

2022 Camp Rosenbaum Staff Survey Answers

How did set up go for you/your section?

- Went great, especially after being away for two years.
- Stretch was a great addition to Science and camper participation in the Pinewood Derby was the highest yet!
- The sections in the girl's showers helped them feel more comfortable sharing the restrooms.
- Very well thanks to campsite support, especially Morgan/MacGyver and Astro/Jeremy and Bobber/Christopher. Having staff staying at camp site and in the starships or group housing was positive as we collected more info to share with each other as we were spread out.
- Very smooth considering we lost some things to the mice!
- Command Post needs direction. Needs to be a lead with a playbook.
- Set up for counselor section went well. I know the girl counselors were feeling a little stressed because they lost time in decorating their bays because of the mandatory counselor meeting. My suggestion is to make the counselor meeting during lunch (maybe pizza or sandwiches) so counselors can have a little more time to work on their bays.
- The Group Leader "section" is technically the area behind the big canvas sign with the camp themes on it - where the costumes; bubble machine; fan etc. are delivered in a big green storage container. Set up went ok - however, it would be helpful if we could have plastic tubs to put props/costumes in - that could then be placed inside the big green container.
- The Nature section was already mowed and ready to go by the time we got there. It looked wonderful! One of the base workers came by halfway through the week to check on us, and make sure we didn't need anything else done with the space. They did an amazing job!!!!

Did your section have the needed supplies required for the week? If not, did Supply or Admin fill in the needed items?

- We had some missing items but supply or admin filled them.
- Many items had to be thrown out from inside the trailer that had been touched by mice during the previous 2+ years of inactivity.
- Next year we need 3 toilets for Campsite and an additional one for nature (if they want it). We also need to make certain at least one toilet stays at Campsite until Saturday as people need to stay there Friday night with the horses.
- Support; Supply and Admin were awesome!
- The music section could use better and much larger, easily transported and sealable storage like those pelican cases I've seen around.
- Thermometers didn't show up until a few days in though.
- Could use some quality door stops.
- Fitted sheets are a MUST with the new mattresses!
- Bright vests for foggy beach days.

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- Had a rocky start with the first day of food, but everyone came together and it worked out.
- Socks and underwear were needed and slow to obtain after being requested.

How did you feel about the number of campers that we had this year?

- Not enough, but understand why we had the amount assigned; the experience was nice and intimate.
- The lower number of kids allowed for more one-on-one time with the kids.
- It was good to have a lower number to get camp going again but the staff outnumbered the campers by too much this year.
- In recent past years numbers were getting too large to really dedicate the time to individuals that is needed sometimes, the relationships are truly what impact the campers the most, not just coming to camp to do fun activities.
- Activities EVERY DAY was completely empty every day from 1-3 and that was less than ideal for us. But we understood why PAL took the whole groups for activities at once).
- Too small, was more difficult to manage, bad behavior was more noticeable.
- Significant benefits to the horse program: instead of the horse program being like a real-life carousel with get on-get off, we were able to put the kids all on together and build some confidence and skills.
- For better group cohesion, I suggest we go back to keeping kids who are bussed from the same areas in separate bays.
- 10 per bay would easily fit all of the kids; counselors; group leaders; assistant GL's; medic and photographer - on the bus - without having to have 3 per seat. They would also easily fit at the same table in the dining hall; in the same row at the club house etc.
- Also, Camp should analyze and reconsider the 11-year-olds possible adolescence influences on the 9 to 11-year-olds pertaining to the opposite gender.
- I left camp feeling we should rethink our capacity and recognize that we've crept well over 160 at times and that's not been ideal.

In your opinion, what would be the perfect number of campers for the week?

- 120-130 with 3 counselors per bay.
- I think a maximum of 8 kids [per bay].
- I think for 2 counselors up to 8. For 3 counselors I would say up to 12.
- I think the perfect number of kids would be 8-10 if we had 3 counselors.
- Ideally there would be 8-9 max per bay, keeping the 1 counselor to 3 camper ratios. This would also not overwhelm any activities.
- In the 140-150 range so there are about 8-9 per bay. No MORE than that though.
- 175!!!!!! 10-12 girls with 3 counselors would be perfect.
- 150 Max for all camp.
- 75-100
- I'd love a full house at 180ish, if we can swing it! But baby steps if need be.
- 120-ish. This would let us work on getting 1-2 more horses so that groups could still ride together for the benefits we saw in relationships, confidence, and trust.

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- Cap the age at 10, the 11 yo see to feel like they are a bit too mature for many of the activities. They would prefer to just hang out and socialize or sleep in.
- 112 campers would be ideal with 7 campers and 3 councilors per bay.
- 1:3, with a Mental Health Provider and additional supports in place.
- 160 (10 campers per bay with 3 counselors).

Were there any issues during the week of camp that you think we, or your section, can improve upon?

- Clear instructions from the medics before campers get there on how to do meds for the kids, especially for kids who have afternoon meds.
- Sit-down activity options at campsite after lunch before horseback riding or nature walk (There was an awkward lag time in-between playing with balls/frisbees with all the goat heads resulted in a lot of goat head removals from campers' hands, feet, and legs)
- I noticed that some counselors didn't stay with their kiddos and were a little distant while in art's and craft's.
- I really feel we can do a better job with the food order and reaching out to food banks or pantries to pick up remaining nonperishables.
- 99% of the kids loved being on the horses, petting and feeding them and asking questions about them so a bit more time with the horses would be fantastic, especially recognizing the value of the bigger than life mammals have with the kids who end up wanting more time with them.
- I think that having a dog in the music room proved to be a little counterproductive considering the noise level that is common in there. The dog barking at people walking by was distracting
- Posted medical hours or maybe a direct line for our group medical person. We spent a lot of time trying to track them down which is partly my fault for not recognizing the best times (like the morning play time) to coordinate meds, but we also had issues at night trying to obtain what was needed.
- I would've loved to see our photographer more frequently and engaged for those special moments. It was sad to see many of the same group in the final video for photos.
- Radios were a problem. Need to plan long term for this.
- Counselor relief - we need more than 2 pizzas for counselor relief. If we increase the # of counselors to 3 per bay - we need to purchase at least 6 pizzas - so the counselors who come late - due to waiting for their kids to go down etc. - can have pizza.
- The hayride at campsite while waiting for a turn on the horses was ok - but would have been nice if we could have taken a ride on the road - so the kids could see the lake; be in the shade etc. Looping the same field in the hot sun was interesting...they tried teaching a camp song - but you couldn't hear the song over the loud sound from the tractor/mower.
- Fishing - having a 4th activity at the fishing hole would be great - I know Sally Rally is working on a 4th structured activity. Something that doesn't tire out the kids and counselors too much for the campsite activities.
- Have the fishing staff point out the trail to hike to campsite/nature.

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- At the fishing hole counselors were being physically forced to wear life jackets. When asked why in front of the kids, was told to set the example for the kids. Then look out onto the dock and noticed no other staff were wearing life jackets.
- The menu should reflect if foods have meat products in them. For example, the rice pilaf included chicken; as a vegetarian, I don't eat chicken. Is it possible to have more non-meat protein sources?
- Finally, including meat proteins that have pork in them excludes campers/staff who have religious restricts to eating pork - could keep those separate?
- The talent show and pinewood derby should swap spots.
- The Sunday or Monday evening activity free for all (I can't remember which night it is) can lead to important items being broken or depleted for the rest of the week. Is it possible to set up that time differently?
- People need to be told what the clean-up protocol is.
- Counselor relief reminders with names of the staff who will be watching the bay. One staff per bay.
- Keep working on equity and inclusion work please.
- Issue of loaning out one of our Camp Supply staff to be the Supplies runner. Very difficult to know if we had the help or not.
- Not having good communication if Thorntons were coming made it a long night and the kids lost interest.

What did you think about the changes in the reveal and the discussion with the campers after the reveal at the end of camp?

- Great & timely, but need to possibly cut back 30 minutes for more time to say goodbye.
- It was really nice to talk with kids after and hear from the kids. It also allowed for a little bit of a less chaotic goodbye. I saw kids engaged, laughing, and there was a sense of closure that made the "goodbyes" at the bus a celebration and nowhere near as emotional and anxious.
- I think the reveal changes were a great balance of addressing the concerns brought up and maintaining the purpose behind the reveal.
- The order of the reveal doesn't matter and it makes more sense to have the first three come out be the primary three in the Triad.
- Campers had very specific questions of specific staff they interacted with throughout the week so should have the opportunity to talk with whatever staff member they want to not just someone assigned to their discussion group.
- My recommendation would be to have them break out into their Groups (1-4) for 15-20 minutes, ask the same questions then let all staff and campers have time together around the clubhouse to have additional individual conversations for another 20-30 minutes before getting on the buses.
- Have predesignated "monitors" to identify any campers that are not engaging in any conversation and displaying any signs of concern. Those monitors can purposely engage those campers individually and start a discussion.

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- There was a sense of COMMUNITY by the "big reveal" that I have never seen in 20+ years.
- It seemed like the kids really enjoyed being free to ask whatever questions they had which was awesome!
- Conversation was great, campers gave us good feedback, mostly not related to reveal and they were ok with that portion of camp.
- For some reason there was no communication about the reveal to all LE who worked at the camp prior to me inquiring with others around me the night before the reveal.
- I would have liked to be a part of a group for the discussion as I have 27 years of LE to reflect on and answer questions from curious kids.
- I thought that was such an amazing idea. As Rogue said, we never had the hard data.
- I also really liked that the discussion was framed in a very neutral way, and some groups asked lots of questions about different professions, and even hard discussions were welcomed, and there was time to have those potential discussions.
- The round table at the end was awkward with outside facilitators. If the outside facilitator thing is continued next year, maybe advise the counselors in advance so we can make sure the kids know them and are comfortable.
- I felt [having the discussion at the very end] kind of took the wind out of the sail of the ending of camp. It felt like we really didn't end on a high of energy as we used to. I also feel like we got extremely behind with after-camp activities getting the children on the bus and on the way home.
- While there were some questions, it wasn't specific to their jobs. What did happen in the group was an open conversation about why we don't disclose staff's "other job." One of the counselors who was a police officer said that she wanted the kids to get to know her, before they knew her job. You could see the understanding and acknowledgement on the kids' faces. It felt honest, transparent and refreshing.
- The time also allowed for some reflection. We spent most of our time talking about what we liked best about camp. I think this reflection time allowed for an easier transition to the buses and kids going home. It was less abrupt and more thoughtful.
- I felt that the reveal was watered down and the pride in what we do was lacking from years past.
- I think the reveal went well. A lot of people wished the police were revealed last. Usually when the police reveal happens the campers get really excited and they don't pay attention to much else.
- I don't mind the question session after, but I don't think it needed to be as structured. At some times the questions seemed forced.
- I absolutely loved it. Getting rid of the Bad Boys Cops theme song was very important to me. It should also be removed from the firedog skit. I know it's funny but the kids don't get it. They will only hear "Whatcha gonna do when they come for you" lyrics. Yikes.
- I liked the order of the reveal this year.
- Having a few of us in uniform from the start of the day seemed good and not distracting since the kids had seen us all week.

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- The Campers were surprised (in a positive manner) that their counselors or staff around camp were law enforcement. Campers were curious about knowing the staffs' real names and how they got their names.

What was your favorite thing about the week at Camp Rosenbaum?

- Good changes to the reveal, it was fair and recognized all involved.
- The low number of kids allowed a much deeper relationship with the kids.
- Interacting with the kids...and dodgeball. I also really like all of the programs with the Fire Dawgs and Law Enforcement.
- Being back. Getting the family back together for the kids. Seeing all the wonderful staff after 3 years and the kids having so much fun! Plus loved seeing all the new staff!
- Everybody was engaged, and the noise from 2020 was not a thing. We were there for the kids. period. Also, that Bing guy was amazing.
- Talent Show. I've never witnessed a group be so supportive and caring when the campers were being brave and performing. Everyone encouraged everyone which was super special.
- The humor, silliness, the music, the positive spirit, the shared mission by all adults to show the kids love and respect and a safe fun time, plus the horses were so fantastic to work with and around!
- We all missed Yaki more than words can express, but it was also incredible to see Saddlemaker surrounded by love. What a family we have at Camp! I also needed the 10,000 hugs I got all week.
- Knowing once again we were making a difference in the lives of the next generation
- The Camp Rosenbaum family!!!! Every year I am amazed by our volunteers' hard work, commitment, and hearts towards the campers we serve. It truly is the best camp ever!!!!
- The people! The nightly campfire!
- Seeing Juan catch his first fish was pretty magical. I remember the first time I caught a fish so vividly and it was awesome to be a part of that for someone else.
- Not taking the beds apart :) and the social time with volunteers before and after the campers arrived.
- I saw a boy who wouldn't talk to anyone the first day, did nothing but drop the f bomb. He got into leather on the second day and completely found his groove and completely changed into a sweet heart! That's what camp is all about!!!
- Having Zippy show up on Tuesday to visit and Admin allowing him to stay and help in Supply.
- I love that I can suit up in a wetsuit and join the boys and girls on their ocean challenge. I love being able to test my corn-on-the-cob eating skills. I love the sticky slugs. I love be a part of the hyperactive spirit of clubhouse. I love singing at campsite. I love hearing taps being played late at night. I love seeing my bay race their derby cars for bragging rights. I love seeing teamwork. I love that the 50th year was an ESOAL (Emotionally Stretching Opportunity of A Lifetime) for me. I love the support of staff and everyone wearing the

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Camp Rosenbaum star emblem. That's my favorite thing about camp, the amazing caliber of the people who embody Camp Rosenbaum and make it what it is today.

- I really enjoy the randomness of clubhouse like when the tooth fairy and yeti come visit.
- The staff did not miss a beat and everyone worked together so Camp ran smoothly, this included the new staff which was a third of our staff.
- The flexibility of staffers to make adjustments as things fluctuated.

Is there a person who you would like to recognize?

- Sizzler and keeping the Fire Dog team together.
- Owl (Chez touch) did an amazing job his first year as a counselor. He was so good with the kids and brought a really unique perspective into camp as a CPS case worker.
- BJ, Crystal & Mary for making all this happen and everything you do behind the scenes.
- Stretch was a fantastic addition to Science. Nice to have new energy and ideas.
- Rookie really engaged the campers in an energetic and appropriate mix of fun and authority.
- Opie is just fun to be around. He seems to be enjoying himself and it shows and is infectious.
- Petunia had to make a last second pivot in activities and embraced the change and really stepped up.
- Dirty, his co-councilor (Nick Morales "Ricket"), and Squirrel kept the energy up for their campers all week. Good to have these kinds of counselors who engage and model the expected character traits all week for the kids.
- Everyone since it takes all of us to make it the BCE.
- Spanky, Rogue and Boogieman were the ones who made this camp the way it was this year!
- Jewel, she was a very caring and selfless counselor. She went above and beyond what was asked for in a counselor.
- Bambi is great with her group; she is loving and sweet!
- Saddlemaker, Cornfed, Farmhand and MacGyver were all 10's in their roles at campsite and as humans, especially in helping me get acclimated, feel/be useful and share insight and info with about camp which helped me enjoy my first year even more than I thought I would.
- Every year I want to recognize Zippy! He helps me so much! He goes above and beyond when it comes to everything about Sand Castle night. Uses his own truck to haul things, packs "my" sand castle toys if I don't get to it first, cleans up after Sand Castle, and even sprays down, organized and puts away the sand castle toys before I can get to it the next day. He and Bamboo draw the lines in the sand each year for Sand Castle.
- Blaze (Alyssa Woodruff) was a first-time volunteer, and she was AMAZING at evening campfire!! Yes, we could have made it work without her, but she is a natural entertainer, and was incredible in this new environment.
- Pupule. Somehow, she was always there. To the point I actually wondered if she had other bays to assist. She was able to find and obtain whatever was needed without a glimpse of frustration or negativity. She was supportive to the campers when they

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needed someone other than their camp counselors and supportive to us counselors when we were maxed out.

- All of the support staff. They did an amazing job of getting the camp started.
- Magnet Matt Joens stepped up by taking on the Lifeguarding & did an outstanding job.
- Chrome and Blaze both first year but stepped-up big time.
- Firefly- She is so consistent, loving, and fun with her campers. She is an inspiration to camp counselors.
- Ogre- His love for campers, and everything Camp Rosenbaum, is contagious.
- I have to say the bus drivers were awesome! They participated in the daily activities.
- Laretta and Mike for working through a hard time in life to bring a team off horses down for the kids.
- CAP!
- Farmhand aka Elijah. He took so much time to help the new staff learn about horses, and always took staff for horse rides whenever asked.
- Stagedive was a real trooper cleaning rat poo, running errands, making repairs, doing God knows what all with that dang grill every day LOL, and being a solid teammate; one of my favorite people I met this summer.
- I want to recognize moonglow, salsa, boogiemán, gypsy, karma, duchess, spanky, and rogue for being a good team to work with on planning how to address the Friday staff reveal. We spent two days working peacefully on something that came with some tension and mostly seemed to play out positively. The staff facilitators and note takers really came through on short notice too.
- The medics all deserve a shout-out for doing ""the lord's work"" with all the covid testing and such.
- Ducky, who is multi-talented and extremely helpful, gets an additional shout-out for the violin lesson. Thank you! I've been playing every day since I got home :)
- Barry Quinn did an amazing job handling the situation when I had my little "episode" at Club House. He was calm and collected and everyone there did a great job at blocking the scene from the campers.
- Camper support was so amazing. Helping keep an eye on Nature and helping clean up our program without being asked.
- Faceplant. He's quiet and committed. Always there when needed (even at 10PM when the sink is broken). Plus, he's recruited numerous others to the team.
- Music rocked!
- Stars did an amazing job with the new program and keeping the kids engaged.
- The dog tags were a huge hit, maybe a tag for a kid that participates in music, not just talent show, or for catching a fish.
- The wider line getting off the bus made kids feel much more comfortable.
- Heather - Bookworm. Always a smiling face and happy to serve in the kitchen.
- Rogue, for his steadfast leadership, how he set camp up for success, and at the end on how he tied the week together.
- Crystal and Mary, for their strong work ethic and flexibility for the week!
- Darin LaDick...AKA Leaky.

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- Bookworm and Wheels: If it wasn't for those two, one of my female campers would not have survived in the ocean to the end. They went above and beyond to support her.
- Salsa: She stayed in our bay well past lights out one night due to my disruptive girls fighting quiet time. She was incredibly supportive.
- Hardcore deserves an Honorable Mention for managing the testing all week as well.
- Snorlax
- Brad Karin for taking a whole dirty day to thoroughly clean the mouse nest mess from the trailer. I wanted to rename him "Hanta." His first year helping Supply and he jumped right in with the dirty work!
- Camp Rilea for mowing the Nature and Campsite areas and checking on us later in the week.
- The 116th for loaning us radios.
- Floater, great job mentoring me on my first year. I never felt lost or disorganized.
- Freckles. A lot of people give a lot of heart and soul to camp but you'd be hard pressed to find anyone with more passion for camp than her.

Were there any other issues that happened during the week that you would like to pass along?

- When there was a male camper who was really upset that he messed up on his hat, I felt his counselor wasn't very empathetic towards him. Another counselor came over and went with him outside which is what he needed. He needed compassion and to be heard and I felt this was lacking. Whatever we may think of the situation, he was upset and needed to be heard.
- Kids were going home with wet and dirty laundry, there should be laundry for Thursday so they take clean and dry clothes with them.
- Wanting to have LE staff (who wear their uniforms all week in their activity) wear t-shirts and sweatshirts that reflect their LE pride similar to Fire Dawgs.
- I really feel that having playbooks for each area help with succession and smoothness.
- The drum set issue was resolved with putting them outside the Music room, which was a good compromise (weather pending).
- I think if staff bring kids to camp. There were kids of staff that were at camp - that I was not sure what their role was - and I've now heard that some new staff are thinking they can bring nephews etc. to camp. There were times I thought a camper was not with their group and I realized they were one of the youth volunteers.
- I felt there was a lot of bad decisions being made by staff without leads approval. There needs to be a process/ system in place to keep people from abusing their power.
- A lot of decisions are made throughout the year by a small group of people that show up to the monthly meetings. Some people choose not to participate, and others are unable to participate. I feel we need to come up with a way of involving everyone in decisions.
- Not an issue but a request to not use Styrofoam.
- It would have been nice to get a briefing of what needs to be cleaned up for inspection at the end of the awards ceremony. It seemed like the inspectors were giving a lot of mixed messages and changing their minds.

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- The last staff clubhouse ran to long... I say this because some of the Supply and Support staff had to leave early because the fork-lifts had arrived to assist us in loading the semi-trailers before they had to leave for the day.
- Not sure if paying for fish stock has ever really helped campers catch fish. My suggestion would be to stock it a week in advance so the fish have time to adjust and get hungry.

Any other comments or questions?

- Can't wait until next year!
- A fair amount of chatter and lack of focus as counselors just sat and let their campers "run the show". Same at lights out time.
- Thank you for changing the shirt/sweater colors, loved the color and design!
- Awards are usually for same people, we need to create new awards for new staff, they are the future of camp and we need to recognize their efforts.
- The energy was great and it just went by too fast.
- I was touched by the continual show of heart, soul and investment into this unknown group of kids by all adults involved, starting at the top with Rogue and Spanky.
- Please extend an avenue for staff to talk to the Camp Director one on one if they desire.
- I'd love to participate more outside of camp and help prepare in any way.
- I have never seen a group of adults so singularly focused on a mission. The energy, light, and love that are created are simply incredible. I don't know how we do it, but Camp is really something very special!
- VIG day was a success! VPD Assistant Chief Price is amazed with camp and I already heard rumor that he wants VPD to be more engaged. Also, Chief Price was very impressed with how we handled the medical emergency. It just shows how professional and mission oriented our staff is. Most of the kids didn't have a clue about the emergency and we kept a difficult and scary situation at bay as much as possible.
- More representation of men and women of color as counselors and staff.
- Activities for staff (who are not counselors) to be able to participate in after their shifts. Bingo night, karaoke night, game night, movie night etc - that way other staff can meet other people at camp and have something fun to do outside of their camp duties.
- For first time staff members at camp - it would be nice to have some kind of "Tour" (maybe use a bus to drive staff around) to know where everything is (buildings, gym, laundry room, bays, campsite etc) this can be done on the day before the campers arrive.
- The campers love to see the staff perform. It would be great to see more of that. I'm not talking about skits. Like back in the old days when staff did stuff for the talent show...the campers loved it! Is there any way we could bring some of that back?
- I noticed so much waste during the ice cream social. I don't think there was a non-dairy option either. Could be wrong. *(There were non-dairy popsicles available but could be promoted better)*
- Would you consider the group leaders doing a dance or sing off instead of the lip sync? I loved it as an adult but the kids lost interest about 1/2 way through the songs.

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- I miss the days when they would bring up new counselors to do something funny to. The kids loved that. Seeing their counselors being pulled up on stage makes it more personal and they get to enjoy the fun on a more intimate level.
- I absolutely loved that there was always coffee nearby if I needed it.
- Have concerns about child recruitment next year. Home Forward has seen a tremendous decline in interest from parents to send their kids to Camp Rosenbaum.
- I wonder if we can look to Home Forward or a Child Develop Specialist about the appropriate ages of children for this camp. It seemed to me this year that our 11-year-old girls acted, appeared, and behaved as more of a typical teenager. I think the last two years changed the developmental milestones for girls somehow.
- Provide autograph books for the campers and counselors.
- Testing prior and midway thru camp was a great idea.
- It's great to be back and I don't think I'm alone in saying I'm already looking forward to CR2023!!
- Final day. Give retirees the option of wearing uniforms.
- Have a "Drill Down competition" between CAP and Guard peeps. They're a blast to watch, happen fast, and creates interest in our armed forces. Could do on Talent night.
- Having Fred's Threads at the Book Club worked out beautifully! I believe this was the first year that most everything was taken!!

Issues / Questions that could be found in the Camp Handbook, planning meeting notes, or emails that were sent to staff prior to camp:

- There was not much discussion about transgender campers, or non-binary campers. *Answer found in the planning meeting notes and link to our policy on our website.*
- If we're going to have to sit through a briefing about ADHD, speak more about recognizing it in the kids, tell us how to differentiate between ADHD and a behavioral problem or a cry for help. Don't spend most of the brief telling us the kid is not disabled or doesn't want to be defined by it. Give us real solutions for helping the kids other than 2 minutes saying use a fidget spinner or go for a walk. *Answer found in Camp Handbook and on our "learning together" website that were sent out prior to camp.*
- Are service dogs now allowed at camp? *Answer: Dogs are not allowed in any of the buildings on Camp Rilea except for RV/Tent spots, campsite, and the huts. If you want to bring your dog, those are the areas that you should look into staying at night.*
- Are children of staff members allowed at camp? *Answer: Not unless they are a youth volunteer and have gone through the staff application process. Youth volunteers have a specific job at camp just like all other support staff.*
- What are the current rules for ages of youth volunteers? *Answer: 15-17 years old. CAP ages are: 12-19 years old.*
- Is there a minimum age requirement for counselors? *Answer: 18 or older*
- **Solution for these issues/questions that were missed prior to camp:** Create a webpage on our site for all staff to access planning meeting notes and camp policies/handbook if staff didn't receive the email.