

### The Staff Pool: Integrating Staff into Camp Culture

*Elective 3*

<b>AUTHOR(S):</b>	Becca Sykes
<b>SUMMARY:</b>	We create the magic required for including every staff member in camp. Whether they are new to staff, new to camp, or veterans of staff, they all carry parts of camp culture essential for building community. -Submitted by Becca Sykes
<b>TOPIC(S):</b>	Community building
<b>LEARNING OBJECTIVE:</b>	Participants will be able to integrate every staff member in the community
<b>AUDIENCE:</b>	Any camp staff, new and veteran
<b>TIMING:</b>	90 minutes
<b>APPENDICES:</b>	Synectics: Creative Design Thinking
<b>MATERIALS NEEDED:</b>	Post It Gadol, markers, post its, hula hoops (one for every 4 participants)
<b>SET-UP DETAILS:</b>	Anywhere there is wall space, and space to move around

#### **SESSION TIMELINE & OUTLINE:**

Preset: post it's outside the door with markers

INTRO: (5 minutes)

HERE'S WHAT I BRING TO THE ROOM: a feeling, a skill, a belief.

Write it on your post it, stick it on your name tag, take two more, and come on in! Further instructions are inside

Facilitator: stands outside, welcomes, and sends people in.

POST IT inside: ADD TO YOUR MAGIC. On two more post it's, write two ways you make new staff/new to camp staff feel like they're in the right place. Stick them on your name tag.

PLAY: C'MERE! C'MERE! C'MERE! (15 minutes)

Your goal: to find a group of four. You will try to stay together (in your hula hoop eruv) based on commonalities.

ROUND ONE: Leader calls out things you might have in common with your group.

If you have them in common, you can stay, if not, you have to leave the group. As soon as people start

leaving groups, the remaining members can shout: C'MERE! C'MERE! C'MERE! Happily and exuberantly gathering new members. Once they have four, the Leader calls out another commonality. (yes, some commonalities will totally disband the groups and they will have to start from scratch!)

SECOND ROUND: more challenging variation: HUMAN SET, all same, or all different

THIRD ROUND: build the commonalities. Leader adds in examples specific to the "what I bring to the room" qualities on the post its. Teams can explain/show/teach how to do it so that their group of 4 now all have that quality.

Commonalities to choose from:

You have family members who have been to your camp, but aren't here this summer

You have family members who WILL BE here this summer

You are the only one from your family to come to camp

You think the best part of shabbat at camp is challah

You would jump in the lake/pool anytime, but only at camp

You feel questions are important and welcome in Judaism

You feel connected to people when you say "amen" after a prayer.

You can say at least 5 words in Hebrew

You consider your Judaism to be important

Evaluation: (sitting down in the last combination, facilitator asks)

What can make you feel included in the eruv?

What can make you feel disconnected?

Why could it be important to have an eruv (literally and/or fantastical)?

How can we let people in our community know that they count?

Start to build the list of skills:

Minhag hamakom, established customs and traditions of camp

Every voice is included

What are the customs: why?

TELL ME MORE: the one sentence game, or the role of anavah/humility in areyvut/social responsibility (25 minutes)

In groups, one person says one sentence, describing what it's like to bring new people into your camp.

TELL ME MORE: each person takes a turn saying, TELL ME MORE.

Play in groups. Everyone takes a turn.

Debrief: (10 minutes)

What happens at each stage?

How long does it take to learn enough to make connections?

How long does it take to be able to offer a suggestion?

To put the focus on the other person?

Synecotics: HOW DO WE DO OUR DO? A creative approach to idea generating (30 min)

AREYVUT: social responsibility, a practical and fantastical approach to making sure everyone in our community knows how we do what we do.

What are ways we are responsible to our camp community? (peanut-free, Hebrew only in announcements, sexual harassment policies, inclusion programs, and more)

What do we need to know: who's here and what do we need?

What do we need to do: bring everyone in, know them, shake it up and play together. (The Hokey-Pokey approach to eruv)

What do we need to believe: rather than us/them, it's just us

See handout for instructions.



## CORNERSTONE 2020 RESOURCE

CLOSING: (10 min)

A review of what we feel, do, and believe

How to welcome

How to remember that we all walk in the door with skills, feelings and beliefs

Tell me more: making, holding, and taking up the right amount of space

Synecotics: when you want to guide the group towards collaboration

Feelings: connected, responsible, inspired, etc