



2025

Camp Saint Andrew's Counselor Handbook

PREPARED BY:
ALLI BROBERG

Welcome!

You have been selected as a part of this year's team because you have demonstrated commitment to the well-being of children, have strong skills in your chosen area, love the outdoors, and can serve as a positive role model for our campers.

Camp Saint Andrew's serves approximately 100 campers (ages 8 to 16). Your role at camp is to act as a teacher, coach, role model, leader, and friend to campers. A successful week at camp depends on positive, enthusiastic, kind, caring, and supportive counselors and staff. The information in this handbook provides the foundation for a successful week.

While the primary focus of our program is our campers, our secondary goal is growing and developing young counselors into the leaders of tomorrow.

Our staff includes many professionals who return each year to share their experiences and talents to provide our counselors and leaders with training. We also provide mentorship and support throughout the course of the week and beyond.



Preparing for A Successful Week at Camp

The week before camp, all counselors and staff come together for a full-day "down-the-hill" training session. This session is focused on getting you the skills, and knowledge to make you successful prior to camp.

Before you get to camp, read through this handbook, talk with your co-counselor, UDs, or other staff members to get any questions answered. Plan a song or skit, and start packing! You may want to talk with your co-counselor about what you're bringing so you don't bring duplicate items (i.e. fan, cabin lights, etc.)

The day before campers arrive, we meet at 8:00 am at the Saint Andrew's Episcopal Church parking lot and carpool together to ensure that everyone has a ride. Parking at Camp Oski is limited and Staff get priority, so we encourage carpooling among counselors and CITs.

For drivers who are under the age of 25, every passenger in your car must turn in a signed permission slip. Any passenger under the age of 18 must have a permission slip signed by a parent. Counselors and CITs are expected to arrive at Camp Oski for training by 1 pm sharp. This is a pivotal time for CITS, counselors, and staff to bond before campers arrive so BE ON TIME!

Let's have the "Best Week of the Year!"

2025 Important Dates

July 13 - Mandated Reporter Certificates Submitted

July 20 - "Down-the-Hill" Camp Training @ St. Jude's Episcopal Church (20920 McClellan Rd, Cupertino, CA 95014)

July 23 - Submit Transportation Permission Slip(s)

July 26 @ 8AM (Optional): Carpool/Caravan from St. Andrew's Episcopal Church (13601 Saratoga Ave, Saratoga, CA 95070)

July 26 @ 1PM (REQUIRED): "Up-the-Hill" Camp Training (1 Pine Brook Rd, Pinecrest, CA 95364)

July 27 - August 2 - CAMP! WOO!

August 2 @ 11AM - Leave Camp

August 3 @ 10AM - Scarf Sunday, St. Andrew's Episcopal Church (13601 Saratoga Ave, Saratoga, CA 95070) **WEAR YOUR CAMP SHIRT & SCARF!**

Our Mission

Since 1978, our mission has been to provide an activity-filled, spiritually-aware traditional camp experience to children of diverse backgrounds from a variety of communities. As the official camp for the Episcopal Diocese 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 Sierra Nevada mountains.

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 the best week of the year - **every year**. Diversity is embraced and encouraged at camp, and all are treated with respect and dignity.

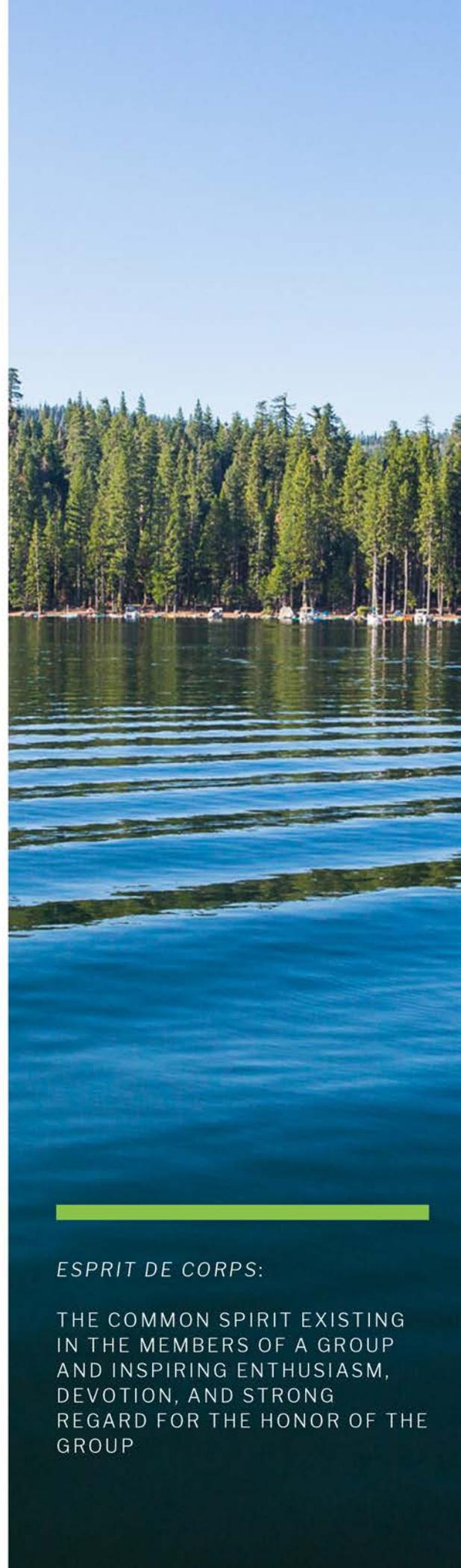
The Philosophy

Children are honest in sharing their impressions and experiences of what they see, hear, and do at camp. When young people have transformational and positive experiences and feel a part of the camp community, they want to return. The same is true for counselors and staff who volunteer their time to help make camp possible every year. For this reason, we believe that the best and strongest measure of the quality of camp is the return rate of campers and staff.

The return rate at Camp Saint Andrew's among campers, counselors, and staff is incredibly high. When people elect to attend the same camp all the way from campers to first-time counselors, senior counselors, and finally as camp staff and leaders, it tells a story that cannot be disputed. It speaks to their sense of happiness and fulfillment, connection to community and their faith, and their desire to help ensure that experience is passed on to campers. It is our philosophy to generate a magical esprit de corps among campers, counselors, and staff alike that will attract and retain young people from childhood all the way through to adulthood as leaders and vital members of our community.

ESPRIT DE CORPS:

THE COMMON SPIRIT EXISTING IN THE MEMBERS OF A GROUP AND INSPIRING ENTHUSIASM, DEVOTION, AND STRONG REGARD FOR THE HONOR OF THE GROUP





Location

Since 1978, Camp Saint Andrew's has held our favorite week of the year at our Sierra facility located near Pinecrest Lake, California.

Originally called Camp Pine Brook, the property was acquired by the Cal Alumni Association (in affiliation with the University of California Berkeley) and joined the other camps as part of the Lair of the Golden Bear and renamed Camp Oski. The three Lair family camps are called Gold, Blue, and Oski. Though Camp Oski is run by Lair Staff, Camp Saint Andrew's continues to hold a significant presence at this camp.

We recommend you get acquainted with the map below if you are new to camp.



LAIR OF THE GOLDEN BEAR - CAMP OSKI

1 PINE BROOK RD, PINECREST, CA 95364



Age Groups by Circle



A Circle (Aspen)
Older Girls Circle
• Seniors
• Leadership Campers



B Circle (Birch)
Younger Girls Circle
• Juniors
• Intermediates



C Circle (Cedar)
Younger Boys Circle
• Juniors
• Intermediates



D Circle (Dogwood)
Older Boys Circle
• Seniors
• Leadership Campers

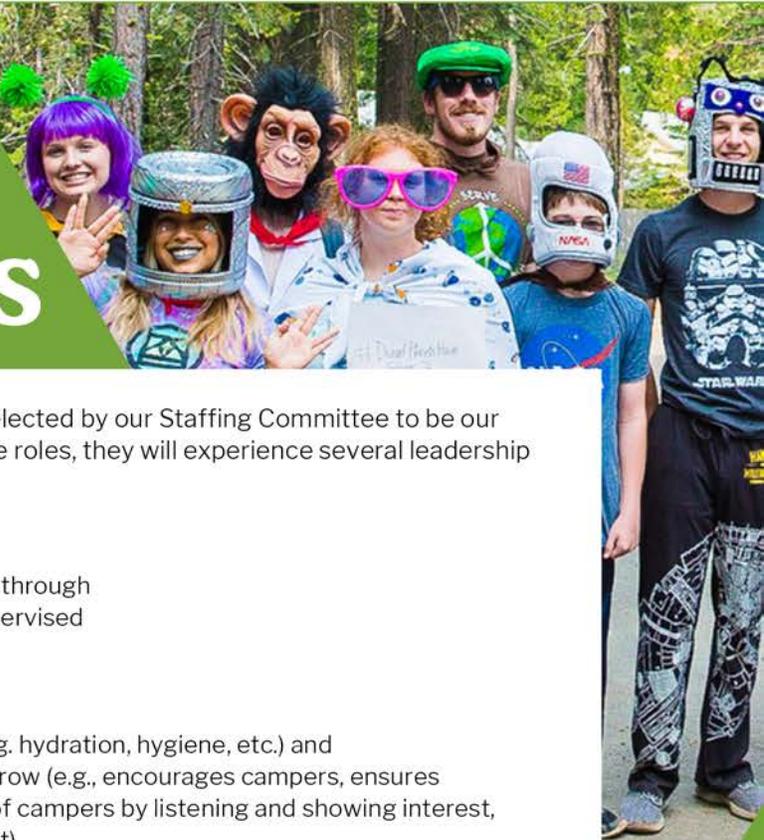
Boundaries

Camp Saint Andrew's strictly enforces territorial boundaries for the safety and protection of attendees.

- These include: The creek upon entering camp, the parking lot on the far side of the A-circle, behind the Craft Shack, behind the Dining Tent, and the far side of the D-circle.
- Campers, CITs, counselors, and staff are not permitted in the Oski staff area at any time.
- Campers, CITs, counselors, and staff may only leave camp for scarf, hikes, or with permission from the Camp Director.

Camp Saint Andrew's

CAMP EXPECTATIONS



Every year, approximately 30 young adults are carefully selected by our Staffing Committee to be our Counselors and Counselors in Training (CITs) - within these roles, they will experience several leadership opportunities and be evaluated on the following skills:

Camper Oversight

- 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 the physical health and safety of campers (e.g. hydration, hygiene, etc.) and
- Creates a safe environment for campers to learn and grow (e.g., encourages campers, ensures campers feel included, cares for the emotional health of campers by listening and showing interest, follows procedures to prevent camper abuse or neglect)
- Demonstrates 3 Rs for conflict resolution/behavior management: Respectful, Remedial, Right away
- Keeps Unit Director (UD) and Staff Director informed of camper concerns

Self Awareness

- Serves as a role model in behavior, character, and language
- Demonstrates patience and emotional maturity
- Prioritizes personal safety/health (e.g. sleep, eating, hygiene, hydration, etc.)
- Provides mentorship and support, and displays a willingness to lead
- Recognizes personal limits and demonstrates self-advocacy by communicating those limits
- Demonstrates ability to reflect on abilities and growth edges
- Regularly checks in with both sleeping circle and spirit UD's
- Seeks help as needed
- Is open to receiving constructive feedback and responds to it appropriately
- Willing to step out of comfort zone

Teamwork

- Works effectively with CIT/co-counselor and other counselors in units
- Regularly checks in with UD's, Staff Director, and CIT Director (as needed)
- Proactive in helping CSA Staff and counselors
- Demonstrates flexibility, creativity, and accountability while working with others
- Respects campers, counselors, CITs, CSA Staff, and Oski Staff

Cultural Integration

- Proactive in taking leadership roles in unit and circle
- Demonstrates flexibility, creativity, and accountability while working with others
- Actively engages in and encourages campers to participate in spirit activities (e.g. morning cheers, campfire songs and cheers, unit activities, etc.)
- Understands and demonstrates the spirit of PERCY: Participation, Enthusiasm, Respect, Cooperation, YEAH!
- Understands the significance of the Scarf Society to the camp community and demonstrates an openness to learning about and participating in scarf

Camp Rules & Expectations

Failure to adhere to camp rules or engaging in behavior that endangers campers, counselors, or staff will result in a meeting with the Unit Director, Staff Director, and Camp Director. Based on the discretion of CSA Staff, counselors may be sent home if their behavior creates an emotionally, socially, or physically unsafe environment for campers, counselors, and/or staff. Any violation of policy can be grounds for immediate and permanent dismissal.

Child Abuse/Neglect

The physical, verbal, sexual, and psychological abuse and/or the endangerment of any campers, CSA Staff, and counselors, will be cause for immediate dismissal. All counselors and CSA Staff age 18+ must complete the Mandated Reporter Training prior to arriving at camp, as well as undergo a Live-Scan background check before first serving. Every 18+ year-old counselor or CSA Staff member must renew their Mandated Reporter Training Certification every three years. If a counselor or CSA Staff member has any reasonable cause to believe or suspect that a child is the victim of abuse or neglect, he or she will contact the Camp Director, and together they will comply with camp procedures, including filing a report with the Department of Health and Welfare or other required authority.

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

- "Good Touch/Bad Touch":
 - Always get verbal consent before touching someone. Consent can be revoked at any time.
 - Avoid touching campers within the strike zone - between shoulders and knees.
 - Encourage campers to walk and sit on their own. Avoid allowing campers to sit on laps, carrying campers, or giving piggyback rides.
 - 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.
- Rule of Three:
 - Avoid being alone with a camper in a cabin or bathroom. Always have another counselor or camper present.
 - In any instance where a counselor needs to interact one-on-one with a camper, the counselor and camper should be within visible eyesight of their Unit Director or other CSA Staff.

Harassment

Camp Saint Andrew's is committed to maintaining an environment that is free of discrimination and harassment based on a person's sex, gender identity and expression, race, age, color, creed, religion, disability, ancestry or national origin, or any other classification protected by state or federal laws.

All volunteers must respect the rights, opinions, and beliefs of others. Harassment, because of sex, gender identity and expression, race, age, color, creed, religion, disability, ancestry, and/or national origin whether conducted by, or affecting a camper, counselor, CSA Staff member, or any other individual connected with Camp Saint Andrew's is strictly prohibited.

Examples of conduct prohibited by this policy include using racial and ethnic slurs, making offensive references to stereotypes, or making jokes about characteristics protected by law. Any such harassment is prohibited by this policy whether or not the conduct also violates federal or state law. This policy applies to all volunteers or agents of Camp Saint Andrew's.

Sexual Harassment Prohibited

No one may subject another camper, counselor, CSA Staff member, or agent of Camp Saint Andrew's to any unwelcome conduct of a sexual nature. This includes both unwelcome physical contact, such as touching, blocking, staring, making sexual gestures, and making or displaying sexual drawings or photographs, and unwelcome verbal conduct such as sexual propositions, slurs, insults, jokes, and other sexual comments. An employee's conduct will be considered unwelcome and in violation of this policy when the employee should have known that the conduct was unwelcome, or when the person subjected to the conduct voiced his or her objection. Any sort of romantic contact between a CSA Staff member or counselor and a camper is grounds for immediate dismissal.

Examples of sexual harassment are: demanding sexual favors or quid pro quo; unwelcome physical touching; sexual remarks, innuendos and jokes; graphic, obscene, or sexual posters or calendars or other print material; email, voice messages, or similar communications which are persistent and unwelcome and sexual in nature; and lewd suggestive comments regarding a camper, counselor, and/or CSA Staff member's style of dress, appearance, body, or personal life.

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Relationship Boundaries

- There is zero tolerance for CSA Staff, including counselors, to flirt and/or establish relationships with campers.
- This is especially applicable to first-year CITs who are still close in age to older campers, this is NOT acceptable and grounds for immediate dismissal.
- Camp Saint Andrew's has a neutral response on relationships that are established before, during, and/or after camp between counselors/CSA Staff of legal age. Please keep these relationships discreet and appropriate at camp!

Diversity, Equity & Inclusion

At Camp Saint Andrew's we empower positive change in the world when youth and adults of all backgrounds, beliefs, identities, and abilities are valued and actively engaged in camp and camp leadership.

Together, we endeavor to create an expansive and inclusive camp community that is open and promotes equity across a diversity of ideas, experiences, perspectives, and voices.

Camp Saint Andrew's commits to prioritizing and appropriately resourcing diversity, equity, and inclusion to increase the reach, relevance, and equitable access to camp experiences. Camp Saint Andrew's will continue to endeavor to routinely evaluate our strategy, efficacy, and advocacy for a more diverse, inclusive, and equitable experience at camp.

Making Complaints — Mandated Reporting

If a CIT or counselor becomes aware of suspected child sexual abuse or neglect whether at camp or outside of camp, the CIT or counselor should immediately report the information to a UD, the Camp Director, or a member of the CSA Staff. Any reports of child abuse or neglect will be made in collaboration with the nurse or health supervisor.

If you believe you are the victim of harassment, you must immediately report this to the Camp Director or Staff Director. If you observe harassment, you should bring the offensive conduct to a CSA Staff member. You should make any formal harassment complaint directly to the Camp Director or Staff Director.

Complaints of harassment do not need to be in writing; however, for Camp Saint Andrew's to properly investigate the report, it may not be anonymous. It is the policy of Camp Saint Andrew's that no reprisal, retaliation, or other adverse action will be taken against any complainant for making a good-faith report of harassment or for assisting in an investigation of harassment.

Investigation of Complaints

Camp Saint Andrew's will promptly and thoroughly investigate all alleged violations of our policies assuming the allegation is in good faith and made in sufficient detail for Camp Saint Andrew's to conduct a confidential but thorough investigation. An investigation cannot be accurately conducted if the allegation is anonymous. The investigation will generally consist of an interview with fact witnesses including the complainant and the alleged harasser. Every effort will be made during the course of the investigation to protect the confidentiality of those involved and of the information gained during the investigation; however, information will be disclosed as necessary to conduct a thorough investigation. The investigation may take several weeks. *During the period following a complaint of harassment, the alleged harasser and alleged victim are not permitted to have one-on-one contact.* The results of the investigation will be reported to the complainant and the alleged wrongdoer as soon as the investigation has been completed and the necessary reports submitted.

Grievance Procedure

Follow the chain of command:

1. CIT or counselor informs their co-counselor (unless the co-counselor is the source of conflict).
2. Inform a Unit Director (either sleeping circle or spirit unit).
3. If the grievance is about a CSA Staff member, inform the Camp Director or Staff Director directly.
4. If it is a facility or disciplinary matter, immediately inform the Camp Director.

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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. The "Platinum" Rule (Treat others how they want to be treated) should be top of mind.
- Play it safe. If you're unsure, run ideas for pranks by the Unit Director and other CSA 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.

Night

Counselors go to bed at the same time as campers on Sunday. The Staff Director will provide a nightly curfew Monday through Friday. If you do not know the curfew time, please ask the Staff Director directly.

- Each CIT and counselor is required to sign up for shifts to watch the circle. Unit Directors will facilitate sign-up for circle watch. CITs and counselors will let their Unit Director know on Saturday which days or evenings you may be receiving a scarf.
- CITs and counselors may trade with someone else, but each must complete at least two shifts. Ergo, you may not go on every evening scarf ceremony to get out of circle watch.
- 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 should be done at the main campfire to avoid disturbing campers.
- Be smart, we're all exhausted.

Stealing

- Don't steal. Always a bad idea, even as a "prank." It is severely frowned upon and disrespectful to our camp community.

Cell Phones & Electronics

Camp Saint Andrew's takes pride in providing a fun and engaging atmosphere for the campers. The 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! Get a watch to keep track of time.
- Keep cell phones and electronics out of sight and out of reach of campers.
- Unit Directors and CSA Staff can lock up electronics for you during the week to reduce the possibility of theft.
- Be aware: WiFi and cell connection is limited, so you really can't do much with electronics anyway!

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Social Media

Camp Saint Andrews views social networking sites including but not limited to Facebook, Twitter, Snapchat, Instagram, Tumblr, TikTok, YouTube, etc. positively and respects the rights of counselors and staff to use social media as a medium of self-expression. While using social media, we all shall remain cognizant that their posts reflect upon Camp Saint Andrew's, whether or not intended. Therefore, we require that all counselors and staff observe the following guidelines when referring to Camp Saint Andrews, its programs, activities, campers, and/or other staff, on any online platforms:

- Understand that counselors and staff are accountable for their postings and other electronic communication that are camp-related to or could impact the camp's reputation.
- Counselors and staff should limit their public profile to information, comments, photos, etc., that are appropriate should a camper/parent view them.
- Counselors and staff are **prohibited** from posting any photos or videos of campers online on their personal accounts. CSA asks for written permission from each camper's guardians to use camper photos/videos in official written and online materials. Be aware that violation of these guidelines may result in termination and possible legal action. Any photos or videos taken by counselors and staff can be given to the Steering Committee to be posted on the website or on official CSA social media accounts.
- In case of a camp emergency, CSA requires all counselors and staff to refrain from posting emergency updates on their social media profiles or sites.
- Counselors and staff are prohibited from using camp logos on personal pages or sites without written permission.
- CITs and counselors should not engage in emailing, texting, or other individual electronic communications with campers at any time.
- We understand 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. For the protection of both counselors and staff and our camper community, counselors and staff must abide by the following guidelines at all times:
 - Counselors and staff may not initiate or accept social network friend requests with current or former campers under the age of 18, except one's own family members or close relatives. Counselors and staff who have already "friended" or "linked" campers (current or past) under the age of 18 must "de-friend" or "unfollow" those individuals and advise them of the camp policy.
 - Discretion must be used when "friending" or "following" past campers over the age of 18.
 - Counselors and staff are not allowed to give out personal information to campers or to engage in online communication with them. Information that may not be given to campers includes phone numbers, emails, personal mailing addresses, etc.

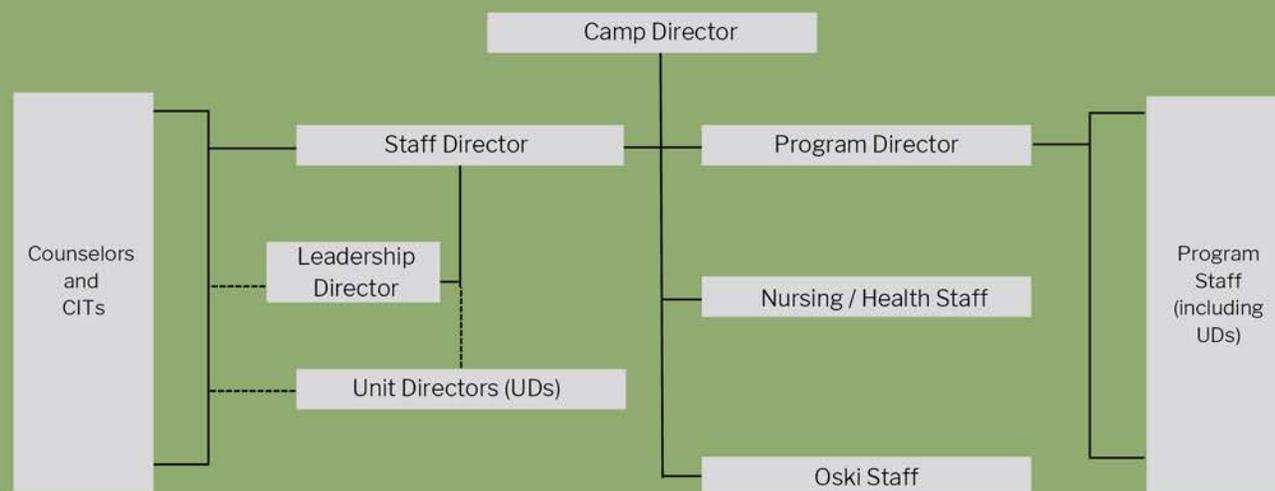
Health

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

- Hydration: Bring a water bottle and *drink water* throughout the day. Ensure that your campers stay hydrated by encouraging them to drink water both at mealtime and throughout the day.
- Handwashing & Hygiene: The best way to prevent the spread of illness at camp is to wash hands - account for the time it takes to wash hands before every meal and throughout the day. Also make time throughout the week for your campers to bathe regularly.
- Medication: Identify which of your campers need medication. Ensure campers who need medication get medication at the appropriate time(s) of day.
- Self-Care: Take care of yourself this includes being accountable for your own rest, hydration, nourishment, adequate sleep, and medicines.

Camp Leadership Structure

Organizational Flow Chart



CONFLICT MANAGEMENT

Follow the chain of command:

1. Counselor informs co-counselor unless co-counselor is the source of conflict.
2. Inform a Unit Director: either sleeping circle or spirit unit.
3. If it is a Staff related matter inform the Staff Director directly.
4. If it is a facilities or disciplinary matter immediately inform the Camp Director.

- IF THE PROBLEM IS URGENT, tell a UD who will immediately notify the appropriate Director
- For all program issues, please send those to Program Director

Camp roles are decided and voted on by Camp Saint Andrew's Steering Committee. The Steering Committee makes formal decisions about camp's processes and procedures and reports back to the formal Board of Directors. Camp Saint Andrew's Steering Committee meets on a monthly basis throughout the year in order to plan, execute and reflect on camp for continuous improvement.

If you are interested in joining Steering Committee or being more involved with the initial planning of camp please reach out to the Camp Director and/or Staffing Director.

Steering Committee Members

Alan Cameron	Duncan Clendaniel
Alli Broberg	Erin Voelkel
Ashley Fuoss	Hunter Collins
Bailey Disher	Kate Pavlina
Brady Connolly	Kevin Leblanc
Jason Blazick	Kristin Cameron
Caitlin Clendaniel	Lindsay Costigan
Caleb Kragelund	Mandy Armes
Cara Pham	Sky Pitre
Chelsea Miller	Steve Kottmeier
	Sue Ramar

Board of Directors

Kevin Leblanc - President
Lindsay Costigan - Treasurer
Cara Pham - Secretary
Duncan Clendaniel
Jason Blazick
Kristin Cameron

Age Groups

Juniors

3rd - 5th grade age children (ages ~8-10)

What are they like?

- Strong attachment to home and family environment, very prone to homesickness
- They are anything but still and quiet
- They do not like to stay "confined" - meaning they do not like doing one thing for a long period of time
- Some are still concrete thinkers; others are beginning to think logically and symbolically and beginning to understand abstract ideas
- They have a strong need to feel accepted and worthwhile - especially desire peer acceptance
- They will display a clear desire for close friendships with their cabin mates
- They may have a strong identification with their own gender and age group - less readily play with the opposite gender
- Growing desire for better performance skills - they look to counselors for approval and follow rules, primarily out of respect for the counselor
- Enjoy being mischievous and daring
- Need patience and understanding - should have close supervision throughout camp
- Aware mainly of self and their own desires
- Prefer highly imaginative make-believe play
- Desire repetition and (ideally) a set schedule - can be easily upset by change of routine and environment



What to prioritize as a counselor:

- Rules and rituals are important, and it is very hard for children at this age to lose.
 - Set cabin rules early, go over the schedule regularly with junior campers and ensure that they are ready 10-20 minutes earlier than it would normally take you!
- Since Juniors are readily looking for acceptance, as a counselor, you may become someone very important in their eyes
 - Be sure to role model positive behaviors (SHOW and TELL, rather than giving only verbal instructions) and give praise when your campers do something good and/or reflect your positive behaviors - they want to hear that they're doing a good job!
- Activities should be active!
 - You will be surprised by how much energy Junior campers have, tire them out with sports, archery, swimming, and games (cooperative games are especially enjoyable, avoid competitive games!)
- They respond affectionately to counselors who look after their needs, who show interest in them, and who are fair and capable of humor and imagination.
 - Listen to your campers and ask questions about them. Ensure that they are eating, drinking water, and they are protected from the elements. Participate in activities with them, including make believe games. And lastly, don't be afraid to get silly or wacky!

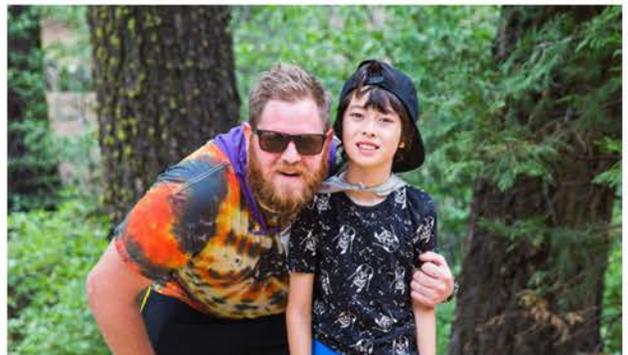
Age Groups

Intermediates & Seniors

6th - 8th grade children (ages ~11-13)

What are they like?

- Beginning to develop personal values, interests, and starting to set personal goals
- Defining themselves through environment, friends, clothes, culture, TV, etc. - varied in sexual maturity
- Due to being pre-pubescent they can be highly self-conscious of their bodies, clumsy and overall - awkward
- Developing the understanding that there are consequences to their actions
- Learning to handle emotions such as fear, frustration and rejection
- Learning to express individual ideas in appropriate ways
- Enjoy participating in a lengthy project that has a visible outcome (such as skits with costumes, archery certificates, etc.)
- Beginning to accept personal and community responsibility - want to be part of something important
- Capable of abstract thinking, they are exploring and examining rules to make sure the rules are truly fair
- They care much more about what their peers think
- Unlike Juniors, Intermediates tend to be more grounded in reality and are capable enough to solve multi-variable problems (complex thought)
- Identifying themselves with a more expanded peer group; they may do things with others that they'd never attempt alone
- Learning to accept and value other points of view



What to prioritize as a counselor:

- Make sure that your campers know that you're there for them!
 - Build a community - make sure that no one is left out
 - Get to know each camper on a 1:1 basis
 - Make sure their needs are met
 - Take advantage of their desire to be apart of something bigger - reassure them that they are important and valued at camp (they really get into rituals and tradition)
- Know that it will take you longer to earn the respect and trust of this "tween" age group
 - Set them up for success and ensure that they aren't left in a position where they feel embarrassed
 - Don't put them in a position where they are forced to choose between their friends and what you want
 - Keep conversations appropriate and camp-centered
- Intermediates are seeking a more "adult-like" experience
 - Not as interested in "make-believe" and wanting to experience camp as it is
 - Treat activities as they are (playing basketball to play basketball, doing Arts & Crafts to do Arts & Crafts) because they are fun
 - Have more grounded conversations and ask them about their interests
 - Encourage them to get as involved as they are comfortable with!

Age Groups

Ages 14+

Program Aides, Camper Aides

What are they like?

- Have a well-established sense of self and what their interests are (expresses interests through clothes, conversations, etc.) - want to set their own goals
- Have strong opinions and want/need to be heard
- Have more ability for complex thought and once you've gained their trust will readily share ideas
- Able to better express feelings through talking
- Hate "meaningless" activities - regularly ask, what is the purpose? Or why are we doing this?
- Show more concern about body image, looks, and clothes (makeup, perfume, cologne, etc.)
- Shows more interest in and is easily influenced by their peer group, succumbing to peer pressure is common; want approval of their cabin
- Desire to be seen as "grown-up"
- Looking for a role model that is "cool" - want a counselor that is more like a peer than authority
- Will take a heavy interest in the lives of CITs, counselors, and staff - often have idealistic views of "adult life"
- Romanticized view of sexual and intimate relationships
- Knows their physical limits; but may not take on challenges despite being capable
- May have low confidence and experience more moodiness - may feel stress
- Can develop eating and body image problems (boys overindulging and girls becoming pickier)



What to prioritize as a counselor:

- Be honest and direct with your teen when talking with your campers
 - If they ask about your personal life, you should be wary of providing too much detail
 - If inappropriate conversation topics come up then directly inform them that "we don't talk about ___ at camp, as it is inappropriate" (drugs, sex, etc.)
- Get to know your campers and talk to them like adults
 - Show an interest in your camper's life and celebrate their uniqueness as individuals
 - Ask for their opinions on what they would like to do for the day, let the group choose
 - Understand what they need to feel comfortable (do they want to get up early to shower, do they wear makeup, do they have things they do/don't want to participate in?)
- Help your camper make healthy choices while encouraging them to make their own decisions
 - Encourage your campers to disconnect (no technology)
 - Allow them to start displaying leadership qualities
- Respect your camper's opinions and take into account her thoughts and feelings. It is important that they know you are listening to them
- When there is a conflict, be clear about goals and expectations, but allow your camper input on how to reach those goals

Building Relationships with Campers



Beginning of the Week

- Focus on building relationships with each camper. Learn camper names right away. Get to know each camper's story.
- Establish clear expectations for how to treat others and their belongings. Reinforce them throughout the week.
- Co-create cabin rules with camper input (make sure CITs are also actively involved in this process).
- Aim for a few key rules that encompass the main points. Consider physically posting the created rules in the cabin as a tangible reminder.
- Enjoy experiences alongside campers - when you are enthusiastic, campers will be too!

Show That You Care

- Throughout the week, continue to ask questions and create spaces for campers to learn about one another and you to learn about them.
- Every camper should feel that they are getting special attention from you. Try to find a moment every day to connect with each camper.
- Campers who feel more connected, seen, and heard by their counselors are more willing to engage in camp and follow camp rules, routines, and rituals.
- Some campers may begin to open up on Wednesday and Thursday as they feel more comfortable.
- Be consistent with expectations and follow through on promises. Consistency is a powerful way to build trust.
- Respect the dignity of each camper. Remember the rate of growth in mental, physical, social, and emotional development varies in each child.

Communication

- Maintain a cheerful tone and be respectful of campers always - this includes not using obscene and profane language. This models the culture and expectations to campers.
- Use clear, positive, direct language
- Avoid negative words such as "no" and "don't."
- Instead, be clear about what you *do want campers to do*: "Walk, please!" instead of "Don't run!"
- Support and build on your campers and peers' ideas. Use a "yes ... AND" mindset. It is ultimately more powerful and impactful than constantly hearing "no, because" from an authority figure.
- Praise your campers and support positive behaviors by being specific! (e.g. "Thank you for ... standing quietly in line.", "I like the way you ... worked hard at archery today," and "Great job ... cleaning up your tray.")
- Please refrain from discussing your personal life with campers.

Create a Group Identity

- Create a sense of group pride from the first day. Set clear expectations around respect and teamwork early in the week.
- This will enable you to reinforce values that are important to the group. (e.g. while waiting in the lunch line tell your campers "we want to be the group that is called first for lunch because we're the quietest")
- Make being in your cabin group feel like something special - create a secret handshake, work together to write the best cabin cheer, the best cabin name, or a special lunch activity, make matching t-shirts, etc.
- The more fun and engaging the group's identity, the more likely campers are to do activities as a group, not as a set of individuals traveling together.

Icebreakers

- Blanket Game
- Human Knot
- Yes! Let's!
- Create a secret handshake for your cabin or with every person you know/want to get to know
- Name & Movement Game
- Name & Something Interesting
- Silly Questions:
 - 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?

Time Fillers

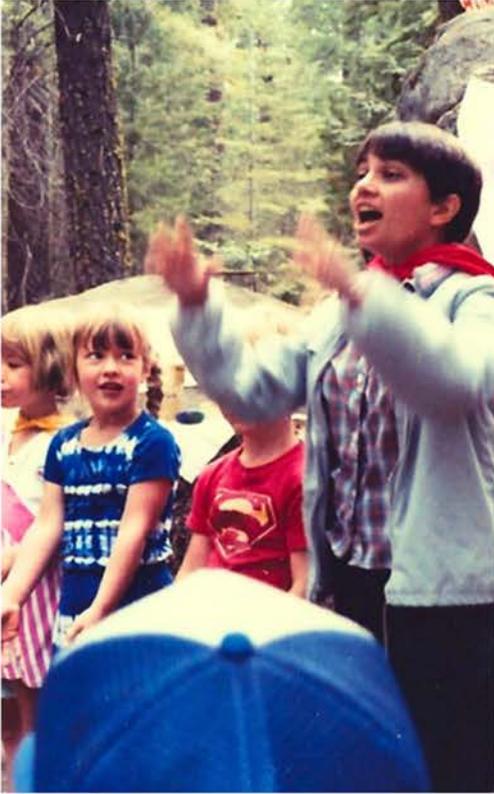
- Games:
 - Biggest Fan (version of Rock, Paper, Scissors)
 - Hand Game
 - Jewel Thief
 - Laser Tag
 - Woosh Ball
- Minute Game: Ask campers to guess when it has been a minute (silently) - it's best to have a watch.
- Card games (e.g. UNO, spoons, etc.)
- Put a new name on a classic game
- Walk as slowly as you possibly can to the next place
- Who can pick up the most trash on the way to next activity
- Write a love letter or cheer
- I spy (younger campers)
- Group conversation (older campers)
- Camp Resource Playlist - found on YouTube
- Ask random questions (Younger campers, e.g. Why is the sky blue?, If you could ask a wild animal any question, what would you ask?)

Attention Grabbers

- 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 that requires a clap.
- Start a song that requires a response people will know.



Camper Management Strategies



Transitions and Structure

- Review the schedule with your campers each night
- Review the schedule during the day if campers ask.
- Remind campers of which activity is coming next.
- Inform campers of how much time until you will transition to the next activity.
- "We are leaving in 10 minutes...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."

Helping Campers Feel Heard

Use open-ended questions

Examples include:

- What happened?
- How are you reacting? (Reaction is a great synonym for feeling; sometimes people are more receptive to this more neutral word).
- How are you feeling toward ___? (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 can you 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.

A better way to say sorry

- "I'm sorry for..." be specific.
- "This was wrong because..."
- "In the future, I will..." use positive language
- "Will you forgive me?"

Managing Undesired Behaviors

A simple outline for how to approach most Undesired Behaviors:

- An Undesired Behavior or UB is a behavior that goes against our camp rules and expectations. Examples include not listening, cutting in line, and acting out at inappropriate times.
- There are some more serious UBs that we never want to see twice. Examples include: lying, dangerous behavior, disrespect, or any type of harassment or abuse.

Remember: Describe, Explain, Teach

A way to REPLACE BAD behaviors with positive 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."

A way to AFFIRM & REINFORCE 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!"

Help Campers Learn to Label Feelings

Help the camper label feelings and give words to what they are experiencing:

- Most common feelings: Mad/angry, sad, hurt, happy, scared
- "I feel ... when ... "
- **Restate** what you hear the camper say to show you are listening and gain clarity
- **Ensure that you are hearing campers**
- **Let all parties share their perspective, find common ground. You are not telling them what to do or say, but rather SUPERVISING, GUIDING, and MODELING how to talk through conflicts (older campers)**

Strategies to Manage Campers of Concern

Some campers may just need a little extra attention and we can find ways to do that while managing the needs of the rest of your cabin.

*Please note: Your sleeping circle or spirit unit UD, co-counselor, and staff can help.

For mental health-specific questions, please consult with Cara.



Health & Wellness

For health emergencies, please immediately find someone who can help you reach the Nurse or Health Supervisor.

Physical Health Reminders

Think Triple "H":

- **Hand washing** - the BEST way to prevent the spread of illness. Account for the time it takes to wash hands before every meal when planning your day.
- **Hydrate** - dehydration is one of the most common causes of tired, unhappy kids. Every camper should have a water bottle. Make time to refill regularly.
- **Hygiene** - as much as we want to believe it, the pool is not a shower and does not replace scrubbing with soap. Set realistic goals for your age group. For campers who struggle with showering aim for at least three times during the week, especially after lake day.



“I don’t feel good...”

What now?

If camper is experiencing any of these...

- Difficulty breathing...
- Excessive coughing...
- Vomiting...
- Excessive tiredness/fatigue...
- Serious injury...
- Excessive swelling from insect bite/sting...
- Something “feels off” or not quite right...



...go **DIRECTLY** to nurse

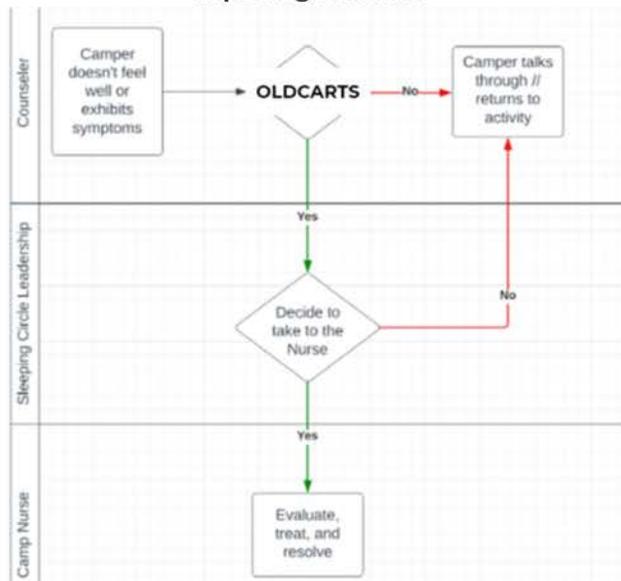
REMEMBER: DO NOT abandon your other campers - communicate with your co, a staff member, etc.

When you go to the nurse...

REMEMBER CUS Words

I'm **C**ONCERNED...
I feel **U**NCOMFORTABLE...
This is a **S**AFETY issue...

Reporting Structure



- O** = ONSET _____ “WHEN DID IT START?”
- L** = LOCATION _____ “POINT TO WHERE IT HURTS”
- D** = DURATION _____ “HOW LONG DOES IT USUALLY LAST?”
- C** = CHARACTER _____ “DESCRIBE IT...DOES IT FEEL SHARP, DULL, ACHY...?”
- A** = AGGRAVATING FACTORS _____ “DOES ANYTHING MAKE IT WORSE?”
- R** = RELIEVING FACTORS _____ “DOES ANYTHING MAKE IT BETTER?”
- T** = TIMING _____ “HAVE YOU HAD THIS BEFORE?”
- S** = SEVERITY _____ “HOW BAD IS IT ON A SCALE FROM 0-10”

Health & Wellness Continued



The health and safety of our campers, counselors, and staff are of primary importance. We are committed to making every reasonable effort to provide our community with a safe and healthy environment. For health emergencies, please immediately find someone who can help you reach the Nurse or Health Supervisor.

Quick Tips

- Ensure that campers take their medication on time each day.
- Ensure that your campers drink water with every meal, ideally at least three cups.
- Encourage campers to eat fruit regularly (it will help them poop!).
- Encourage campers to sleep early and rest during siesta.
- For minor scrapes, your UD has a box for first aid--many counselors also carry small first aid.
- Do not allow campers to keep medications in the cabin or with them. Bring medications to the nurse.
- For health questions, please consult with the nurse or health supervisor.

Mental Health

Children often experience their emotions (e.g. anger, sadness, fear, loneliness) in their bodies. This may present as a physical discomfort or illness.

Common symptoms:

- Stomach ache/Nausea
- Poor appetite
- Decreased interest in activities
- Headache
- Other aches and pains
- Fatigue
- Irritability

Common behaviors:

- Externalizing (acting out)
- Internalizing (e.g. withdrawing, may appear depressed or flat, avoidance, alone)
- Homesickness
- Anxiety about camp
- Loneliness, difficulty connecting with other campers
- Sadness about leaving
- Anxiety about going home

Common times of distress:

- Slower times of day (e.g. meals, downtime, night time)
- Beginning of the week
- End of the week

Counselor Self-Care

Remember to prioritize yourself this week as well - while your primary priority is your campers, do at least one kind thing for yourself every day. You will be most successful when you are at your best. Below are some recommendations.

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.

As a Leader

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

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 Unit Director).
- Be open to not knowing.

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.

Camp Roles

Our Roles and the corresponding responsibilities that keep our camp running.



Kevin Leblanc

Camp Director

REPORTS TO: Steering Committee

AGE MIN: 25

MINIMUM EXPERIENCE: 4-6 years of Camp, 2-4 CSA

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.)



Alli Broberg

Staff Director

REPORTS TO: Camp Director

AGE MIN: 25

MINIMUM EXPERIENCE: 4-6 years of Camp, 2-4 CSA

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.
- Works with Camp Director and Program Director to address disciplinary issues and enact emergency procedures.
- Works with the Registrar, Program Director, Unit Directors, and other staff to plan a successful week of camp.
- Facilitates daily counselor meetings and participates in the Program Staff meetings.



Mandy Armes

Program Director

REPORTS TO: Camp Director

AGE MIN: 25

MINIMUM EXPERIENCE: 4-6 years of Camp, 2-4 CSA

SUMMARY: Oversees all elements of program

ROLE DESCRIPTION:

- Plans and oversees all aspects of camp program
- Works with Program Staff to ensure that program area run smoothly; including purchasing supplies, suggesting activities and recruiting staff.
- Works with Camp Director and Staff Director to coordinate disciplinary issues and emergency procedures.

Camp Roles

Our Roles and the corresponding responsibilities that keep our camp running.



Duncan Clendaniel, R.N.
& Ella Jeffries, R. N.

Nurses / Health Supervisors

REPORTS TO: Camp Director

AGE MIN: 21

MINIMUM EXPERIENCE: 2 or more years as an RN with a current Registered Nurse licensed in the state of California.

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

ROLE DESCRIPTION:

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

Leadership Director

(Program Aide/Camper Aide/CIT Director)

REPORTS TO: Staff Director

AGE MIN: 25

MINIMUM EXPERIENCE: Minimum 2 years at CSA

SUMMARY: Serves as leader and role model for Program Aides, Camper Aides; coordinates all related leadership program elements. Supports CITs.

ROLE DESCRIPTION:

- Develops and implements leadership program closely with Staff Director; helps with planning and facilitating training
- Facilitates dynamic leadership program including group and individual meetings and activities that promote development of leadership skills as well as increased self-awareness of young adults at camp.
- Coordinates formative and summative feedback and facilitated opportunities for leadership growth



Bailey Disher



Program Roles

Our Roles and the corresponding responsibilities that keep our camp running.

Program Staff

REPORTS TO: Program Director

AGE MIN: 21

IDEAL EXPERIENCE: 4-6 years of Camp, 2-4 CSA

SUMMARY: Shares with and instructs campers in a specific talent, craft or Oversees the day-to-day operations of CSA.

ROLE DESCRIPTION:

- Responsible for planning and executing a week's worth of program activities.
- Ensures that all campers follow established safety and courtesy rules for the activity area.
- Participates in/supports the camp as a whole when not running specified activity including all-camp activities whenever possible, including meals, campfire, chapel, flag, etc.; assists with support and supervision for campers and mentorship for counselors

Programs include but are not limited to:

All Camp	Hiking
Archery	Music
Arts & Crafts	Scarf
Campfire	Sports
Candles	Night Hike
Chapel	Tidy Tent
Fishing	Tie Dye

All Camp



Kristin Cameron
All Camp & Photographer



All Camp activities bring our camp community together! These activities include scavenger hunts, relay races, and so much more to ensure that kids, counselors and CSA Staff are bonded beyond their cabin.

All Camp activities are at the cornerstone of our community and ensure that everyone has fun in a safe competition format.

Archery



Hunter Collins
Archery Director & Music



Rev. Joel Martinez
Archery Assistant



Archery target shooting is an exciting activity available to campers of all skills. Campers are given detailed instruction on how to hold and use a bow, aim and shoot arrow, score their shots, and how to stay safe on the range. As they improve, they'll have opportunities to shoot from longer distances and earn certificates that commemorate their new skills.

Program Roles

Our Roles and the corresponding responsibilities that keep our camp running.

Arts & Crafts / Tie-dye



Ashley Fuoss
Arts & Crafts



Sue Ramar
Arts & Crafts



Lindsay Costigan
Tie-dye



Our Craft Shack is stocked with a variety of arts and crafts for every camper's crafting interests to make and take home. From lanyards, frames, and paintable ceramics, to clay-sculpting and pillow-decorating, the possibilities are endless.

We provide the shirts and instruction and campers provide the creativity as they tie and dye their own unique shirts to take home. This year, we're excited to add pillow cases to the items that can be dyed. Enjoy the rainbow!

Campfire



Jason Blazick
Campfire Director



Campfire is the best, weirdest, grossest show ever and you and your cabin are the stars. At the end of each day, the whole camp gathers at the Papa Bear Stage for a night of sing-a-longs, love letters, ridiculous camper skits, silly costumes, terrible jokes and so much more. Over the course of the week, each cabin presents a song or skit in front of our very supportive audience, and it's always a hit. We love working with campers to discover their unique qualities and show them how to be comfortable on stage long enough to share them. Campfire is always a great finish to another amazing day at camp.

***See Counselor Toolbox Below For Camp Songs**

Candles / Sand Art



Missy Rietfors
Candles / Sand Art



One of our historical programs revamped - Candles and Sand Art is always a hit across our Camp Community! Campers can create ornaments, complex sand art, and so much more as keepsakes to bring home to their friends and family.

Program Roles

Our Roles and the corresponding responsibilities that keep our camp running.

Chapel



Alan Cameron
Chaplain & Sports Supervisor



At our daily chapel service, we emphasize the importance of family, caring for our friends, and treating all people with respect and kindness. This includes fun songs, short stories about God and the life of Jesus, and time for spiritual reflection. All campers are encouraged to participate as they feel comfortable.

You can find the songs we regularly use for Chapel in a separate book!

Fishing



Steve Kottmeier
Fishing Director



Rev. Annalise Deal
Fishing



Rev. Kevin Deal
Fishing



This program is a voluntary activity open to campers of all ages who are given the opportunity to fish for rainbow trout on beautiful Lake Pinecrest. Each morning, we take several boats of campers to fish and, with luck, catch trout. Even when the fishing is slow, we enjoy watching the sun rise over the lake.

Under adult supervision and using camp supplied gear, campers experience Sierra lake trout fishing, many for the first time. Whether a new or experienced fisher, the look of joy on a camper's face when he or she catches a fish is priceless!

Hiking



Cameron Clendaniel
Music Director, Hiking & Bird Watching Director



Andy McClelland
Hiking & Music Assistant



Our age-appropriate hikes provide campers an opportunity to be focused on the present, observe nature, and get a little exercise as they walk with their cabin in the woods. Our youngest campers explore a Mi-wuk village and learn a bit about the history of the Mi-wuk tribe. Older campers hike to the lake and are challenged to reflect on what it means to be a strong leader at camp and at home. The only requirements are good walking shoes, an appreciation of nature, and a non-disposable water bottle.

***Counselors: Please note the various tools below that can be utilized on hikes to keep any and all kids entertained, hydrated and engaged, first kits and medics are available on hikes for any and all small injuries.**

Program Roles

Our Roles and the corresponding responsibilities that keep our camp running.

Hiking Continued

Instructions for counselors:

**= REQUIRED

****You must arrive at the mess tent no later than 10:15 am.****

Make sure each camper (and you) BRINGS:

- WATER BOTTLE
- Towel
- Bag to hold stuff
- Lunch (pick up at mess hall)

Make sure each camper (and you) WEARS:

- Camp shirt**
- Bathing suit
- Bug repellent
- Sunscreen
- Close-toed shoes**

Please note:

- Plan ahead! Have campers wear their swimsuits and camp shirts to chapel.
- Encourage campers to drink water at breakfast before the hike to stay hydrated.
- Encourage campers to go to the bathroom before the hike.
- Please make sure all campers keep a good pace and stay together on the hike.
- We will bring brown bag lunches and eat at the lake. Everyone will take their own garbage in and out.

Music



Cameron Clendaniel

Music Director & Hiking Director



Andy McClelland

Hiking & Music Assistant



Hunter Collins

Archery Director & Music



Our Camp Band, lovingly referred to as Nuns n' Moses, includes our staff, counselors, and campers who enjoy playing music - this program gives them the opportunity to share their talents and connect with individuals with common interests.

Sports



Alan Cameron

Chaplain & Sports Supervisor



Sports at Camp Saint Andrews is all about inclusiveness, healthy competition, team building and of course having lots of fun! We have all sorts of different individual and team games to play while at sports.

We host everything from traditional games like soccer, basketball, hockey, volleyball and lacrosse to creative games like competitive tic tac toe, four corners, rebound soccer, and relay races. We also offer all sorts of fun individual games: bean bag toss, ring toss, inflatable bowling, and hula hoops. Every year your camper can expect a new and exciting activity at sports.

Program Roles

Our Roles and the corresponding responsibilities that keep our camp running.

Scarf



Cara Pham
Scarf Director



Caitlin Clendaniel
Scarf



Everyone at camp has the opportunity to accept a personal challenge represented in different colored scarves worn around our necks. Challenges accepted at camp last long after the week is done. Each color of Scarf represents a unique challenge and is guided by age. See chart below for colors and challenges.

SCARF	MIN. AGE	TYPE	CHALLENGE
GRAY	Under 12	-	Be a good citizen and a helpful camper.
GRAY + 1 SHIELD	Under 12	-	Be a good citizen, a helpful camper, and a true friend.
GRAY + 2 SHIELDS	Under 12	-	Be a good citizen, a helpful camper, a true friend and a good example to others.
GRAY + 3 SHIELDS	Under 12	-	Be a good citizen, a helpful camper, a true friend, a good example to others, and accept responsibility as a leader.
GRAY + 4 SHIELDS	Under 12	-	Be a good citizen, a helpful camper, a true friend, a good example to others, to accept responsibility as a leader, and to love your neighbor as yourself.
BLUE	12	Primary	Loyalty to one's best self and the Scarf Creed.
GREEN	13	Intermediate	Respect the body, mind, and spirit of self and others.
BROWN	14	Primary	Lead a balanced life in your spiritual and personal development.
GOLD	15	Intermediate	Gain a deeper understanding and concern for others.
RED	16	Primary	Sacrifice of time, talent, and personal will.
PURPLE	18	Intermediate	Dedication to high and noble living, accepting whatever Christian service opportunities that come your way.
WHITE	25	Primary	Dedication of your life to Christian service, especially with children.

SCARF CREED:

I would be true, for there are those who trust me; I would be pure, for there are those who care; I would be strong, for there is much to suffer; I would be brave, for there is much to dare. I would be brave, for there is much to dare. I would be friend to all the foe, the friendless; I would be giving, and forget the gift; I would be humble, for I know my weakness; I would look up, and laugh, and love and lift. I would look up, and laugh, and love and lift.

Program Roles

Our Roles and the corresponding responsibilities that keep our camp running.

Scarf Continued

How Scarf Works:

- **On Sunday, ask your campers if they are interested in accepting a scarf challenge.**
 - Scarf challenges are personal challenges we can choose to take on to improve ourselves.
 - Everyone who chooses to accept a challenge will be led on a trust walk to accept the challenge.
 - *Scarf is not required*, but is something many people choose to do. If anyone is unsure if they would like to accept the challenge of a Scarf, they are encouraged to attend a Scarf talk to learn more.
- Please fill out a form for every camper and counselor in your cabin indicating whether or not they would like to accept a scarf challenge.
- Give the paper to the Scarf Director by Sunday evening / Monday morning Chapel at the latest.
- The Scarf Director will give you informational sheets for each scarf including time of ceremony
- Attend Scarf talks - *Scarf talks are a great way to join in the community of Camp*
 - **Gray and Gray with shields:** Scarf talk Monday during Siesta in your circle
 - No guide needed unless they want someone specific

As a counselor, please also reach out to the person you would like to lead YOU and the White Scarfer that you would like to tie YOUR scarf and be sure to have Scarf talks THROUGHOUT the week!

- **Blue, Green, Brown**
 - Scarf Talks: Monday during Siesta near Sports
 - Make sure campers have someone to lead them on their Scarf ceremony (must be equal or higher ranking Scarf wearer)
 - If there is a specific White Scarfer who will be tying the camper's Scarf, please let the Scarf Director know as soon as possible.
- **Gold** - Talk to counselors, others accepting Gold, staff and Scarf Director
 - Identify who will lead (equal or higher rank) and tie (White Scarfer).
- **Red** - Talk to at least 3 staff members including a White Scarfer whom you would like to tie
 - Talk to Scarf Director
 - Identify who will lead (equal or higher rank) and tie (White Scarfer)
- **Purple** - Talk to Scarf Director as soon as possible

Ceremony Tips

- Show up on time or early
- **Wear bug spray!**
- For all night ceremonies, **wear pants** (especially Brown, Gold, Red, Purple)
- For those leading someone on a night ceremony, **bring a flashlight** (that's not a phone)

Program Roles

Our Roles and the corresponding responsibilities that keep our camp running.

Spirit

At the beginning of the week, cabins are put into spirit units that they will be with the whole week. They do activities, write and preform cheers and build unity and spirit together. At the end of the week, the staff votes on which unit they felt had the most spirit and on Friday night, that unit is presented with the coveted spirit award and lots of bragging rights!



Unit Director

REPORTS TO: Camp Director

MINIMUM EXPERIENCE: 1-2 years of CSA

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

AGE MIN: 21

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.
- 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.



Sky Pitre

Green Unit



Chelsea Miller

Blue Unit



Caleb Kragelund

Red Unit



Leadership Program

Camp Saint Andrew's has always had the goal to foster young leaders from among our campers who would grow into roles of increasing responsibility and eventually become Counselors-in-Training (CITs) and Counselors at camp. The Leadership Program continues to serve one of our largest populations of campers. At age 17 and/or heading into senior year of high school, one may apply to be a CIT.

Through the Leadership Program, campers entering 9th to 11th grade (ages 14 to 16) get the chance to:



- Reflect and learn together about what it means to be a leader,
- Gain skills to support programs and work with kiddos at camp
- Learn to embody and describe their leadership experiences back at home

Program Goals:

1. Gain leadership skills that apply to up-the-hill and down-the-hill contexts
2. Deepen their understanding of what it means to be a leader and develop a strong sense of self
3. Feel a deeper connection to others and see themselves as a part of the Camp Saint Andrew's community

The skillsets we aim to foster are aligned with the skillsets that are crucial for all camp counselors:

Camper Management

Self Awareness

Teamwork

Cultural Integration

What does the program entail from day to day?

- Several times during the week the entire Leadership Program will meet for an activity period and do activities, participate in discussions about leadership in your various roles
- Campers will choose one of two leadership tracks:
 - **Program Aide** (formerly Program Assistant - PA): Help out with Arts & Crafts, Candles, Tie-Dye, Sports, Archery, and All Camp Activities, learn more about each program, meet and work with program staff, start to find ways to actively demonstrate leadership skills in a camp setting
 - **Camper Aide** (formerly Leader-in-Training - LIT): Be assigned to support a cabin of 4-7 campers and counselors, support their Counselors/CITs to engage with campers, learn about their interests, help to navigate challenges, start to see examples of working with campers, start to practice skills in a camp setting
- At least once per day, campers will be with an assignment in the program and/or cabin.
- There are additional optional times during the day when campers can take on additional leadership opportunities. Work with Leadership Director and their counselor to plan for these

Year 1	Year 2	Year 3
- Regardless of age, each camper will be a Program Aide in their first year in the program	- During their second year in the program, campers can choose to either be a Program Aide or Camper Aide - Campers will be encouraged to take on additional responsibility as peer leaders in the program or at various activities	- During their third year in the program, campers will be encouraged to take on the role of Camper Aide with as much additional responsibility as they'd like to take on - For those who have expressed interest in being a counselor, we really want to mentor them and set them up for success
<i>Context:</i> - Increasingly, there are campers of all ages (14-16 years old) who come to camp for the first time. This setup allows them to ease their way into a counselor track while also maintaining autonomy, choice, and having a fun week at camp!	<i>Context:</i> - This is the relationship building year. We've gotten to know campers last year, and now we're building on that relationship to understand who they are up-the-hill and down-the-hill in order to be able to support their future role as leaders	<i>Context:</i> - For those who are unsure about whether or not they'd like to be a counselor, we can be in a relationship to them and support down-the-hill leadership goals and/or gently encourage they consider a counselor position in the future



PACKING LIST

Clothes

- Socks (2 pair/day)
- Underwear (at least 2 extra pair)
- T-shirt style shirts
- Long sleeve 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
- Twin XL Bed sheet

Theme Items

- Themed items & costume (UNDER THE SEA!)
- Mismatch clothes
- Crazy hat/hair accessories
- Pajamas for pajama-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
- Sunscreen
- Insect Repellent
- Medications (kept by Nurse)
- Chapstick

Equipment

- Sleeping bag
- Pillow with pillowcase
- Last year's scarf (minimum)
- Flashlight with batteries
- Paper, envelopes, stamps, pen
- Small bag/Backpack
- Christmas lights for cabin (optional)
- Games for your kiddos
- RE-USABLE WATER BOTTLE
- WRIST WATCH (WATERPROOF)

DO NOT BRING THE FOLLOWING:

- ❖ DO NOT BRING knives or weapons of any kind.
- ❖ DO NOT BRING tobacco, nicotine, drugs, or alcohol.
- ❖ DO NOT BRING more than \$10.00.
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 but is not limited to personal electronics or other valuable objects.

If you can't lose it, don't bring it.

Camp takes place in the mountains at approximately 5,200 feet of elevation. It is common for the weather to fluctuate. We recommend you pack for hot days and cool evenings. Wear sun protection and always have a water bottle with you! Please ensure that you and your campers are dressed appropriately for activities (e.g. pool with swimsuits AND sunscreen, campfire with a jacket AND long pants, etc.), and stay hydrated.

Tell your friends to send you mail!
BUT SEND WAY AHEAD OF TIME.

Camp Saint Andrew's
c/o Camp Oski
PO Box 1157
Pinecrest, CA 95364



**THANK YOU FOR
BEING PART OF OUR
CAMP COMMUNITY!**

