

## Teen Camp Staff Evaluation Summary

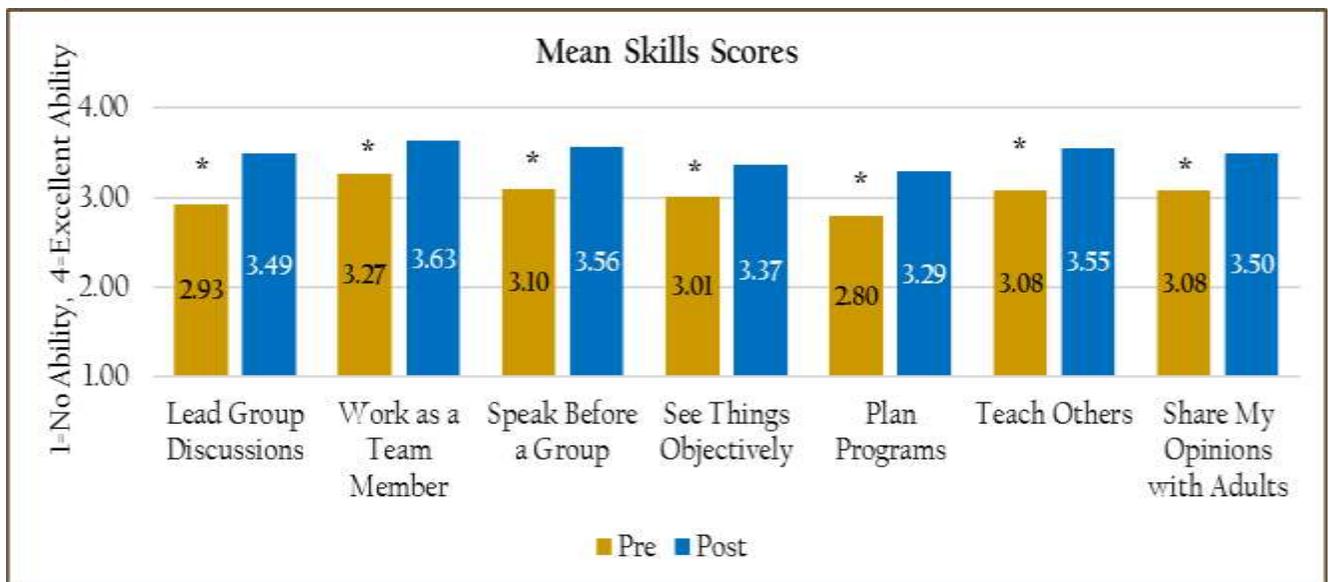
### Participant information

County	N
Humboldt	10
Los Angeles	43
Marin	32
Mendocino	24
Napa 1	29
Napa 2	29
Riverside	12
Sacramento	22
Santa Clara	57
Sonoma 1	21
Sonoma 2	30
Sutter/Yuba	25
<b>Total</b>	<b>334</b>

**55.6% female; average age =15.80; average number of years of teen staff at camp: 3.51**

Teens reported on their skill level before (pre) and after (post) being a teen staff member. Below is a graph of their mean (average) scores. The \* indicates that for each skill, teens reported a significantly higher score after being a teen staff member.

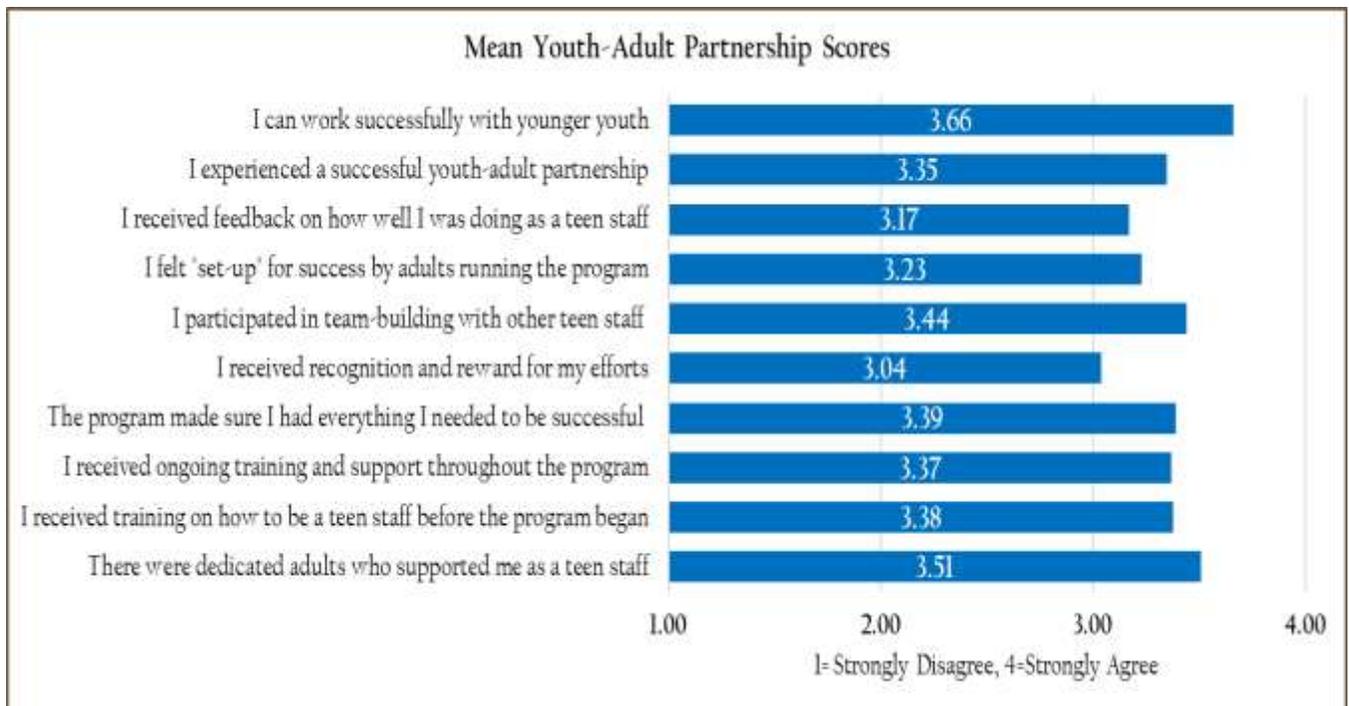
### Skills



## Youth-Adult Partnerships

	<i>Percent (%) of teens that responded using each response option*</i>				<i>Mean (SD)</i>
	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Agree</i>	<i>Strongly Agree</i>	
1. There were dedicated adults who supported me as a teen staff	1.2	3.3	38.6	56.9	3.51 (0.62)
2. I received training on how to be a teen staff before the program began	2.1	6.3	43.5	48.0	3.38 (0.70)
3. I received ongoing training and support throughout the program	2.4	6.3	42.9	48.3	3.37 (0.71)
4. The program made sure I had everything I needed to be successful as a teen staff	1.8	7.5	40.2	50.5	3.39 (0.71)
5. I received recognition and reward for my efforts	5.4	16.6	46.7	31.3	3.04 (0.83)
6. I participated in team-building with other teen staff in the program	1.2	6.9	38.3	53.6	3.44 (0.68)
7. I felt "set-up" for success by adults running the program	3.0	12.7	42.9	41.4	3.23 (0.78)
8. I received feedback on how well I was doing as a teen staff	3.6	15.9	40.5	39.9	3.17 (.82)
9. I experienced a successful youth-adult partnership	3.3	7.6	40.2	48.9	3.35 (0.76)
10. I can work successfully with younger youth	1.8	1.5	25.8	70.9	3.66 (0.60)

\*For example, 1.2 % of the teens statewide answered question 1 as "Strongly Disagree".



## Camp Differences

*\*Means for each county will be reported in the county-specific reports provided at the end of September.*

Also note that Humboldt had a sample sizes of 10 teens, so comparisons should be made with caution.

<b>Mean Differences</b>	
1. There were dedicated adults who supported me as a teen staff	Napa2, Mendocino, and Marin > Los Angeles
2. I received training on how to be a teen staff before the program began	Sacramento, Mendocino, Humboldt, and Sonoma2 > Los Angeles; Humboldt and Sonoma2 > Sonoma1
3. I received ongoing training and support throughout the program	Napa2, Sacramento, Mendocino, Sonoma2 > Los Angeles
4. The program made sure I had everything I needed to be successful as a teen staff	Napa1, Napa2, Sacramento, Mendocino, Sonoma2, and Marin > Los Angeles
5. I received recognition and reward for my efforts	Sutter Yuba, Mendocino, and Sonoma2 > Los Angeles; Sonoma2 > Santa Clara
6. I participated in team-building with other teen staff in the program	Mendocino > Los Angeles
7. I felt "set-up" for success by adults running the program	Sacramento, Sutter Yuba, Mendocino, Sonoma2, and Marin > Los Angeles
8. I received feedback on how well I was doing as a teen staff	None
9. I experienced a successful youth-adult partnership	Santa Clara, Napa2, Sacramento, Sutter Yuba, Mendocino, Sonoma2, and Marin > Los Angeles
10. I can work successfully with younger youth	None

## What was the most important skill you developed as a teen staff?

- I really learned how to lead a group and voice my opinions
- The most important skill I developed was being able to tell when I needed to be respected and when other staff needed to be respected. This way no one gets walked all over by the other
- Flexibility
- Being able to plan group activities
- I think that I really learned to think ahead, planning skills definitely improved.
- The most helpful skill I learned is to take my mistakes and use them as a tool to improve my decision walking.
- Leadership
- Communicating with the kids, other teen staff, and adults.
- How to take responsibility for my actions, and to manage challenging kids
- Being able to lead group discussions and regulate campers. I also learned how to delegate tasks efficiently
- Nothing that I couldn't already do yet
- Being able to speak in front of people and being able to lead and teach my tribes and short courses.
- Speaking ability
- How to lead a group of people.
- Being able to lead a group
- I was able to deal with adult situations better
- Leadership
- I was able to talk and voice my opinion to adults and to teen better
- Getting all of the campers to listen to me and like me
- Being able to lead groups and speak in a group
- Leadership
- Communicating with younger less experienced staff
- The ability to lead and communicate with adults when I'm having an issue
- How to become a leader
- Being able to ask for what I wanted/needed and not feeling judged
- I got better at leading groups
- Leading a group
- Being responsible and having the skill to interact with the youth efficiently and passionately
- The most important skill I have learned how to be a leader yet also be on a team
- Work with kids
- leadership
- My public speaking
- Public speaking
- Mayo
- Being a good eater
- Eating food slowly
- patients
- team leadership

- team leadership
- How to help the kids at camp
- Working together with other groups to take down blue
- patience
- being a leader
- Speaking better
- Better communication skills with youth that are many years younger than me
- How to solve difficult problems
- Leading others and teaching
- communication
- How to deal with and expand upon problems and situations that may arise in my position with campers
- to be patient with the children
- Leadership
- How to be a better leader
- How to make nervous campers/ youth feel included and welcomed
- Problem solving
- I developed leadership and patience. This experience will help me, throughout my entire life
- leadership
- Learning to be comfortable in leading groups of different sizes for different activities
- The most important skill was learning to be a good leader and role model
- Listening to what everyone has to say
- n/a
- patience
- leading a line group
- Being a leader among kids
- leadership
- leadership
- Teaching the campers how to make landyards helped them and me so they knew how I helped them and they helped me
- problem solving
- Working with a group
- Patience
- walking
- containing crazy kids
- responsibility
- I have already developed a lot of skills already being in the 4-H program, but being a teen staff increased my leadership skills
- I didn't develop a skill
- How to step up and be a part of my team
- I don't know
- teaching others
- Delegation. Part of being on staff (in a leadership position) is knowing when and how to delegate

- 
- The ability to occupy time when there was nothing to do
  - planning
  - Time management
  - What not to do when fighting with a staff
  - Engaging others, creating friends, and being able to say no
  - yelling out loud
  - Problem solving. Improvising
  - learned how to play yuken
  - how to work with a team and communicate with others
  - group management
  - As a teen staff, the most important skill I learned was communication. It is very important to use in every day life. As a leader, communication is key to run a successful camp/group and I have learned how communication is bad and good
  - improv
  - How to be a better leader and how to delegate
  - Increasing my problem solving skills
  - How to collaboration = had to work with other 2 family members who did not communicate. Connect with others
  - How to work well under pressure
  - learned how to deal with children
  - independence
  - Taking initiative and prioritizing smooth execution of camp over the rules
  - I learned a lot about how to teach younger people about things that apply to the range
  - controlling a large group
  - leading a group
  - working with kids and leading a group
  - The ability to plan and lead activities
  - being more patient
  - working with others (other staff members)
  - Projecting my voice (not screaming) and getting people's attention
  - I learned more about running camp fire
  - Working with younger kids and how to communicate with them
  - patience
  - ability to lead a group and listen to others' opinions
  - I learned how to plan a lesson for camp and how to teach it to younger campers
  - Communication skills
  - volleyball
  - Patience and openness to ideas and creativity
  - learning to hide emotions
  - being independent
  - I feel I developed the ability to be more open to the younger campers and bond with them more
  - I gained more confidence and leadership which helped me lead my family and be more assertive

- the ability to learn when being able to do something yourself does not necessarily mean you should do it yourself but perhaps bring in the rest of your team especially if they are less capable
- Working with lots of difficult people and thinking quickly in situations
- Teaching, watching, and leading the clovers through clover day
- leading a team to do a task
- Doing something even when I didn't want
- Leading a team by myself
- Leading younger children and working with other staff
- Leading a group of younger campers
- To know how to get attention to people and tell them what to do
- leadership
- dealing with people during difficult situations
- I developed a thick skin
- multitasking
- communication
- Leadership
- The ability to socialize better, learning and understanding other viewpoints whether how different they may seem
- How to be more comfortable talking in front of people
- to be able to work with children
- working more with adults
- Learning to work with and help others more proficiently
- responsibility
- To help anyone in need
- communication skills, interaction with kids
- Leadership. After this week, I am feeling more confident
- To be more like an adult
- Being responsible for my own kids, and knowing how to take care of them
- patience
- Being able to lead a group in order to get something done
- Taking care of my kiddies
- I became much better at understanding campers' feelings and saying the right things in order to comfort them
- The most important skill that I have developed was understanding
- How to lead a group
- Public speaking and getting campers and adults hyped about shiz
- Good judgement (of situation, what's needed, etc.)
- Learning how to be confident and speak publicly and how to be organized and how to get a job done
- Learn how to talk to kids
- The skill to remain positive during negative situations
- Working with multiple age groups
- I learned how to help resolve problems as a staffer and direct younger campers
- The ability to bond with younger campers

- I became more vocal
- Talking in front of big groups
- Speaking, singing, and being in front of large groups of people
- I think the ability to communicate in front of a group as well as the ability to communicate efficiently and thoroughly face to face
- Having a strong connection with the kids that came. Learning to listen to them no matter their age
- Being a leader and a problem solver
- I developed becoming a leader instead of a follower and also developed a skill on handling campers having difficulties
- My communication with the campers
- The ability to speak in front of large groups
- The ability to create a plan of action and execute it
- I learned that I have to keep a cool head when dealing with younger children
- Helping out with important jobs and saying my ideas whenever something happens
- Dealing with bad admin
- I now feel more confident to talk to groups and share my opinion
- leadership, organization, and elaboration
- How to teach and understand the child when something happens or when they need me
- I developed thoughtfulness because I had to deal with some interesting kids but I had to think what it was like being them
- I developed a high tolerance for misbehaving kids
- developed leadership
- I am able to communicate and work well with others
- I developed my ability to do public speaking
- I learned to evaluate my strengths and weaknesses, and to make changes based on what I learned
- Learning how to better interact with adults, teen staffs, and campers
- program planning and organization
- The ability to work with and mentor younger lil humans
- The ability to lead others throughout the week
- The most important skill I learned was how to manage children, making sure they have everything and were taken care of. Along with how to manage children, I gained the skill of time management in being where I was suppose to be at a certain time
- The most important skill I developed as a staff was working with younger kids. This is helpful because I can use it later in life.
- Learning how to stay positive and have good energy to keep the campers happy
- The most important skill as a teen staff that I developed is how to work with kids and communicate problems that might arise to the right people
- My leadership skill was the most developed. Also I put in a lot of practice about planning
- Working efficiently
- Being able to foresee problems or things that need to happen and being able to execute/delegate that task
- Being able to lead a group of teenagers through trainings

- Leading the youth
- Throughout the program and acting for and as a teen staff, I feel as if I gained and improved on my prior skills and abilities. I think the most important thing I learned how to do, would probably be; being able to see the emotion that campers show in their voice and to figure out the best way to aid them in coping
- communication
- Leadership, I used to be so shy and kept to myself now I can really step up and take part
- Building my confidence on speaking in front of a crowd
- dishes
- The most important skill I developed as a team staffer is the ability to talk openly in front of large groups and strongly voice my opinion
- To work with younger people, being more open working as a team, and having trust in others
- The ability to be energetic regardless of mental/emotional state
- I learned to work well with people I don't know or dislike
- Making friends with strangers
- The ability to take initiative and be a more confident leader
- leadership
- Talking in front of a big crowd
- Confidence
- Leadership
- How to communicate with kids (sorry for spelling tired)
- Being part of a team
- The ability to talk to others
- Being able to get everyone to participate
- Communication skills/organizing
- Being more outgoing
- Staying calm/patient with campers
- communication
- Learning how to be more outgoing and confident as well as how to organize events
- Being able to lead a group of people better
- The ability to talk to people I don't know
- Responsibility and respect
- Leadership and responsibility
- How to take control of a situation, quick thinking, and I gained so much more confidence in my opinions and decisions
- How to get the attention and respect from children that I am working with
- I learned how to tolerate children better and I was able to figure out how to draw ideas out of their minds and help them to feel included in projects
- I developed a more open mind. Being able to look at something and not just assume anything. This is so helpful to have so that no matter what is going on you look at the "bigger" picture
- Learning to adapt to children's needs. Leadership and delegating during special events
- teamwork
- I was able to work with young kids in different situations that I haven't been in before
- I learned to accept those around me

- Responsibility
- help campers feel valued
- the tenacity to make the camp better each day.
- The most important skill I learned was how to take on more responsibilities
- Being able to come up w/ good ideas like skill on the spot/coaching. Talking to emotional members
- patience
- I became more confident in myself and my ability to lead activities and games.
- taking charge and telling campers when to stop
- speaking in front of large groups of people, being a leader, taking initiative
- public speaking, and ability to lead
- team building
- the most important skill was leadership
- how to work better with others
- teaching kids useful values
- independence
- How to bond with other people who don't agree with me
- feeling comfortable speaking in front of crowds
- Being quiet while staying up
- leadership skills
- leadership
- Speaking to a group
- The ability to talk to a crowd
- taking time
- i don't know
- Learning to share
- team work
- I became able to help campers who were sad, homesick, or didn't want to participate much better.
- The most important skill i've developed is communication
- Teamwork
- Communication was a really important skill that was developed as I was at camp.
- The most important skill as a staff was the ability to work with kids and be that chill funny helpful staff member. I have also been receiving compliments for my kitchen work/kp
- the skill that was most important was taking matters into my own hands.
- I am able to lead confidently and easily create relationships with new people.
- Talking to groups
- Public speaking
- Playing with younger kids because I was helping out with the younger papoose tribe and even got mentioned for it
- #NAME?
- The skill that I developed was being able to successfully lead a group
- As a teen staff, the most important skill would be leadership
- I got over my fear of public singing.

- The most important thing I have learned is how to speak better in front of a crowd.
- Working with adults and opening up to them as well as children/teens
- The most important skill I developed was leadership.
- lovee
- Being able to work well with campers, staffers, and adults in a manner that is smooth and keeps the energy and excitement high.
- I learned how to tell how younger kids are feeling and how I can include them.
- Being able to not be afraid to do things in front of people, and to participate
- The most important was learning to communicate more w/ people
- I learned how to plan larger events + how to speak in front of a crowd
- To successfully be able to lead a group
- Enthusiam!
- Working with kids
- the ability to talk on a mic
- I learned how to work better with kids
- Communication.
- Learning to work well and communicate with the youth.
- As a teen staff, I was able to better my leadership skills. One skill that I developed was being able to speak aloud in front of others and share my ideas.
- I am able to be goofy when appropriate, but be serious if needed.
- I learned how to take charge in group scenarios and assert myself. This skill was due to the sometime uncomfortable situations I was put in; these situations helped me grow.
- leadership is something I have always been scared to do but being a teen staffer at camp has given me important responsibilities which helped my leadership confidence a lot
- As a teen staff I really learned how to take up a leadership position and lead groups and work as a team
- Being able to share thoughts with people who are the same( or older) age as me.
- I learned to lead by committee
- I learned how to lead groups more effectively.
- Speaking to large groups of people
- I learned how to take charge of others and be able to organize an event.
- I learned how to speak in front of people better and to step out of my comfort zone
- The ability to adapt to circumstances
- Being able to step back and take a look and let other people take control
- Strong leadership abilities including being confident in front of a group etc.
- I developed organization and responsibility
- Public Speaking. I have learned to harness a group or crowd when given the opportunity to speak and lead.
- I think the most important skill is leadership. Within that my ability to lead by example and recognize when others need help.
- The most important skill I have developed is now to talk in front of a huge group of people and not feel judged and have a completely comfortable talk.
- I learned how to be the leader and that even though I'm younger than some, I figured out how to be authoritative with them

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- How to take charge without the need of adults
  - The most important skill I developed as a teen staff is that to stay calm and collect in dealing with an issue
  - I found that last year to this year was a huge change. I felt while leading my short course last year, that I needed to say a bunch and prove myself. Partially that is the main goal, but I feel like this year I developed a more relaxed stature and led more fun in the activities I helped lead.
  - Learning how to talk to less outgoing kids and find ways for them to participate and have fun
  - running on no sleep and forcing myself to be entertaining for the campers
  - how to influence others as a leader of other teen staff. Another one that took me time to develop but am working on is being able to give away responsibility
  - to run an activity and working with other counselors and to be able to find ways to deal with challenging people who would disagree
  - how to stay positive with only 3 hours of sleep
  - how to manage difficult kids and how to quickly discuss a situation
  - I learned how to manage time better and how to run on no sleep
  - I learned how to be patient and work with kids
  - none
  - how to work with younger children
  - was working with my teamwork and helping
  - How to plan and manage things for kids and manage kids
  - teaching others

## How do you feel you have changed as a result of being a teen staff?

- I felt that I had grown. Doing leadership programs like this helps grow my leadership skills. I see objectively and know I can use what I have learned into the real world.
- I feel like my ability to lead kids who are not the same age as me changed. I've always been comfortable being a team leader but I haven't had to really do it for kids, and this was a new experience. I changed to be a more and responsible leader for kids.
- I am more prepared to deal with unexpected events and have learned to ignore criticisms that aren't constructive or accurate
- I am more of a leader now
- I feel that I am more outgoing. This has pushed me out of my comfort zone and I love it!
- I feel that I think through my decisions clearly and I can now listen to criticism with ease.
- Being more confident about being a leader
- Confidence/security
- I have become more responsible, and more patient
- I have become a better leader, speaker, and friend. I have developed many new positive skills
- I'm sure it's something but what exactly, I don't know
- I matured quickly and developed a good sense for what is and isn't okay. I also learned how to make a decision quickly if the situation is urgent and how to make hard decisions if they need to be made.
- ?
- I have learned how to share my ideas with my peers
- I'm more comfortable talking in front of large crowds
- I have become more mature and I have been able to work better with staff and campers better
- Know how to fix things "on the fly" and deal with problems that arise
- I think I know how to act in certain surroundings better
- I am more independent on my own
- More confident and persistent
- I feel good
- I'm a better more happy person
- I've become a better and more patient person. I have become a leader and become a happier person
- I can lead groups better
- I am more outgoing and do what makes me happy instead of doing what I expected others expected of me
- I work better with youth
- More patient
- I have definitely become more of a leader
- I can lead and help run camp within a core team of individuals. We combined team work and leadership and saw the huge connection between the two
- Good
- I've learned how to maintain order in a team
- I have become more responsible
- ketchup
- I've increased my maximum food capacity
- awesome
- none
- I feel more like a successful leader

- I feel more like a successful leader
- I feel like I can be trusted more now
- fantastic
- I've been happier
- muy bien
- More comfortable talking to people
- ok
- Greater sense of responsibility and more caring in nature
- I have become a lot more involved with the kids
- A better leader
- real world experiences
- I have matured and learned a lot about conflict and conflict deflation
- I feel like I'm more responsible and can work with younger kids better now
- Good
- I feel like I have become so much more confident in myself and my abilities
- More confidence
- I have become a person who can go with the flow more easily
- confidence, more outgoing
- I am more open to the idea of being in charge/over seeing younger kids. And I am less shy in front of people my age.
- I think I've matured, and have gotten better at dealing with people who I might not like
- I feel that I have become more patient
- no
- I became more patient
- I made things fun
- I have become more comfortable being a leader and meeting new people
- I have grown
- I feel that I have become more confident
- I have improved within every skill that I need for life and me as a person
- I'm more productive
- Great
- I learned how to put up with kids
- wonderful
- I feel I have a better perspective on life
- by having to remind campers to task at hand
- I have become more confident
- I haven't
- More aware of others feelings
- I didn't change
- more confident and experience
- I feel more confident being in a leadership position. I also feel more comfortable working with both peers and superiors (other youth staff and adults).
- I feel like I have become more patient
- not much
- I have grown as a leader in many ways. I felt more comfortable speaking in front of a group. I also improved in my interpersonal skills. I was able to have some difficult conversations that needed to be had
- I understand how to delegate tasks to others quickly and clearly

- I have more survival skills
- Yes! I have become more responsible
- I change by not being scarred on stage
- I feel I have changed to do even better next year
- I feel like we all got at solving problems on the ply
- I feel like I can be more successful with my goals
- I feel like I can lead groups somewhat better
- I have changed because I feel more comfortable with other staffers and I now have some role models that I will always look up to. The role models have taught me how to become and change into a different person or an amazing leader
- I am now good at improv
- More responsible
- same as #1
- I feel I have more experience and can do better next time
- I am able to lead without direction
- meet new people
- more adult-like I suppose
- I really don't prepare for camp, my attitude is just good for this job
- I am better able to work in a team and be a part of the discussion
- not much, but I feel more mature upon entering adulthood
- more confidence
- improved friendships and team leading skills
- I have learned more about how different people work on a team, and how different people put in different amounts of effort
- being more ok with being around little kids
- Gotten more comfortable with myself, became more outgoing. Became more patient
- I don't feel that I've changed during camp
- I don't
- More confident, better leadership
- nothing this year. maybe a little more way of trusting people
- I work with younger kids and my peers better
- I feel more confident in my ability as staff and know how to teach younger campers
- I am more capable of understanding others
- not much because its such a short period of time
- It's hard to change noticeably in these few days
- no
- I enjoy doing work
- I feel my self confidence has grown through experiencing many family games and skits
- I gained new friends and I got to put myself out there more than I usually do because I felt that the younger campers looked over me
- Became more outgoing. be more confident. be better speaker. gotten over my stage fright
- I am more appreciative of people's work
- I've learned how to think quick in difficult situations and compromise with campers
- Not that much but yes
- More confident
- I feel I can handle more responsibility
- I'm able to deal with several unforeseen events
- I have learned to be quick in finding a way to entertain young members

- I feel more like a leader
- good
- I've developed an understanding of complicated situations and how to act on them
- confidence increased
- more responsible
- I can lead better
- I feel much more capable of talking and cooperating with people
- I feel like I am kinder
- I've changed a whole lot
- more responsible and sociable
- In no ways
- more mature
- I loved it and thought it taught me a lot
- being cheerful with songs
- I feel I am more confident, alert, and respectful
- I have grown into a young adult that has confidence in putting kids in order
- It was a different experience being a staffer, because I was more involved with the activities going on
- I grew respect for people in charge
- I feel that I have changed to be a better leader for younger people
- I've become more responsible
- I have become better at leading a group discussion, campers, and other staff. I also have become a little more outgoing and carefree
- I have grown more confident in myself and in my capabilities
- More responsible
- I learned a lot but camp wasn't great
- More responsible
- I've become more confident and assertive in my actions. Also have become more responsible
- I feel good
- I have seen some peoples true colors and have learned what works and does not work
- Very little change
- I have friends that I hang out with nationwide and year round
- I realized how much I enjoy working with kids and leading groups of people
- I feel like I have gathered experience. I would have never gained otherwise
- I became less shy and more social
- I have become more of a leader
- I feel slightly more confident in my actions. Here at camp, you can't make it if you do everything with complete confidence (or at least act like you do) in what you're doing
- As a result of being a part of staff I feel I have learned more about communication
- Being able to communicate efficiently
- I learned it's not as easy
- I started to feel good that I was engaging myself with the campers and being able to lead them but then was put down when I would try by executive staff
- The responsibility
- I become less offended when I'm left out than before
- I have become a person who is more outgoing and able to connect with younger kids
- I'm a lot better at handling things when no one there to help me
- I feel like I made a connection with the campers and my fellow staff

- I've done this for long enough that I didn't change much
- I feel I changed and am now more responsible
- I feel more responsible
- I have learned how to control and keep calm in frustrating/high stress situations
- I feel more responsible for kids, so I can try to be a tribe leader next year
- I am more mentally prepared to take on challenges
- I feel I am more responsible
- It has made me become more responsible and a better leader
- I feel that I have become a better leader
- I feel like I have significantly improved my skills as a leader, and refined my ability to communicate well with others
- I feel I am better equipped to handle stressful situations
- More patience and confidence
- I feel much more independent
- I am now more confident
- I feel I have changed a lot in how I feel as a leader. This week allowed me to see how I'd be as a parent which is cool
- I feel like a much happier person now that I have experienced this opportunity
- I feel that I have become a more independent person that is responsible and can handle bad situations
- I feel that I have become a louder person
- I have become more confident and a better hard worker
- I can talk to large groups of people
- I feel like my trust of my peers to do their respective jobs well has improved
- I feel that I am better able to lead and delegate responsibility to youth
- I have become more responsible after being placed in a leadership role
- Yes. I feel like more of an adult than before. I was given charge of 12 boys/girls to lead to victory in games, and a change to aid the camp by washing dishes with the dish doctor
- yeah
- I can speak to groups of people more
- I really stepped out of my shell. I mean I still might be half way out but still some what
- I've become more confident in my abilities to running something independently
- dishes
- I feel that staff has changed me to be a better person and has boosted my confidence to do things in and out of camp
- More mature, more friendly, and open
- I am more out going, and have a place that always makes me happy
- I have learned to work with anyone when it comes down to it
- I'm more accepting of different people
- I have more confidence and stronger friendships
- more ability to speak in front of others
- More comfortable with public speaking
- I'm happier and confident
- More leadership
- Yes
- More confident
- I feel as though I will miss coming
- I am better at leading groups than I was

- I am more confident and ready to take charge
- It makes me more confident in situations outside of camp
- I've become a better person
- More friends in my life and important skills
- I have become more outgoing and better at being a leader
- Being a teen staff I communicate better with kids
- I have become a better leader and person
- It is an awesome experience and I have really loved bonding with all age groups and all kinds of people
- I can deal with little kids better
- I feel more comfortable with speaking my opinion to both adults and those who are my age. I gained a great sense of work ethic and responsibility. I love being a staffer
- I have become able to communicate with children and adults with ease
- I feel as though I have become an overall stronger leader and I can better use problem solving skills and step up in an authoritative role
- I feel like I've grown with how to help younger kids, plan events, be a leader, and resolve any issues that can occur between anyone
- 3 years ago was my first staffer year and I was quiet and not so outgoing but over years outside of 4H and in it has made me blossom into a better youth leader
- I am more patient for sure
- I feel like I am more responsible and have a more watchful eye for my surroundings
- I have become more outgoing.
- I have become a more mature person who is not afraid to open up to their mistakes.
- able to take a step back + analyze situation
- I feel like I am bettering the community
- I feel that my leadership skills are stronger
- learned how to talk to emotional kids better
- I don't think I have changed.
- I improved in planning activities and leading groups.
- I have got a lot more responsible after camp
- more mature, connections with other staff and chaperones
- less shy
- I get things done faster and easier
- I've changed my leadership skills, my social skills, I feel like I changed a lot
- I feel like I have gained many life skills as a result of my role as a staffer
- I am a greater leader
- I can run on very little sleep
- more comfortable at camp
- I feel more open minded
- I try to understand others feelings and I get much more enthusiastic I also drink more coffee
- new friends
- I feel semi more comfortable with people
- I met Honah
- I feel like I improved on my ability to help younger campers
- I feel like I have become more confident
- team work
- I became much more confident in my ability to lead and too someday get a job.
- leadership and communication

- I've gotten better at working with kids.
- I feel a lot more prepared for event planning as well as interacting with adults
- I have more authority and learning experiences.
- I feel I have changed to be a better leader and a good example for young campers to look up to.
- I am more able to go out of my comfort zone and push myself to be better.
- More comfortable around people I don't know
- I feel more comfortable with being myself in front of others
- I have enjoyed this camp much more than I have before and learned a lot of new stuff.
- I feel; that I have become more confident as a staff member and it has helped my confidence at home as well.
- I feel more confident
- As a result of being a teen staff, I think that my social skill have become better and I've become better at cleaning up after myself
- I feel more mature.
- i feel that I have improved in many different ways. I feel i can work better w/in a group and know how to deal with problem kids.
- Being more confident with others in a group speaking
- I've gained a lot of leadership skills.
- I feel more assured of knowing what I want to do in life
- I am able to managed many differents tasks and responsibilities at once.
- I have better social skills because i would have to include new people.
- I feel like i matured way more and became a better person just with connecting with others and making new friends.
- I feel like I helped campers become a little more comfortable when at camp
- I am more social, confident, and a better leader.
- More comfortable talking in front of a variety of age children
- I am prepared in a medical disadter.
- more included
- I have gained more confidence
- I became more experienced
- It feels amazing. I feel trusted and a hard worker.
- Better leadership skills and enhanced performance in participation.
- I have changed my personality by becoming more outgoing and comfortable around others. I have also become better at interacting with adults.
- I am much more outgoing and I am a more joyful person as a result of camp.
- I feel like this program has changed me for the better in an inexplaineable multitude of ways. I ahev become more outgoing, confident, and responsible thanks to the amazing mentorship I have received in this program.
- I have become more open minded & have progressed tremendously since my first years a staffer(in a good way)
- I think I grew a lot as a person and learned to be more outgoing and a better leader.
- I am better able to run activities and I developed prior planning skills
- I work better w/ others
- I feel that I am more responsible to own up to my mistakes.
- I feel more comfortable interacting with both children and adults.
- I know how to be more like a leader and planner.
- I think I have changed by knowing now its okay to make mistakes and I can always fix them
- It has helped me to mature and learn to handle problems

- 
- I've found true people that bring fun to a whole new level and 4h campset the bar for life
  - more confident, better leader, more outgoing
  - I have care for more than myself now.
  - I feel that I have become more confident as an individual. Outside of camp, I have accepted and searched for opportunities to lead others.
  - Through my camp experience I am now more aware of the importance of communication and teamwork. With this you can ensure things get done on time.
  - I have developed skills that have made me the person I am today
  - I was always a very shy camper who sat out at the dances and now, I am the most outgoing I have ever been
  - Because the adults allow the staff to lend and take charge I have become better at taking initiative
  - I have changed increasingly for being told what to do , too now telling youth what to do
  - I feel that I've grown immensely in my social skills especially with adults and I improved greatly in my ability to lead groups of campers. Mentally, I think I have grown and obtained a lot of new good tools to help those around me.
  - I have become more confident in my ability to lead groups and help those younger than me.
  - appreciate sleep more
  - I learned how to handle kids of all types and have found myself to understand how their brain works. I'm still working on finding ways to influence certain types of people that aren't average
  - to work with other counselors and to find a way to deal with defiance
  - haven't changed
  - I have learned a lot about how to manage kids
  - I have experienced the world of thirteen years of age. I have also become five days older
  - I feel good
  - I didn't, I woke up
  - I have more confidence and am able to plan and organize activities
  - I have worked harder than before
  - I feel like I can manage kids, plan, and work as a team together, better.
  - I have not changed

## What was the best part of participating as a teen staff in this program?

- I got to help make memories and friendship with campers, without an amazing staff who is devoted and determined to make camp happen, none of the campers would have gotten to experience new friendships and the memories they have made.
- Getting to feel apart of the camper and staff community. I was looked up to and treated respectfully by campus and recognized by staff, all by having a great time with everyone.
- We have a unique bond on top staff and teen staff as a whole that is extremely important to me
- Seeing kids have fun
- I would say that the best part was just seeing the campers grow throughout the week
- The leadership skills and connections I make. They will last a life time.
- Having fun with the staff and the campers
- I felt pretty much equal and I got to use the ice machine :P
- Being able to connect with older staff, and taking responsibility
- Having people listen to me and take me seriously. Also, helping kids and having them look up to me :)
- Being a helping hand for kids and fellow staff
- Being able to connect with campers and learn how to teach and lead different activities
- leading my own group
- Got to get to know other kids and people
- The people!
- I enjoyed working with the campers and teaching them many things
- Making memories and friends
- I met so many new people
- The time spent with my fellow teen staff
- Family feel and accomplishments
- Don't know
- Making kids laugh or have fun
- Knowing that you created an environment that campers had fun with and will remember always
- Meeting the campers
- Meeting so many truly amazing people who are honest and good people
- Free time with campers
- Seeing the kids have fun
- Watching the kids have fun and make friends is the best part of camp
- The best part was bonding with the other top staff and seeing myself grow as an individual within my skills
- The people
- The kids
- Getting to know the kids
- The kids doing all the work
- mustard
- cracking a cold one (soda) with the boys
- the people
- hanging out with friends
- Being able to lead the kids
- Being able to lead kids
- My friends are there to help me
- Emma being in charge of camp... (sarcasm)

- The night time games
- eating food
- You get to do more things, lead and help kids
- staying up later
- Getting to make all-new great friends
- Learning more about all of the campers
- Being a friend to everyone
- making new friends
- Being able to meet new friends and to be able to bond with the younger campers that look up to you
- learning new skills
- Getting to be a leader and be a part of camp
- I got to make new friends
- The best part was getting the opportunity to grow as a team
- Meeting new people and new skills that I learned
- I was able to make many new memories and friends that I know I will have a life time
- being with friends and helping campers
- Getting to further know people of various ages
- I loved getting to know other teen staff and campers
- Making friends with the kids
- I really loved participating in camp fire
- camp fire and skits
- Seeing campers growth
- meeting new people
- Making new friends
- The campers
- The sense of teamwork and comradery
- everything
- Being part of the team
- Feel like I had power
- leading
- the food
- being with friends
- going to camp early
- Being able to take charge
- IDK
- Getting to know the kids and work with them
- Staying up late with friends
- all of the great people
- I feel like the best part of participating as a teen staff in this program was the comradely and familial connection
- The best part was getting to work with other staff members
- working as a team
- I learned a lot about working in a small group. I worked in a small group and I had to work with some people that are more difficult to work with
- Getting closer to the other teen staff. Helping other people prepare for camp. Getting to know the first-year campers and returning campers. Setting an example for the rest of camp. Helping camp run smooth.

- playing football
- Being a part of something and helping out
- I had fun because it was really easy
- staff night. Leading others. Influencing younger members
- staff night/ dance
- Participating with my team and teaching others
- staff night
- The best part of being on staff was to learn to be a leader and role model to the campers. I enjoyed all the staff meeting and all the fun training the youth directors have provided us.
- working in camp fire was fun
- Being able to go to a staff night
- staff night
- Getting to know fellow staff members better
- staff night
- staff night
- bonding/collaborating with my peers
- The best part was getting to know the other staff and make friends
- the reward at the end from working all week
- being part of a bigger and better whole
- working with my friends and helping others to improve and make an awesome camp
- Getting to know some of the other staffers
- trying something new
- Making friends
- Meeting a ton of new people
- staff nights
- meeting others, being able to help others, and being a part of something bigger than myself
- spending time with the team
- building a connection with the other staffers
- Getting to know everyone and becoming closer to my staff team
- Having the authority to help campers to the right thing without question
- the other staff members
- the people and staff night
- staff night. extra days
- bonding with the other staff members
- the best part is meeting new people and making new friends
- I got to help create an amazing camp and create more friendships with campers and staffers
- making friends, being helpful, being able to make a positive impact on people
- We are all comfortable working with each other and when a problem arises somebody is always willing to step up and help you
- I got to help kids in camp and I got to stay 2 extra days
- Staff night
- Making the younger kids feel welcome
- Being able to plan the event with others
- I really enjoyed being a leader and the independence
- The ability to shape members experience at camp
- Rec set up was fun
- Meeting new people
- I got to see and meet some people I wouldn't otherwise be able to

- people
- being able to interact with kids and lead groups
- Having fun
- Learning from the campers
- I loved being able to help out
- Helping the kids
- making staff friends
- The privilege
- the kids and being a camp counselor
- Being able to help people
- doing night activities
- Meeting all of the great staff and team members
- My favorite part was being the nurses assistant
- Having some control over the decisions made at camp
- Getting to be head of a cabin
- Being able to have fun with other people
- Learning to take care of problems
- I got to make a visible impact on a lot of campers and many came to me for help. Also, the additional freedom of being staff
- The many memories that I made with the campers
- Seeing the kids having fun
- Other youth staff being really nice and supportive
- Hanging out with the campers
- I'm better at being a leader, so being in charge and seeing my plans follow through was super pleasing
- Making my team hype and having my team wanting to be on my team again
- meeting other staff and making friends
- Being able to support my campers
- Seeing kids grow older and turn into leaders
- The best part about my camp experience this year was being able to spend a week with my friends and build stronger relationships
- Being able to spend time with the kids and teaching them new things
- Helping out more when I can
- Helping the kids at the camp
- Being able to help out more and getting to know all of the campers in my cabin
- The best part was having the ability to make a camper's day by planning the events and just talking to them
- Being able to help the community, and building connections with other people
- Learning to lead a group, and getting to see/make happy campers
- The best part was learning new things from the campers and being able to be someone they could go to when they needed to talk to someone
- The responsibility
- Talking to the executive staff finally and being given actual tasks
- All other staff, are dedicated, like-minded individuals and working with them was amazing
- I made tons of friends
- Mail calls was the best part of participating as a teen staff
- Being with amazing human beings
- I did have more responsibility but that had me push myself further to help others

- Getting a new experience in life and kids
- Working with everyone especially the kids and upper staff
- The best part was meeting new friends and seeing all my returning friends
- Just having fun
- Getting to know the kids and my staff better. The staff is a family
- Getting to meet and hangout with other staff and campers. Also being outdoors for a week
- Making new friendships
- The best part was having the opportunity to collaborate with many wonderful people
- Getting to know my fellow staffers
- Making staff and campers friends and making many memories
- Getting close with other staff members as well as the wee lil youth
- Meeting new people and working with others
- The best part was meeting new children and having them depend on me. As well as bonding with fellow staff.
- Making new friends on staff and getting to meet so many people at camp as well
- Meeting and becoming closer with the other staff
- Being able to help the campers have a good experience and stay safe while doing so
- Meeting and playing games with the campers
- Working with friends
- Making friends and exploring with said friends/becoming close with a large group of people
- Being able to connect and be a positive influence on campers
- Being able to help in the kitchen
- Meeting other staff and seeing the different sides of the feelings of the children who looked up to me
- People going to camp
- Getting to know more people, feeling involved
- You are part of a great group of friends and family camp 2 staff forever
- the other teens
- dishes
- The best part of being on staff is being able to have an active affect in changing kids' lives
- All the people I get to work with
- The closeness with other staffers and campers
- Meeting new people and making new friends
- Meeting staff who I never would have met otherwise
- Making lifelong friendships
- friendship
- Getting to learn how to set up activities
- The people
- Not being bossed around
- It's just amazing and I look forward to everything every year
- The people
- The memories
- The people I get to hang out with
- Making life long connections
- Working with the campers
- The people with me were amazing
- The people and support you receive
- Meeting so many new friends

- The best part is being able to help campers
- Meeting the amazing people
- Friendships
- Getting to know everyone
- Getting to know the campers is absolutely amazing. Each of them have such a unique experience and will be able to use the skills I have learned here in the future
- It is a lot of fun and you get to spend time with friends and campers
- I really liked incorporating my own ideas and seeing the results come out well. Also, I love working with kids. This was even a sort of soul searching experience for me this year
- Being to grow in so many ways and meeting so many people that I most likely would never have met if it wasn't because of camp
- Getting to know all the excited and awesome campers. Organizing anything possible
- getting to know our campers as someone they look up to
- getting to know the campers
- The level of control you have.
- Building bonds with the campers
- Meeting youth from Humboldt County
- getting to know all the campers
- building relationships with the campers
- getting to hang out w/ a bunch of cool guys
- Getting to know all the kids/campers
- The friendships w/ other teen staff
- Staff privileges
- meeting new friends
- friendships, midnight snack
- Telling the campers to quiet down
- I had so much fun being a team staffer, I feel like I learned a lot of new stuff
- I made new friendships and developed new skills
- Watching everybody work and have fun
- the team bonding
- the 4H camp family
- Building these skills and making friends
- new friends
- The staff only activities
- Honah
- I really liked everything
- sleeping
- Becoming better friends with the other staff and also showers during rest hours
- All of the newer friends I have made
- It became a second family.
- taking care of the kids.
- The community
- The loving and caring environment was really amazing and it was something I have rarely experienced
- all the people I meet
- Bonding with the campers, staffers, and adults making this a great year.
- The experience was incredible and I will cherish all of the special moments and memories.
- The camp is really fun

- meeting so many great people
- My job was swim session Leader was the best part because I got to swim everyday and hang out with the papoose tribe.
- Being able to bond with people at camp (other staffers) and learning new ways to problem solve and lead. I have made incredible friends that I am going to keep for a long time and I love spending time with every person here on staff.
- Having privileges that made me want to stay as staff
- Making many new friends
- Getting to meet all these awesome people.
- I would say, the best part of being a teen staff would be meeting new friends and bonding with others.
- Having fun and meeting/working with others
- It was the activities after lights out.
- this survey
- Creating/building relationships and memories
- Bonding with new campers and other teen staff
- Being recognized by all the staffers and campers and having a really good time.
- The best part was: - helping campers - staff activities at night
- The friends
- Meeting more people in my community around my age
- The energy!
- Staff activities
- getting closer with everyone
- Becoming closer with my fellow staff
- Everything
- The friends you make.
- The best part was being able to meet new people and interact with kids. I love working with kids and it is what I want to do in the future and this program has really made this passion of mine incredible and so much fun.
- Seeing campers happy and making them love camp as much as I do.
- I have made so many memories with the campers and staff that are very special to me that I will cherish for the rest of my life.
- Being able to encourage kids to be themselves as well as making friends I will always love
- Making a lot of new friends and getting to spend time with them a lot
- Being able to meet new people & make new friends
- I love the campers
- I like learning how it was all put together and I appreciate the hard work more now
- The relationships built both at camp and at planning meetings. I've met the best people to ever enter my life here. It feels like home!.
- Knowing the kids and successfully letting them have fun.
- Being able to meet to people and learn leadership skill.
- I've made lifelong friends and memories.
- Being able to be behind the scenes at all times
- Everyone has a really good time w/ each other.
- Everyone I work iwth is so great and all around my age
- Being able to help at camp. IO have always had a lot of good ideas and having the ability to play an active role in designing the plan for camp has been incredible.
- Creating new friendships and bonding with people I would not normally spend time with.

- The friendships and memories made
- I absolutely love this program! Everyone around me has one word in common, Family. We all love and support each other
- I really just love being away from all the technology
- Being a part of a family and a community a group of people wanting to spend our time to teach youth life skills
- I love the feeling of completing a task and knowing that you're contributing to a greater cause.
- Too many things to describe.
- learning how to work with young children
- The kids I worked with were fun and willing to do anything to give kids a good time
- to participate in group activities with campers to encourage them and having the opportunity to be a camp counselor and experiences
- teaching children and learning about their different personalities
- hanging out
- Being able to help and teach the little kids
- Seeing how much fun the kids have
- Freedom
- The time I spent with other counselors
- It was great with socializing with other campers
- Being able to cooperate with and learning to achieve the goal of finishing an amazing camp
- I got to teach kids

## What could be done to make your experience as a teen staff even better?

- To have equal responsibility. I felt like I did a lot of work while my other staff goofed off and played
- If everyone gave the same level of respect to me. I was never disrespected by a few times I was told I was "just a tribe leader" as if the title meant I didn't have the ability to lead the group
- We are basically working non-stop for a week. Adult staff, many times, is quick to criticize, slow to help. They need to recognize that we are imperfect and need support at times. And don't complain if you don't have a solution in mind.
- Having more adults backing me up and taking initiative in volunteer positions
- More team bonding. I felt like the staffers were a little cliché, but much more open this year
- More connection with the entire staff
- Nothing
- Too much to list and I'm tired... (sorry, I know that wasn't helpful)
- Learning how to manage kids prior to camp
- Having more bonding activities with other teen staff before camp
- Not much of anything, never had an issue being staff
- Better planning and new, fresh ideas to keep camp interesting every year
- be a little quieter
- More support from older staffers
- Nap time
- Make Fred camp dad
- It was very good
- More help doing things
- Nothing!
- ?
- Have more male staffers
- Nothing
- Having more dedicated and enthusiastic counselors, who find ways to make suggestions in a non-offensive way/tone
- Less strict counselors. It's camp, not juvie. We are allowed to play with campers
- I don't know
- provide vegan alternatives :)
- Having the support of all adult staff constantly. It's hard to feel confident/appreciated/supported when you see some adults contracting/poking fun opening in front of campers
- More interaction
- n/a
- New showers and later wake up time
- Nothing
- relish
- nothing, it's perfect
- blue team lose for once
- nothing
- Nothing, everything is great
- nothing, everything is great
- Getting to know the campers better

- blue team taking an L
- Put me in a group with good counselors not shitty ones
- beating the blue team
- Plan things out better
- more organized!!!!
- N/A
- Try to get more people involved in activities
- More kids to enjoy camp with
- nothing
- Have the staff be separated
- I don't have anything coming to mind camp this year was good
- More training
- We need more campers so that we can have more responsibility and better our leadership skills
- more campers and more sleep
- Get directions and rules more clearly
- larger numbers, more workshops
- More info on things to do to entertain your campers
- No meetings at 6:45 AM
- electricity in cabins
- Better scheduling
- nothing
- More guidance for teen staff that have never been to camp before
- nothing
- A tiny bit more time to unwind would be nice
- nothing!
- IDK
- If I brought my nintendo switch
- no nurse
- an espresso machine
- have some campers show some more respect
- nothing
- IDK
- Equal opportunity. Others stepping up and helping out
- be more organized
- a large missile for shooting
- I think more intense experiences and team building exercises would make the experience being teen staff even better
- Not much, it was great
- less schedule changes
- It was fantastic and a wonderful way to end my time at camp
- Please don't choose garlic bread because it's stressful for kitchen staff
- less schedule changes
- Maybe make sure campers know the rules and respect others
- Participating more things
- More team bonding with my other family head
- cool stuff
- I'm not sure
- Printed schedules for every staff member

- I think that having a check list of what to get done at each staff meeting would make the experience much better
- nothing
- more communication
- nothing
- Recognition for my work. Shorter staff meetings
- more staff bonding
- more
- have reporters' duties more evenly distributed
- less strict rules and more common sense
- Perhaps people could help communication between groups of staffers doing different things
- nothing
- a more accurate schedule
- earlier preparation from the youth directors and more consistent communication
- Having my whole team put in similar amount of time and effort so that it's easier all around
- more fun
- Being prepared, informed of how to respond to certain scenarios and what my job would consist of
- Use the resources we have more effectively (ex. whiteboard)
- Learning campfire a bit better
- more training on how to deal with young kids
- better director to staff respect
- More training/ easier access to support during camp
- Not much. I really had a good time
- Better communication between staff members
- less needlessly length meetings
- less needlessly staff meetings
- much better communication. walkie talkies. better schedules. don't throw glasses off trail. less (or no campers). longer camp, replacement family heads, no buddy system, more free time
- n/a
- Be more prepared for certain camp scenarios
- more cuddle canyons please.
- I felt the last meetings for family heads was pointless. All that was discussed was how Tuesday would go. I think family heads could be given more tasks to do at the meetings than at home.
- Continue to improve every year and grow as I go on through stuff
- Cleaner schedules
- Better communication between different staff groups, youth directors, and adult directors
- Scenarios
- Be prepared with more scenarios
- Provide better schedules, break up family time
- To see every single staff working at the same time
- Nothing
- I wish 4H weren't as clicky and people weren't as cold and exclusive
- nothing
- to be involved more
- Nothing
- Having normal kids that respect you
- I don't believe anything can happen to make camp better

- more hands on activities
- more appreciation and less clique atmosphere
- Less of a hierarchy between executive/staff, their favorites, and staff
- for all the staff to be treated the same. No higher authority
- Nothing it was great!
- more inclusive staff interactions
- More time to rest
- I felt like the staff needs to be more truth worthy to all. Also to be honest and not say something and not do it. The older staffers help the first year staffers and not just sit there talking. Also be more involved with the kids at camp
- Have even more fun next year with all the campers I meet
- Including regular staff in events with executive staff
- In order to make my experience much better as a teen staff would be given more free time
- Less annoying kids
- Having more dedicated staff members to help out
- I want the executives to stop looking down on regular staff
- Everyone treated and working the same amount
- Less adult chaperones, they yell and get pissed even when the campers are mellow. also, just making sign in/registration a straight line with getting the card, knives, nurse with meds booth, nurse (no meds), lice check, then cabin and teams, it would go much better. also mail call is dumb if kids want it... make it embarrassing again
- Some breaks from working at free time
- Better instruction on how to do my specific job instead of learning how to do it all by myself. Also more praise on accomplishments rather than consistent criticism from adults. I mean, I'm paying to volunteer to run a camp for a week, it's not like I'm getting paid. Give the staffers some slack
- So on paper I did not include some stuff like... As staff the kept saying that we were second priority, this makes all staff mad because like we pay sometimes with our own money and normal staff do not. Also normal staff do not really listen to kings and are never there to take more authority because kings and queens set up late and wake up earlier and are the voices and faces and we just do an insane amount more. And staff never get time to just talk like the staff party was like 1 hour and the music was at a super low volume due to adults. Also some kings and queens suck and just reap benefits of their job but make older staff with more experience do their job. Also there needs to be a better way to explain our jobs okay. I'm good
- Not having so many strict rules about music and volume
- The adults could help a little more, and not just see what we are doing wrong but praise us for good things we do
- Several things. The adult management is extremely toxic
- Training for executive staff was lacking and it was assumed they already know their expectations. The adults remained critical without offering help or solutions. I felt that they didn't respect my experience at camp and would rather feel in control
- As a teen staff, I would like more freedom with my actions and to be able to judge my own actions
- Having more activities
- More free time
- More free time
- I wasn't really exactly acknowledged as a staff member. People did not listen to me when I corrected them for breaking rules

- More communication and higher increase in feeling included
- More people from different regions
- Nothing
- Staffers should have a better training and executive staff and regular staff should work together more than they have been this year and realize they need to work together better
- Less stress, more planning!
- Help from youth directors and a more outgoing and cooperative staff
- A more structured system of reprimandment for children with on-going conflicts
- Nothing it was lit!
- Nothing. I would the way it was. I would never change it
- Have better administration
- I would of liked it if the king and youth director on my team put in more to help
- Have more walkie talkies
- A little more training and better import to high positions from the lower. Ex) tribe leader telling rec leader that they are under too much stress during one situation
- If we could, I would like the camp to be 2 separate weeks, with the staff staying over the weekend
- Less restrictions/ confusion
- Have a kitchen staff. Hard to run things with only 1 assistant
- Have the upper staff/adults help more when we have trouble making kids
- Feel more prepared
- It would be better if plans were made more efficiently; what I mean is that the planning process should be more organized
- More organization when coming to rec games
- Better choice in my upper staff coleaders
- Receiving the proper position to match my personal skill set. Also more staff time off we can recharge
- Willingness to help between staff members, even if you don't know the camper
- I don't think anything could be changed
- It would have been nice to have more overview of the event since it was my first year at camp
- Have better communication on what is going on with games and schedules
- Make our camp longer (like 2 weeks long)
- My experience as a teen staff could be better if I had stronger communication with my co rec leader. She was talking behind my back about me not doing enough but I was setting and cleaning up every game. If I was able to talk to her it would have been better ( I thought it could do more harm than good)
- Being willing to have new ideas implemented
- Be more open to new ways or staff training like training more in a scenario based way with examples. Also familiarizing people with gold hollow and how 4H camp runs
- I enjoyed it
- Nothing, it's perfect
- A better sink-drainage system. Oh, more slow songs, pizza, more "lazy" staff (hehe) and more of a variety between ages of campers. It was difficult working with 6 year olds, then turning to 13 year olds
- Don't make me leave
- Actually being able to do stuff at free time
- That I could have more staffer weekends to really bond
- staffer bonding weekends

- dishes
- Have more staff training
- New people to work with
- Not sure
- People not being jerks even if they are tired
- Don't know everything was pretty alright
- Nothing
- communicated with my peers better
- More tater tots
- Better communication
- None
- Not much
- Not much
- Better leadership
- More campers
- Somehow organize host position so dishes don't consume the whole week
- More enthusiasm from everyone
- Camp is amazing as is
- A mattress with no hole in it
- Become closer with the campers
- Less time at flagpole
- To be 100% organized before we get to camp
- Not much. Younger chaperones. Maybe we could have chaperones tell us how to improve one day at camp
- No teen drama
- 24 staffers was not enough. We really felt the impact of losing 8 staff members during our special events. Please go back to adding more staff members
- Having more campers and staffers to work with
- Our planning meetings are very long with a lot of wasted time and sitting around. I'd like things to be more productive in less time
- Having a few more staff members to be able to help out with everything, so that people don't have 2 or more jobs to be done in a matter of minutes
- More staffers in order for us to get anything and everything done safely and quickly
- more communication between us and directors
- give more free time to rest
- make sure the men behave maturely
- Nap time
- Somehow be focused more on campers instead of ourselves
- Nap time
- patience
- short nap time
- Breaks/naptimes
- A nap time/ rest period during the day
- not much, maybe more sleep
- nothing, it went really well
- spread out work between the people working in the kitchen
- More staffers to help out
- Friends

- More sleep
- More "popularity"
- more sleep
- more communication between everyone
- More other staffers on the jobs
- Make 4H camp a month. Just new campers each 6 days
- more sleep
- sign up for better jobs
- bring Honah back again
- IDK
- I don't know
- I felt like there was a slight staff hierarchy that I didn't like so way to get rid of that would be nice
- nothing
- If the staff were given candy to give to campers
- being involved more
- Personal space
- Just a little bit more work done ahead of time
- Some staff are a little strict sometimes you just need to let it go.
- Being able to do other jobs around camp throughout the week.
- Definitely more bonding events with the staff before/ after camp to make everyone be closer (we are a family)
- If I had made more contact with my partner before hand
- more team bonding
- I don't anything anyone else can do to make my staff experience better I think the action I make and the risks I take will make it better.
- More time at night with other staff members with staff activities
- nothing, my experience as teen staff has been the best it could be.
- nothing really comes to mind
- I was a tribe and session leader which was a hard combo
- We could have set up earlier
- Adults being more on the same page
- Adding more staff jobs
- less surveys tbh
- Nothing
- I think more rest time for the staff but overall everything is perfect
- getting more rest.
- Nothing, everything was great
- Longer camp sessions! + a longer week
- Nothing it works the way it is
- Participation from all in all activities.
- better directors (cough) Dante.
- nothing
- More responsibility for the staff
- Campers paying attention to you just a little bit more
- I can't think of one.
- I think to make experience even better it would be to have all the staff become closer so it is easier to work together.

- more staffers with only 24 this year there is a lot of stress and it takes longer to prep for activities.
- We desperately need to increase the amount of staffers in order to run an effective camp.
- Definitely more staffers, we struggled a lot this year because of how many staffers we lost
- Have more staff so we could have some singing with the kids and some setting up then we could switch everyday
- More inclusion between staff & counselors
- We need more staffers
- Having more help for new staffers. We aren't sure how to do everything but were expected to.
- Have new staffers be picked by people who oversee or are directly involved with Napa's camp.
- Better time management.
- Having more staff so we can get things done and on't have to do two to three things at once
- This year we were understaffed and it made very difficult for us to set up for events
- more funding to this program to make it bigger
- more help @ camp, getting more done @ planning meetings
- Add even more staffers
- Enforce event of other staffers to participate. If all of the effort and energy was reciprocated by the entire staff, camp would be even better.
- Camp this year has been great, however we had a slight shortage of staffers. Having more aids in running this smoothly.
- Have camp be longer than a week
- I think it could be a little bit more youth forward. Accepting new staff and counselors is key. I also feel like staffers/counselors should directly pick next years staffers. I don't agree 100% with the new staffers that were picked this year. Make a spread out schedule that allows staffers time to take a nap. We need more staff it seems like there was never enough people and it made the job so much more stressful.
- Nothing, everything have already made my experience and having 24 staffers.
- It felt different this year because we were short staffed. This year just felt a little more quiet and big tasks were harder to get done.
- As a first year staffer a lot of what I needed to know was not explained early enough. (I.e. how to set up for arts and crafts on saturday) and so I was sometimes caught unprepared. Those were things I didn't even know so I couldn't ask about them.
- more sleep
- I personally found difficulty with the actual camp site, so things had to be changed constantly and the plan became more of a suggestion. Nothing we could really do but if the site was closer together, had more chairs, working kitchen and multiple rooms then it would have been so much easier
- counselor meetings in the mornings, the groups to be more respectful
- nothing really
- We should move to a better camp that way we wouldn't have any of the campers since the girls come in far of the compound to the rest
- Better control over kids
- idk
- Nothing, it's great
- The campers behaving and listening to their counselors
- Better time management
- Nothing