

‘PACKING LIST’ OF ‘TOOLS’ FOR FIRST YEAR STAFF

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SUMMARY:	‘Packing List’ of ‘Tools’ for First Year Staff encompasses a collection of MESH resources in the form of a bi-fold brochure, a framework for a mentorship program between returning staff (as the mentors) and first year staff (as the mentees), and handouts for mentorship meetings.
TOPIC(S):	Leadership Development, Mental Health
LEARNING OBJECTIVE:	<ul style="list-style-type: none"> ❑ First year staff will be able to become more resilient through the implementation of MESH strategies for wellness and the mentorship program. ❑ First year staff will be able to feel acclimated to working in a Jewish camp environment. ❑ First year staff will be able to learn from returning staff about the “ins and outs” of Jewish camp. ❑ First year staff will be able to form new relationships within the camp setting, which may not otherwise be formed without the structure of this mentorship program.
AUDIENCE:	First year staff
TIMING:	<p>One meeting during the pre-camp season (i.e. orientation)</p> <p>Three meetings during official camp session</p> <p>Each meeting lasting 30 minutes</p>
APPENDICES:	<p>‘Packing List’ of ‘Tools’ for First Year Staff MESH Resources</p> <p>‘Packing List’ of ‘Tools’ for First Year Staff Mentorship Program</p>
MATERIALS NEEDED:	<p>Printouts of ‘Packing List’ of ‘Tools’ for First Year Staff MESH Resources</p> <p>Printouts of ‘Packing List’ of ‘Tools’ for First Year Staff Mentorship Program</p>
SET-UP DETAILS:	Designated meeting places and times for the mentorship program meetings

SESSION TIMELINE:

This program is ongoing throughout the summer

30 MINUTE - MEETING DURING ORIENTATION

30 MINUTE - MEETING DURING THE FIRST WEEK OF CAMP

30 MINUTE - MEETING DURING THE HALFWAY-POINT OF CAMP

30 MINUTE - MEETING DURING THE LAST WEEK OF CAMP

OUTLINE (FOR MENTOR TO USE TO GUIDE CONVERSATION)

(30 MINUTES) PRE-CAMP SEASON MEETING (MEETING 1): HINENI (HERE I AM) הַנְּנִי

(10 MINUTES) WELCOME YOUR MENTEE TO CAMP!

- Explain that this is a partnership, which will provide first year staff with the opportunity to ask questions about working at Jewish camp and the chance to form a relationship (and hopefully a friendship) with a Jewish camp veteran.
- Introduce yourself - Who are you? Why did you choose to return to camp this summer? Share what positions you held as a staff member in previous summers. Exchange contact information if you'd like.
- Have Mentee introduce themselves – Where they're from, what they're doing at camp this summer, why they chose to work at camp

(20 MINUTES) TOPICS TO DISCUSS BEFORE CAMP BEGINS:

- Staff members create camp magic!
 - Attitude is everything- as a staff member; it is important to remember that your campers look up to you as a role model.
 - “Fake it till you make it”- even if you are not feeling at your best or you are participating in an activity that is not your favorite, think positively and tell yourself you are having a fun time, until you actually start to feel it.
 - ◆ This will also help campers to try everything and stay positive when they are faced with less-preferred activities.
 - Hineini (Here I am) הַנְּנִי: Be present- make sure you are mentally and physically available to your campers.
- It is important to keep in mind that staff have breaks at Jewish Summer Camp! Your mental health does not always need to be at 100%, and it will not always be at 100%.
 - Share tips for how you manage your mental health- What are things you do when you have a break? What are some ways to de-stress or ground yourself throughout the day at camp? Take a look at The Healthy Mind Platter on the MESH Resources handout together.
- Answer any questions the first year staff member may have about camp
- **Give mentee gift 1: fidget toy**

(30 MINUTES) - FIRST WEEK OF CAMP MEETING (MEETING 2):
KOL YISRAEL AREVIM ZEH LA ZEH (ALL JEWS ARE RESPONSIBLE FOR ONE ANOTHER) כל ישראל ערבים זה לזה

TOPICS TO DISCUSS:

- Check in: How is it going? How are you? If you have communicated between meetings, follow up on what you talked about.
- What, if any, difficulties have you encountered so far?
- What types of things have brought you joy, what types of things have brought you stress, anxiety, etc...?
 - How have you reveled in the joy? How have you coped with the hardships you've experienced?
- Every staff member is here for you if you need help!
 - Everybody at camp wants you to succeed! You have this partnership to rely on, your Leadership Team, your coworkers, and truly anybody on our staff.
- What job-specific things, if any, would you like to talk/ask about?
- What other general questions do you have?
- Take a look at The Grounding Exercise on the MESH Resources handout.
- **Give mentee gift 2: personal journal and pen**

(30 MINUTES) - HALFWAY-POINT (MID-SUMMER SLUMP) MEETING (MEETING 3):
REFUAH SHLEIMAH (HEALING AND WHOLENESS) רפואה שלמה

TOPICS TO DISCUSS:

- Halfway there! We've made it to the halfway-point of the summer, and this is the point where we may get a little tired.
- What successes have you had so far? What do you think you can do better?
- How do we keep a positive attitude when we're tired and maybe feel burnt out?
 - What strategies do you use to keep a positive attitude?
 - How do we stay mindful about our mental health on a regular basis?
 - Take a look at the Positive Affirmations on the MESH Resources handout.
- Why is it important to practice Refuah Shleimah?
 - Why do we need to practice healing and wholeness?
 - ◆ Why is this year especially important?
- Looking forward
 - What questions do you have about the second half of camp?
 - What are some things that may cause you to feel apprehensive about the second half of camp?
- **Give mentee gift III: letter of encouragement/support**

LAST WEEK OF CAMP MEETING (MEETING 4): SIYUM (COMPLETION) סיום

TOPICS TO DISCUSS:

- Congratulations! You've reached the end of the summer!
- How did you do it?
 - What advice/strategies worked best for you as a staff member?
 - What activities/strategies worked best for you to maintain positive mental health?
 - What would you do differently in the future?
- Saying goodbye
 - Leaving camp and returning to the real world is often difficult...
 - ◆ How do we connect the skills that we learned at camp in our real lives?
 - ◆ How do you reacclimatize into your "real" life?
 - ◆ Take a look at the Saying Goodbyes section on the MESH Resources handout.
- Feeling complete
 - What did you accomplish this summer that you didn't think you would accomplish?
 - ◆ What was your biggest accomplishment this summer?
 - What do you wish you accomplished, but didn't (and how are you going to accomplish this in the future)?
- Final goodbyes- Keep in touch!
- **Give mentee gift IV: positive reflection note**

ADDITIONAL NOTES FOR BRINGING IT BACK TO CAMP:

- Change the frequency and duration of mentorship program meetings to fit your camps schedule.
- Feel free to modify gift options or don't use them.
- Adapt the ratio of mentor: mentee from 1:1 to 1:2 or 1:3 depending on the size of your staff.