

THE ASSEMBLY RING

Morning Announcements for Camp People...



Volume I, Winter 2009



THE NEW BOOK AVAILABLE NOW!

This book has it all. Based on years of training as a camp consultant, being a camp director, and growing up at a camp, here are the best strategies and techniques for every camp counselor and youth development professional. Insights into working with groups, leadership, communication and more, this is the ultimate guide to everything a great Camp Counselor should know and do.

"Scott Arizala writes in a hip, upbeat, catchy way that will be a hit with your staff—easy to read and right on target!"

— Bob Ditter, M.Ed., LCSW,
Social Worker, Consultant, & Author

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STAFF MEETING

I'm the Boss of You! Teaching young supervisors how to manage

One of the trickiest transitions at camp is from counselor or staff member to supervisor. More often than not we are promoting these individuals because they have been excellent staff members in the past. While every camp and camp director react differently, that typically means they were great with kids. So in essence we are pulling them away from what they love and what they are good at. I only make this point because it is crucial to understand if we are going to TRAIN them how to be excellent at their new role, being one of the Counselors for the Counselors.

When I train new or young supervisors I try and concentrate on two basic or core pieces: 1) How to think about or frame their job and 2) Practical management tips or strategies. Since being great with kids is where they typically came from, that is how I frame it. Being good with adults uses the same techniques, they just sound different. So what are those techniques? I think it is all about L.E.A.R.N.ing

Listening

- ESP (Eye contact, Smile & Nod, Paraphrase)
- Action – what is it that I should DO because of this?

Effective self expression

- Write it down
- Do what you say, say what you'll do
- Use less vs. more words

Approachability & accessibility

- "Open door" policy – is the door really open?
- Actually change your behavior based on interaction

- Not a democracy, but is it a dictatorship? Being open to new ideas & still making decisions

Role modeling

- If you train it, you should do it – Pull, don't push

Nexting – the art of expectation & anticipation

- Create the expectation that what you say has meaning (follow through)
- Anticipate their reactions and/or expectations – prepare for it: How will they react if...
What do they expect when I...

There are lots of different techniques and strategies, these are just a few to get them started. Their biggest resource to becoming a great supervisor is you. Just like Simon Says, what they see you do is more powerful than what they hear you say.

CAMP STORIES

How the Hatchet Lady Found Me On Facebook

I was terrified of Facebook. It was a little bit about the technology, but mostly about the social networking. I know it must sound funny, a camp person scared of social networking. I hid behind the idea that Facebook is for my counselors and for my kids. I was really worried that I would only have 17 friends and no one would poke me. As camp people and professionals we need to embrace Youth Development in all of its glory (even the scary places). You don't necessarily have to update your status so everyone knows you're getting ready for yoga, but you have to know what it is.

Your campers are there. Your staff are there. Why aren't you there?

Growing up at Camp AGQ in Michigan we had one legendary Ghost Story. The Hatchet Lady. You can probably guess that she was a Ghost that chopped kids up and did other assorted scary things. Last November The Hatchet Lady found me on Facebook. If that is not a sign of the times I don't know what is. The interesting part is that she has become one of the major hubs through which we have all connected. Kids that were my campers in the 90's, that are counselors now, are connected to people that were my counselors in the 80's. Through The Hatchet Lady I have reconnected with generations of Camp AGQ family.

Don't be scared of Facebook or The Hatchet Lady, as it turns out they are both just another way of maintaining the most precious aspect of camp, relationships.

I was surprised to find out that The Hatchet Lady is in a relationship of her own, but according to her status "it's complicated."

THE TALENT SHOW

Great Camp Resources

www.UltimateCampResource.com

Games, songs, skits, articles, and a whole lot more. The best resource site for Camp People, by Camp People.

www.ChloeArtandDesign.com

Chloe Annetts offers affordable, high-quality design services ranging from t-shirt designs, brochures, postcards and websites. Chloe designed the material and website for The Camp Counselor.

www.MyCampFriends.com

The web's first and largest site for camp social networking.

PAPER BAG SKITS

What's everyone else doing?

Recess — A great evening activity for the ages. Do you remember how much fun Recess was? Yeah, so do I. This is a take on Games Night that uses Recess as a theme. Dodge ball, kickball, tetherball, four square, SPUD, 500, and other old school games makes this fun for campers (that probably haven't played some of these games) and counselors (who are always looking to do something "old school").

Build & Burn Castles — This is an awesome Fire Safety activity. Yeah, usually safety and learning aren't lots of fun, but this activity is. Get as much cardboard as you can (have the kitchen staff save it for you), then have teams of 2 to 3 kids build castles or other buildings with duck tape. Bring the buildings to a parking lot or other safe area and light them on fire. There are infinite safety ideas you can talk about from stop, drop, and roll to playing with matches.

TIME OFF

This year has been full of new twists and turns for me. Aside from publishing my first book, Karin and I are expecting our first "camper" at the end of January 2009. If this is a trend, it's exciting to think what else 2009 has in store!

WHAT'S THE NEW WHAT?

Trends in Camping

Leadership Essentials

To meet your training needs, CampSpirit is proud to offer Leadership Essentials, a brandnew, premium library of online video training modules, written and hosted by Dr. Christopher Thurber and friends (including yours truly!). Each module teaches critical leadership skills that every youth development professional needs to effectively deal with the social, behavioral, and disciplinary issues that arise at all summer camps and outdoor programs.

Find out more at:

www.expertonlinetraining.com

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