain from posting emergency updates on their own social media profiles or sites.
5. **Camp Logos:** CSA staff members are prohibited from using camp logos on personal pages or sites without written permission.

6. **Camper – Staff Communications:** CSA understands that interacting with campers after a camp session may be extremely positive, as it helps to keep the nourishing or spiritually uplifting experiences campers have at camp alive and helps maintain their connection to camp. However, as with any such communication, CSA cannot guarantee the kind of supervision, oversight, or program structure that will be present in such a situation outside of camp. For the protection of both the staff member and camper, staff members must abide by the following guidelines on appropriate interaction with CSA participants after a camp session is over:

- Staff may not initiate or accept social network friend requests with current or former campers under the age of 18, with the exception of family members or close relatives. Camp staff who have already "friended" or "linked" campers (current or past) under the age of 18 must "de-friend" those individuals and advise them of the Camp policy.
- Discretion must be used when "friending" past campers over the age of 18.
- CSA staff members are not allowed to give out personal information to campers. This includes phone number, email, personal mailing address, etc. If a camper wishes to stay in touch with a staff member after their camp session, CSA recommends the camper follow the CSA social media page.

All staff must sign a declaration that they have read and will abide by these guidelines prior to coming to camp.

**Consequences for Not Following Camp Policies:**

Failure to adhere to camp rules or engaging in behavior that endangers campers, will result in a meeting with the UD, Staff Director, and Camp Director. Based on the discretion of the staff and camp directors, counselors may be sent home if their behavior creates an emotionally, socially, or physically unsafe environment for campers or staff.

## COUNSELOR TOOLBOX

### Icebreaker

- Blanket Game
- Human Knot
- Yes! Let's!
- As a group, create a secret handshake for your cabin
- Name & Pantomime
- Name & Something notable to remember person (favorite camp food, hobby, interest, etc.)
- Silly questions (start with questions that elicit commonalities)
  - If you were a dinosaur, what dinosaur would you be?
  - What is your favorite Disney song?
  - If you could travel anywhere in the world, where would it be and why?

### Attention Grabber

- Find ways to disrupt active conversations - keep them simple.
  - When I say "Hot", you say "Dog"
  - When I say "Nacho," you say "Cheese"
  - When I say "Tiki" you say "Hut"
  - When I say "Grass" you say "Shack"
  - When I say "Let's" you say "Party"
- Call and response clap or song

### Time Filler

- Mini-games (example: Biggest Fan Rock, Paper, Scissors)
- Put a new name on a classic game
- BOOMCHICKABOOMBOOM!! dance game [https://www.youtube.com/watch?v=3yXhm\\_7d\\_bA](https://www.youtube.com/watch?v=3yXhm_7d_bA)
- Walk as slowly as you can to next place
- Pick up trash
- Write a love letter or cheer
- Sing campfire songs
- I spy (younger campers)
- Group conversation (older campers)
- Ask random questions (*Why do you think the sky is blue?*)
- Any icebreaker you haven't used yet can also be used as a distraction game or time filler

### Consider strategies to...

- Establish routines to help campers know what's expected
- Engage campers who do not want to be engaged
- Get places on time

## RELATIONSHIP BUILDING

### Beginning of the Week

- \*\*Focus on building relationships with each camper. Learn camper names right away. Get to know each camper's story.
- Set expectations rightaway.
- Co-create cabin rules.
  - Encourage campers to share their input and take ownership of the rules.
  - Aim for a few key rules that encompass main points.
  - Post rules in cabin as a reminder.
  - Avoid forcing campers to memorize the rules.
  - Establish how to treat others.
  - Ensure that less experienced counselors participate in this too. This is a good opportunity to set the tone for the week and gain campers' respect.

### Maintaining Relationships through the Week

- Continue to ask questions and get to know each camper's story -- some campers may begin to open up on Wednesday and Thursday when they feel comfortable.
- Be consistent with expectations.

### Communication

- Tone
- Positive & Direct
  - Avoid negative words such as *no* and *don't*.
  - Be clear about what do you do want.
  - Give directions that are respectful.
    - *Walk, please!* [instead of *Don't run!*]
  - Support and build on what your campers and peers' ideas. Use "yes ... AND" rather than cutting them down with "yes/no...but..."
- Praise
  - Support positive behaviors.
  - Be specific!
    - *Thank you for ... standing quietly in line.*
    - *I like the way you ... worked hard at archery today.*
    - *Great job ... cleaning up your tray.*
- Transitions and structure
  - Review schedule the night before.
  - Be willing to review schedule during the day when they ask.
  - Remind campers of what activity is coming next.
  - Inform campers of how much time before they need to transition.
    - *We are leaving in 5 minutes... We are leaving in 1 minute.*
- Two Choices
  - Help campers feel empowered.
  - Avoid questions with a yes/no answer (which often results in 'no').
  - Set boundaries on choices.
    - *Which do you want to do first – brush your hair or brush your teeth?*

- You have two choices: you can swim or sit by the pool.
- You have two choices: you can eat a banana or an orange.

### Conflict Management

- \*Manage conflict away from group.
- \*\*Give person chance to cool down.
- Use open-ended questions
  - *What happened?*
  - *How are you reacting?* (reaction is a great synonym for feeling; sometimes people are more receptive with this more neutral word)
  - *How are you feeling toward <person>?* [Campers are often focused on ‘what happened’ and feelings can help identify an underlying issue.]
  - *What were you thinking at the time?*
  - *Who has been affected by your actions?*
  - *How has this affected you? How has this affected others?*
  - *What do you think needs to happen to make things right?*
  - *What do you need to do to make things right?*
- Avoid ‘Why’
  - May sound accusatory.
  - More preferable: *What made you want to do that?*
  - Try to focus on understanding the camper’s perspective. Be curious.
- Label feelings
  - Most common feelings: Mad/angry, sad, hurt, happy, scared
  - “I feel ... when ... “
- Restatements
  - Provide clarity
  - Ensure that you are hearing campers
- Rock-Paper-Scissors (younger campers)
- Let all parties share their perspective, find common ground. You are not telling them what to do or say, but please SUPERVISE, GUIDE, and MODEL how to talk through conflicts (older campers)
- A better way to say sorry <http://www.cuppacocoa.com/a-better-way-to-say-sorry/>
  - I’m sorry for ... be specific.
  - This is wrong because ...
  - In the future I will ... use positive language
  - Will you forgive me?
- **Managing Undesired Behaviors in Positive Ways**
  - Simple outline for how to approach most undesired behaviors. Counselors with a plan to manage undesired behaviors will be more confident when handling **UBs**.
  - **UB** = Undesired Behavior = A behavior that goes against our Camp rules and expectations.  
*Examples:* Not listening, cutting in line, acting out at inappropriate times.
  - **UB<sup>2</sup>** = Behavior that we never want to see twice.  
*Examples:* Lying, dangerous behavior, disrespect.
- **DESCRIBE, EXPLAIN, TEACH**
  - o **3 Key System:** A way to replace bad behaviors with good behaviors.

- 1) **Describe** the UB: "You called Jenna a stupidhead. That is name calling."
  - 2) **Explain** why the UB is inappropriate and not allowed: "Name calling is not kind and we do not allow it."
  - 3) **Teach** the positive behavior we want to see: "If you don't like Jenna's idea, you can tell her you don't agree and still be kind."
- **3 Key System:** A way to AFFIRM positive behaviors.
- 1) **Describe** the good behavior: "You told Jenna you liked her idea."
  - 2) **Explain** why that behavior is good: "That was very kind. Being kind is a great way to make friends."
  - 3) **Affirm** the good behavior: "Great job being kind!"

## HEALTH & MENTAL HEALTH

### Quick Health Tips

- \*\*Ensure that campers take their medication on time each day.
- Ensure that your campers drink water with every meal.
- Encourage campers to eat fruit regularly.
- Encourage campers to sleep early and rest during siesta.
- For minor scrapes, your UD has a box for first aid.
- Do not allow campers to keep medications on them. Bring medications to nurse.
- For health questions, please consult with a nurse (Carrie or Amanda).

### Mental Health

- Children often experience their emotions (e.g., anger, sadness, fear, loneliness) in their body.
- May present as physical illness.
- Common Symptoms:
  - Stomach ache/Nausea
  - Poor appetite
  - Decreased interest in activities
  - Headache
  - Other aches
  - Fatigue
  - Irritability
  - \*\*Symptoms may also result from campers failing to take their medication on time.
- Common Behaviors
  - Externalizing (acting out)
  - Internalizing (withdrawing, may appear depressed or flat, avoidant, alone)
- Common Times of Distress
  - Slower times of day (e.g., meals, downtime, night time)
  - Beginning of the week
    - Homesickness
    - Anxiety about camp
    - Loneliness, difficulty connecting with other campers
  - End of the week
    - Sadness about leaving
    - Anxiety about going home
- Strategies to Manage Campers of Concern
  - This camper may need a little extra attention and find ways to do that while managing the needs of the rest of your cabin Your UD, co-counselor, and Cara can help.
  - Help camper label feelings and give words to what he/she is experiencing.
  - For mental health questions, please consult with Cara.



## SELF-CARE

*Do at least one good thing for yourself every day.*

### Physical

- Get enough sleep (camp is exhausting and you may require more sleep than normal).
- Drink water throughout the day. Avoid energy drinks or soda which will dehydrate you.
- Include fruits and vegetables into your meals.
- Take a break to recharge.
- Take care of hygiene.
- Be physically active.
- Engage in fun activities.

### Psychological

- Be present. Focus on the moment.
- Make time for self-reflection.
- Write in a journal.
- Be curious.
- Notice your inner experiences -- thoughts, judgments, beliefs, attitudes.
- Let others know different aspects of you.
- Ask for help.
- Be open to challenges.
- Engage in activities where you do not have to be the expert or in charge.
- Practice receiving support from others.
- Be aware of your own limits.

### Emotional

- Laugh.
- Be aware of how you're feeling (happy, angry, tired, sad, etc.).
- Find healthy ways to express your feelings.
- Engage in activities that improve your mood.
- Spend time with people who improve your mood.
- Give yourself affirmations and praise.

### Spiritual

- Pray.
- Sing.
- Have a scarf talk.
- Find time to think about your scarf challenge.
- Spend time at the scarf shrine (with permission from your UD).
- Be open to not knowing.

### Leadership/Camp

- Find support in peers.
- Be aware of your priorities.
- Be proactive about your self-care to reduce mid-week burnout.
- Avoid technology (email, social media), which may distract you from camp.
- Strive for balance within your day at camp.
- Strive for balance between caring for others and caring for yourself.

## SCARF

<b>SCARF</b>	<b>MIN. AGE</b>		<b>CHALLENGE</b>
<b>GRAY</b>	Under 12		Good citizen and a helpful camper.
<b>GRAY + 1 SHIELDS</b>			Good citizen, helpful camper, and a true friend.
<b>GRAY + 2 SHIELDS</b>			Good citizen, helpful camper, a true friend, and a good example to others.
<b>GRAY + 3 SHIELDS</b>			Good citizen, helpful camper, a true friend, a good example to others, and accept responsibility as a leader.
<b>GRAY + 4 SHIELDS</b>			Good citizen, and a helpful camper, a true friend, a good example to others, to accept responsibility as a leader, and to love your neighbor as yourself.
<b>BLUE</b>	12	Primary	Loyalty to God, country, the community of nations, one's best self, and the Scarf Creed.
<b>GREEN</b>	13	Intermediate	Rededication to the Christian way of life.
<b>BROWN</b>	14	Primary	Lead a balanced life in your spiritual and personal development.
<b>GOLD</b>	15	Intermediate	Gain a deeper understanding and concern for others.
<b>RED</b>	16	Primary	Sacrifice of time, talent, and personal will through Christian service.
<b>PURPLE</b>	18	Intermediate	Dedication to nobility and a higher way of living, accepting whatever Christian service comes your way.
<b>WHITE</b>	25	Primary	Dedication of your life to Christian service, especially with children.

## COUNSELOR PACKING LIST

### CLOTHES

- ☐ Socks (2 pair/day)
- ☐ Underwear (at least 2 extra pair)
- ☐ Tshirts shirts
- ☐ Shorts
- ☐ Jeans
- ☐ Jackets and Sweatshirts
- ☐ Pajamas
- ☐ Swim suit

### FOOTWEAR

- ☐ Sneakers/Hiking shoes(required)
- ☐ Flip flops/sandals (pool use only)

### LINENS

- ☐ Bath towels
- ☐ Beach towels
- ☐ Wash cloth
- ☐ Laundry Bag
- ☐ Bed sheet

### CAMP THEME STUFF

- ☐ Western theme items and costume
- ☐ Mismatch clothes
- ☐ Crazy hat/hair accessories
- ☐ Pajamas for pajam-a-rama breakfast
- ☐ Talent show props or musical instruments
- ☐ Previous Camp Tie Dye Shirt

### TOILETRIES

- ☐ Toothbrush & toothpaste
- ☐ Soap
- ☐ Brush/comb
- ☐ Shampoo/conditioner
- ☐ Shaving supplies
- ☐ Sanitary supplies
- ☐ Deodorant/Antiperspirant

### EQUIPMENT

- ☐ Sleeping bag
- ☐ Pillow with pillow case
- ☐ Last year's scarf
- ☐ Flashlight with batteries
- ☐ Writing paper, envelopes, stamps, pen
- ☐ Small bag/Backpack
- ☐ Christmas lights for cabin
- ☐ **NON-DISPOSABLE WATERBOTTLE**
- ☐ **WRIST WATCH**

### SUPPLIES

- ☐ Insect repellent
- ☐ Sunscreen
- ☐ Chapstick
- ☐ Medications (*Kept by Nurse*)

❖ **DO NOT BRING** knives or weapons of any kind.

❖ **DO NOT BRING** tobacco, nicotine, drugs, or alcohol.

❖ **DO NOT BRING** more than \$10.00. It's Camp. You really don't need any money.

Be advised that Camp Saint Andrew's is not responsible for the loss of your belongings.

This includes personal electronics or other valuable objects. If you can't lose it, don't bring it.

***Tell your friends to send you mail!***

Camp Saint Andrew's  
c/o Camp Oski  
PO Box 1157  
Pinecrest, CA 95634