

Expectations of Facilitators for Queer Spirit Camp

1. Each facilitator will lead, co-lead, or assist campers in leading at least one Large Circle Activity during camp
2. Each facilitator will lead at least one educational workshop during camp.
3. Each facilitator will co-lead a daily small group during camp
4. Facilitators will participate in most evening activities, or be present in the community areas to facilitate camper participation, discuss issues with campers, or bond with campers
5. Facilitators will attend all daily meetings of planning committee, and the daily facilitators' debrief meetings.
6. Facilitators will make every effort to engage all campers, beyond the facilitator's assigned small group members, and/or the youth coming from the facilitator's home program/agency.
7. Facilitators will be mindful of, and continue to attempt engagement of resistant campers during the retreat.
8. Facilitators are on-call 24 hours a day during the camp for emergencies, conflict resolutions or other urgent interventions.
9. Facilitators will encourage preexisting groups that attend camp together to branch out, and make new social connections. Facilitators will model this behavior by reaching out to new campers.
10. Facilitators will maintain a neutral and non-judgmental position when dealing with conflicts between campers.
11. Facilitators will consult with the facilitation team regarding any ongoing camper issues.
12. Facilitators will not use the hot tub or pool when campers may be nude in those facilities. Limited use of these camper-specific areas is expected overall.
13. Facilitators will maintain professional boundaries in their relationships with campers.
14. Facilitators will use only appropriate self-disclosure, and only share when it is relevant to helping the camper's issue.
15. Facilitators will model desired camper behaviors, i.e. – respectful behavior and language, use of problem solving skills, etc.
16. Facilitators will maintain proper physical boundaries with campers
17. Facilitators will not touch campers in inappropriate ways, i.e. – kissing, sexual contact, etc.
18. Facilitators will not initiate physical affection with campers, and will use careful judgment when accepting hugs, etc, from campers.

19. Facilitators will not hang out in camper specific areas (ie- campers' rooms, the smoking tent, the sauna, pool, hot tub.)
20. Facilitators will communicate their own needs for support, rest, etc. and the needs of the campers to the facilitation team.
21. Facilitators will be vigilant to the needs of the camp and do as you are able to meet those needs.
22. Facilitators will bring all they can to camp. Let the team know about your random skills and talents, and make use of what you can.
23. Facilitators are expected to intervene in crises immediately, gather info and ask for help as needed.
24. Facilitators will share ideas and contribute to brainstorming and problem solving
25. Facilitators will take on varied roles as each is needed during camp.
26. Facilitators will not share medicine, cigarettes, or money with the campers.