

**ACA Program Leadership**  
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Know your staff members- name and something that is important to you about serving on camp staff

Role--- camp is never easy, it is always a work in progress, a learning experience,

View--- As a Counselor--- how is camp leadership viewed?

As a Supervisor--- (follow the guide for small group leadership with staff)

- Always correct one on one (no putdowns, confidentiality)
- Give counselor the opportunity to self-correct with guidance (all is accepted)
- Always affirm in public (validation is the key)
- Be clear, consistent and fair (treat everyone with respect)
- Play to strengths and cooperation in staff (each of us has gifts to bring, be creative)
- If possible Problem Solve as a group
- Communicate, communicate, communicate (camp is a small town)

Discipline--- (may be done through subsequent evaluations during employment or as stated below, but the process is the same)

- Warning—verbal, written up, dated and signed by supervisor for employee folder
- Warning—written- incident, what needs to change, by when dated, signed by supervisor and counselor for employee folder
- Dismissal—written, dated, signed by employer and employee with final paycheck

Validations/Affirmations

Language, treats, celebrating, high fives

Inspiration comes in the stories...