



TRANSCRIPT OF eLEARN TRAINING

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WELCOME

Welcome to Camp**Safe**

Thanks for choosing to become a camp staff member in North America. You are part of a select group of young leaders who will provide an amazing summer experience for thousands of children and teens.

Summer camp can be fun for both campers and staff, and the best camps provide a safe environment for everyone. This training focuses on a critical issue: keeping campers and staff members safe from sexual abuse. It may be an uncomfortable topic, but sexual abuse impacts children and teens worldwide. Your role in preventing sexual abuse is a crucial part of creating a safe environment that lets everyone focus on the point of camp – having FUN, building SKILLS, and making MEMORIES!

KidSafe believes that learning to prevent child sexual abuse doesn't have to be uncomfortable. Our Camp**Safe** program approaches the topic with clear definitions, real situations, and straightforward guidelines that will help keep all members of the camp community safe. We will provide the tools you'll need to spot the warning signs of sexual abuse and feel confident responding properly to suspected abuse.

Camp**Safe** is both an interactive learning experience and a guide to ongoing conversations that empower you to be a role model for campers. What you learn may help you save a child from abuse. Even if that doesn't happen, knowing how to model appropriate behavior will help everyone – campers and counselors – to have the best summer ever.

*The Camp**Safe** Team*

WELCOME

An Important Message

This course contains information about child sexual abuse and includes scenarios and examples of situations involving abuse. Some of the content may be difficult to consider or emotionally challenging, especially for those who may themselves have experienced the trauma of sexual abuse. Please take your time with these modules and connect with your camp director or supervisor if you need assistance for any reason.

For those who need additional support, trained professionals are available 24/7 at the **National Sexual Assault Hotline**. You can get help via chat at <https://hotline.rainn.org/online> or by phone at **1-800-656-HOPE** (4673).

CampSafe Disclaimer

While some settings have different rules, all camps in North America have ZERO tolerance for behaviors that abuse or exploit campers. CCUSA and camps across North America are taking a PROACTIVE approach to protect camp communities from sexual abuse. CCUSA and participating camps have pledged to become Camp**Safe** trained. Every participating camp will have their staff members, supervisory staff, and administration experience the Camp**Safe** training.

Because camp staff come from over fifty countries worldwide, each of you has a unique set of beliefs and traditions influenced by your country of origin, religion, and ethnicity. These factors impact how staff relate to campers and to each other. Remember that something considered acceptable in your country might be inappropriate in the US or Canada.

Please also remember that while Camp**Safe** establishes best practices and guidelines about how best to respond to sexual abuse, every camp has its own policies and procedures that you'll need to follow. If there is any discrepancy between the guidelines at your camp and the ones presented here, please discuss those differences with your camp supervisor or administrator.

MODULE 1: WHY TALK ABOUT SEXUAL ABUSE?

A Silent Epidemic

Child sexual abuse remains **far too common**. Today, abuse is discussed more openly, and more individuals have gained the confidence to report offenders. Whether you've learned about child sexual abuse through personal experience, the news, social media (#MeToo), movies, books, or personally knowing a victim, it's likely you've heard a survivor tell their story.

Sexual abuse is traumatic, especially for children. It often causes **lifelong** social, emotional, intellectual, behavioral, and medical challenges.

By age 18, 1 in 4 girls and 1 in 6 boys will experience sexual abuse. This reality means there WILL be children and staff at your camp who have a history of abuse or are being abused now. Most of these victims have NEVER told anyone.

Tell Me More

WHAT

Child sexual abuse is any interaction between a child and another person, of any age or gender, in which a child is used for sexual gratification.

WHO

Sexual abuse can occur between an adult and a child, an adult and a teen, a teen and a child, or between two children. Sexual abuse may involve any combination of genders or non-binary individuals.

HOW

Child sexual abuse includes both touch and non-touch behaviors. A few examples include...

- Fondling or other physical contact
- Requests for touch
- Showing a child pornography or suggestive photos
- Taking inappropriate photos of children
- Viewing children in private situations (shower stalls, bathrooms)
- Allowing oneself to be viewed by children in private settings

The Myth of Stranger Danger

Most sexual abuse of children is NOT committed by strangers. **90% of the time the abuser is someone the child or the child's family knows and trusts.**

This could include fathers, mothers, step-parents, siblings, neighbors, friends, coaches, clergy of all faiths, counselors, or teachers – ANYONE.

OFFENDER PROFILE

There is NO absolute profile of what abusers look like. They can be young or old, awkward or sophisticated, straight or gay, single or married, female or male, loner or sociable, working or unemployed, and of any ethnicity, race, or economic class. Again, **ANYONE.**

ACCESS & OPPORTUNITY

Many abusers choose jobs or activities that allow easy access to children. For those seeking children to abuse, opportunity is key. We are NOT suggesting that most camp staff seek jobs at camps to gain access to children. It's the exception, but it does happen.

CHILD-ON-CHILD ABUSE

Most people who commit abuse begin in their youth, which means a large percentage of sexual abuse is committed by teens or other children. This is often referred to as child-on-child abuse. Most youthful abusers are non-violent, acting friendly to gain the trust of potential victims.

REPORTING & AFTERMATH

Child sexual abuse is one of the most under-reported crimes throughout the world. The United States is home to more than **42 million adult survivors** of child sexual abuse. The traumatic aftereffects of child sexual abuse commonly extend well into adulthood. Survivors often experience developmental, social, emotional, behavioral and medical challenges as adults.

MODULE 1: WHY TALK ABOUT SEXUAL ABUSE?

Show What You Know

Answer these same questions again to see how your understanding of child sexual abuse has changed.

Who might abuse children in a camp setting?

- A) Strangers
- B) Other children
- C) Anyone
- D) None of the above

ANSWER: (C) The short answer is ANYONE, including staff, other campers, supervisory staff, administrators, support staff, maintenance, and/or camp visitors.

Which of the following are examples of child sexual abuse?

- A) Showing a camper inappropriate photos.
- B) Viewing a camper in the shower.
- C) Fondling a camper.
- D) All of the above.

ANSWER: (D) Because child sexual abuse can be any act that gives the offender sexual gratification, it includes touch and non-touch behaviors.

MODULE 2: SPOT THE SIGNS

Grooming

Individuals who sexually abuse children often begin by ‘grooming’ the boys and girls they have targeted.

Grooming is a sequence of behaviors that lavish extra attention on a camper, such as giving a camper gifts and excessive compliments and attention, in order to build trust and a ‘special relationship’ that leads eventually to sexual abuse. Campers of any age, or even staff, may fall prey to this manipulation.

Grooming behaviors can be deceptive. They are often mistakenly viewed as acts of kindness, which victims and others may be hesitant to report.

Consider This – Camper Conversation

A counselor overhears three campers talking about another staff member, joking about the food and gifts he provides and the odd games he asks them to play. As the counselor gets closer, he hears the first camper say:

Camper #1 says, “I think he’s funny.”
Camper #2 responds, “He’s creepy!”
Camper #3 warns, “Just stay away from him.”

What should the counselor do?

Think to himself:

- A) This doesn’t seem right. I’ll speak to my supervisor.
- B) They’re just kids being kids. It’s no big deal.
- C) That counselor is a great guy. I can’t believe they find him creepy.

The correct answer is **A**. Report the conversation to a supervisor. Even if something you over heard turns out not to be a big deal you won’t have missed an opportunity to keep campers safe. Campers may see a different side of a counselor you think is a great guy.

Fortunately, in this **real-life scenario**, the counselor reported the information to a supervisor who followed up. It was determined that the staff member’s behavior was inappropriate and represented potential grooming.

MODULE 2: SPOT THE SIGNS

Red Flag Behaviors

Which of the following might be a grooming behavior?

These **are** considered Grooming behaviors:

- Spending time alone with a child in an isolated place
- Preferring to spend off-hours with campers rather than other staff
- Frequently providing a camper with extra attention or gifts
- Excessive physical contact with a camper, including frequent hugging, touching, or roughhousing
- Requesting physical contact from campers (e.g., massage, neck rub, hugs)

These are **not** considered Grooming behaviors:

- Complimenting a camper for being kind
- Asking children who have wandered away to rejoin the group
- Offering words of comfort to a camper who is crying

More Red Flag Behaviors

Which of the following might be a grooming behavior?

These **are** considered Grooming behaviors:

- Talking with a camper about personal problems normally discussed with an adult coworker
- Acting like the “cool” staff member by using profanity or sharing inappropriate images
- Allowing oneself to be “accidentally” viewed unclothed by campers or invading the privacy of campers
- Asking a camper to keep a secret
- Sharing a bed with a camper
- Making threats, even “playful” ones, toward campers

These are **not** considered Grooming behaviors:

- Separating campers to reinforce rules about inappropriate touching
- Encouraging a camper to speak up when they feel uncomfortable

MODULE 2: SPOT THE SIGNS

Put the Super in Supervise

As a staff member, your role in preventing child sexual abuse at camp extends beyond spotting red flag behaviors. It also includes encouraging appropriate behavior.

Your interactions with others model boundaries and healthy relationships. Your behavior not only sets the tone for campers to follow, but your supervision becomes a critical part of preventing abuse. **Child-on-child abuse typically occurs during unstructured time** – transitions between activities, free time, shower time, and bedtime. These settings seem like an opportunity for you to relax, but that’s when campers often require supervision the most.

Consider This – Jason’s Story

Meet Jason, age 12.

Jason prefers to spend time with your group of seven-year-olds instead of his cabinmates. During free time, he often chooses to play with the younger campers you supervise. He seems helpful and kind.

Over time, you notice Jason pays more attention to one camper in particular, engaging him in one-on-one play away from the group.

Jason: “Let’s play hide and seek.”

Younger camper: “Okay. I’ll ask my friends to play, too.”

Jason: “Nah, let’s play by ourselves. It’s more fun.”

Jason has also started giving gifts and increased his roughhousing with this camper and been unresponsive to your attempts to set boundaries.

What should you do?

- A) Give the situation more time
- B) Forbid Jason from playing with your campers
- C) Share your concerns with Jason’s counselor and your supervisor

ANSWER: (C) This is the kind of red flag behavior that should be immediately reported, both to a supervisor and Jason’s camp staff or counselor. While it may not be intentional, Jason’s attempts to isolate children from others and his frequent physical play with younger children could signal grooming attempts.

MODULE 2: SPOT THE SIGNS

Show What You Know

1. What is grooming?

- A) When an adult criticizes a child's clothing
- B) When campers bully one another
- C) Forming a 'special relationship' with the intent to sexually abuse

ANSWER: (C) Grooming is a sequence of behaviors, such as giving gifts or compliments, that lavish extra attention on a camper to build a 'special relationship.' Grooming can be a prelude to sexual abuse.

2. Which of the following is usually considered a red flag behavior?

- A) Spending time alone with a camper in an isolated place
- B) Offering words of comfort to a camper who is crying or upset
- C) Helping a camper who is injured

ANSWER: (A) Spending time alone with a child in an isolated place puts both the staff member and camper at risk. Isolation may lead to sexual abuse. Even if harmless, this behavior can be misunderstood.

MODULE 3: RESPOND AND REPORT

Why Don't Children Speak Up?

THE FACTS

It's estimated that nearly **two-thirds of child sexual abuse goes unreported**. There are many reasons why a child may keep sexual abuse a secret. Understanding the challenges children face will help you better identify ways to respond with compassion.

SHAME

Many children **fear they've done something wrong** or may consider themselves at fault for the abuse. And, because the abusive behavior may feel good or fill an important emotional need, the child may believe they were a willing participant.

FEAR

Children may lack the courage to speak up, especially if the abuser is someone they love or trust. **In many cases, children worry they won't be believed**. The abuser may also have, directly or indirectly, threatened to harm the child or the child's loved ones.

COMMUNICATION

Many child and teen victims do not have the words to describe their experience of sexual abuse. They often feel confused and betrayed. Some children might not know the names of their private parts or understand body boundaries, which makes it more difficult to communicate effectively to a trusted adult.

TRUST

A child may not know how to approach an adult to ask for help or **may lack a relationship with an adult they can trust**. The child may also still trust and love the abuser, who may have convinced the child to keep the behavior secret.

MODULE 3: RESPOND AND REPORT

Recognize the Signs

Because most children keep sexual abuse a secret, the signs that a camper may have been abused can be subtle. In fact, children who have been abused may display no obvious signs of social, emotional, or behavioral issues. Camp, however, can provide a respite for some children who have been abused prior to camp and may be the safest setting for a child to disclose past abuse.

Every child and situation are different, but here are a few signs that a camper may be a victim of abuse, past or present.

- Discomfort building relationships with other campers or staff.
- Unexplained fears of certain places, transitions, or activities.
- Displays of sadness, depression, uncontrolled anger, or anxiety.
- Frequent unexplained complaints of headache, stomachache, or fatigue.
- Nightmares or regression to bedwetting.
- Sudden changes in personal hygiene, grooming, appetite, or eating habits.
- Age-inappropriate sexual knowledge or acting out sexually.
- Acts of self-harm or references to suicide.

Keep in Mind

It's also possible that the behaviors you observe are symptoms of other issues unrelated to sexual abuse. **Divorce, death, bullying, and other types of trauma** can each create the same evidence of emotional and physical distress. Campers may also undergo changes as the summer progresses, but any shift in their patterns of behavior should be noted and discussed with your supervisor.

MODULE 3: RESPOND AND REPORT

Consider This – Camp Trip Prep

A counselor is having a cabin meeting to prep for an upcoming camping trip. They're discussing how to stay safe in the dark.

A camper pipes up, "You have to be careful in the dark that no one touches your privates."

The other campers giggle.

How should the counselor respond?

- A) Laugh along with the campers
- B) Turn this into a teachable moment
- C) Scold the campers for laughing

The correct response is B, turn the camper's comment into a teachable moment. However, this counselor should also be sure to report what the camper said to her supervisor.

In this case the counselor calmly responds "So glad you mentioned that. Here at camp we do not touch anyone else's private parts. All of our bodies are special and unique and private. If someone does touch your privates, that is something you need to report to me or another adult at camp, even if it feels scary to tell. You each have the right to be safe and comfortable."

Without training, the staff member might have dismissed the comment, perhaps even giggled along with the others, and missed the possibility that the camper was revealing that they had been touched by someone, somewhere, in the dark – which was exactly what had occurred.

In this **real-life scenario**, the incident was reported to a supervisor who arranged for follow-up in the camper's community. It was determined that the child was being sexually abused by a family member and steps were taken to stop the abuse and keep the child safe.

Consider This – Maria’s Story

Maria, a 12-year-old camper, started off the summer loving camp and excited to learn guitar. But after a week of lessons, she starts to act differently. Her energy level decreases and she seems less connected to cabin mates, refusing to participate in activities.

One day, Maria deliberately breaks her guitar.

Maria: “Miss Shelley is a bad guitar instructor.”

How might her counselor respond?

- A) Punish Maria for breaking her guitar
- B) Talk with Maria to see what is going on
- C) Make her apologize to her guitar instructor

The best thing to do is B, talk with Maria using open ended questions such as “Tell me more.”

In this case the counselor replies, “Hey Maria, I see that you are angry and don’t want to go to guitar lessons anymore. What happened?”

Maria: “I don’t like Miss Shelley.”

Counselor (*in a calm, compassionate voice*): “Okay. I’m listening. Tell me what happened.”

Maria: “She holds my arms too tight.”

Counselor: “Tell me more.”

Maria: “I just don’t like her.”

Most kids don’t disclose abuse directly and it isn’t your job to investigate. After learning what Maria is willing to tell without pushing her, it is important to report any concerns or suspicions of any type of abuse, such as the one detailed here, to your supervisor.

Be sure to follow up with the supervisor to make sure your camper’s needs are being addressed.

MODULE 3: RESPOND AND REPORT

Tell Me More...

A careful and compassionate response to a child who reports sexual abuse is a crucial part of the healing process. Here's what to do (and what not to do) when a camper or staff member discloses that someone has crossed boundaries, touched them inappropriately, or made them feel unsafe.

As a camp staff member, you're not expected to be a therapist, investigator, or judge. **Your job is to listen, not interrogate.** Avoid specific questions. If a camper shares something you don't fully understand, an open-ended comment like "tell me more about that" may help clarify what happened.

The Do's and Don'ts

What should you do (and not do) when a camper or staff member discloses that someone has crossed boundaries, touched them inappropriately, or made them feel unsafe?

YES! DO THIS!

- ✓ Stay calm.
- ✓ Maintain a neutral demeanor and facial expression.
- ✓ Provide a safe space in which to talk (confidential but not secluded).
- ✓ Express gratitude for whatever way a camper shares an experience. (Example: "I am really glad you told me.")
- ✓ Validate what a camper says. (Examples: "It took courage for you to tell me this" or "I believe you.")
- ✓ Let them know that whatever happened is not their fault.
- ✓ Reassure them that you will do whatever it takes to keep them safe.
- ✓ Let the child know that their safety is your priority and may require assistance from a camp supervisor.

NO! DON'T DO THIS!

- ✗ Display discomfort or panic.
- ✗ Promise not to share the information.
- ✗ Express disbelief or blame. (Examples: "You must have misunderstood" or "He's such a nice guy, I'm sure he would never do something like that.")

MODULE 3: RESPOND AND REPORT

Who Must Report?

Each state or province within the United States and Canada has specific laws to protect children from abuse. These laws are straightforward: **If a person knows or has a suspicion that a child is being abused, this information MUST be reported by the camp to designated state authorities, typically child welfare or local law enforcement agencies.**

As a camp staff member, YOU are a **mandated reporter**. This means, if you know or have a reasonable suspicion that a child is being abused, you **must** IMMEDIATELY report what you know or suspect to your supervisor or designated person at camp who will pass the information on to the proper state authorities.

Why Report?

You are the **FIRST LINE OF DEFENSE** in each camper's safety. **This is the most important part of your job.** It's not just essential that you report any concerns to a supervisor but that you follow up to make sure your concerns have been addressed.

It's normal to feel frightened, be unsure of the truth, or worry about negative fallout if you take steps to protect a child. However, keep in mind that when you report, you are always doing the **RIGHT** thing and you are protected by law from retribution of any kind.

Show What You Know

1. What's a reason a child might not report abuse?

- A) Shame or worry that they are to blame
- B) Fear of not being believed
- C) Lack of words to describe what happened
- D) All of the above

ANSWER: (D) All of the above are just a few reasons most cases of child sexual abuse go unreported.

2. Which of the following is NOT usually considered a sign of potential abuse?

- A) Nightmares or regression to bedwetting
- B) Easily trusting others and demonstrating the ability to form strong relationships
- C) Acts of self-harm or expressed thoughts about suicide

ANSWER: (B) In fact, children or teens who have been sexually abused may exhibit a reluctance or inability to trust peers and/or adults.

3. Which of the following is an appropriate response to a child or teen who attempts to report abuse?

- A) Letting them know that whatever happened is not their fault.
- B) Reassuring them that you will do whatever is needed to keep them safe.
- C) Telling them that you believe them.
- D) All of the above.

ANSWER: (D) There are many things you should do to make campers feel comfortable and safe when they disclose an incident of abuse, including maintaining a calm, neutral demeanor, expressing gratitude that they told you, and validating their experience.

MODULE 4: MODEL IT!

Building Healthy Boundaries

Building relationships with your campers is one of the most important aspects of your job. From day one, you'll be a role model for how to live together respectfully.

Developing healthy relationships is about navigating boundaries and consent. Camp is a fun space where kids can take healthy risks and make connections with other campers and staff. Campers thrive on appropriate amounts of affection and physical contact. Any contact, however, must occur as part of safe interactions.

To determine whether you are modeling healthy boundaries, ask yourself these three questions:

- *Is what I am doing or saying in the camper's best interest?*
- *Is my behavior supporting this camper?*
- *Am I building self-esteem or growing self-confidence in this camper?*

MODULE 4: MODEL IT!

Safe and Unsafe Touch

Knowing the difference between appropriate physical contact versus touch that can be uncomfortable is a good place to start when modeling boundaries. At Camp**Safe**, we call this concept **Safe and Unsafe Touch**.

Sort the following types of touch according to what you think is usually safe, potentially unsafe, or depends on the situation.

Safe Touch

- ✓ Fist bumps
- ✓ Elbow shakes
- ✓ Patting a camper on the head or upper back
- ✓ Helping an injured child

Unsafe

- ✗ Roughhousing or aggressive play
- ✗ Tickling
- ✗ Kissing of any kind

Depends on the Situation

- ? Placing an arm around a camper's shoulder
- ? Holding hands
- ? Occasional short hugs

Consent Is Key

It's crucial to recognize that a **Safe Touch is only safe if the person being touched is comfortable** with the physical contact. Because every camper is different, what feels safe and comfortable to one camper may feel uncomfortable to another. Respecting individual boundaries and asking for consent is a perfect way to role model appropriate behavior.

MODULE 4: MODEL IT!

Look and Listen

If a camper isn't comfortable with your actions, they might not speak up. This is why consent is so important for both of you. When you ask, you give a child the choice to say no and it can become an empowering interaction for you both.

Discomfort with touch might be communicated through indirect reactions, such as:

- Awkward laughing
- Silence
- Lack of eye contact
- Closed body language
- Expressions or signs of uncertainty

Listening to and carefully observing a child's communications, whether spoken or through body language, is crucial to creating a safe camp environment for everyone.

Consider This – Questionable Camper Behavior

A group of 14-year-old campers, boys and girls, are having an awesome campfire night. Everyone is singing, making s'mores, and laughing.

Suddenly, one of the female campers plops down into the lap of a male counselor.

The counselor feels conflicted. He enjoys the attention but knows it isn't appropriate.

The counselor thinks:

"I don't want anyone to think I am playing favorites."

"I know this isn't allowed, but I don't want to hurt her feelings."

"Maybe I'm making a big deal out of nothing."

What should the counselor do?

- A) Let her stay on his lap.
- B) Push her off abruptly.
- C) Set appropriate boundaries.

The correct answer is C, set appropriate boundaries. The best way to handle this might be to smile and disarm the situation with a quick redirection, such as, "Sit next to me so I can see the whole group."

If this is a repeat of lap sitting behavior by the camper, the counselor needs to be more direct and gently set limits by saying, "You can sit next to me, but my lap is off limits."

MODULE 4: MODEL IT!

Model It

MODEL CONSENT AND BOUNDARIES

Defining boundaries and consent doesn't happen by accident. Have intentional discussions with your campers. Model healthy boundaries yourself and talk with your campers about the importance of consent. Healthy boundaries and respect for consent ensure that campers feel comfortable, protected, and safe.

PRACTICE SAYING NO

It's also important to have these conversations to prevent abuse, including bullying, at camp. Help campers practice ways to say no and what to do next to resolve situations.

BE APPROACHABLE

Having these chats can create a culture of safety in your camp. Kids with access to an approachable staff member are more likely to talk openly about concerns. A healthy relationship with your campers is the firm foundation that makes camp a fun and safe experience.

CampSafe Wrap-Up

The campers you work with will look to you for guidance, fun, structure, and support during their summer camp adventure. When the reality is that some of these kids have been or will be sexually abused, your ability to spot potential abuse and deal with disclosures of abuse in a non-leading way could save a child from this silent epidemic.

Next, you'll take a quiz to see how much you've learned about preventing and dealing with suspicions of child sexual abuse. When you've passed the quiz, you'll earn your CampSafe Training Certificate to show that you're ready to be part of the first line of defense against child sexual abuse.

After this training, you should feel ready to model healthy boundaries and safe behaviors that will help campers have a great summer. We hope your CampSafe training experience has empowered and prepared you to be the best camp staff member you can be!