

## Our Community

The Manito-wish Camp experience is uniquely designed for young people to live in community, both in a cabin and while on their wilderness trip to grow in leadership, character, confidence and independence. Creating a caring and healthy environment is essential for this growth.

We are committed to building a safe, inclusive, and welcoming environment where every person is treated with dignity. At the start of each session, campers and staff gather in their cabin to review the Camper Commitment and create their Full Value Contract. This set of shared expectations guides how the group will live and grow together. The contract is built around four core values: Honesty, Caring, Respect, and Responsibility. These values form the foundation of our Manito wish community. Together, campers and staff define how each value will be practiced and upheld within their cabin and across Camp. Signing the Full Value Contract is a way for campers to commit to doing what is right during their time at Camp.

Regardless of your child's circumstances, all campers are expected to follow the Camper Commitment. This includes living respectfully with others and following counselor directions.

We are dedicated to fostering a culture and facilitating programs that align with our MISSION, VISION, AND COMMITMENT.

## Staff Commitment

Camp Manito-wish YMCA believes that a secure and positive environment creates the best conditions for growth, for every camper. This begins with thoughtful staff selection and comprehensive training. Staff training includes youth protection, child abuse prevention, emergency procedures, and guidance on setting healthy boundaries with campers.

Staff are expected to model the core values of Honesty, Caring, Respect, and Responsibility. They follow all Camp policies, including the prohibition of tobacco, alcohol, and drug use. Each team member is committed to providing a safe, fun, and enriching experience for every camper. These expectations are clearly communicated and understood from the moment a staff member is hired.

In addition to these responsibilities, our staff are trained to recognize harmful behavior, stay attuned to campers' needs, and respond with care. Everyone at Camp Manito-wish contributes to creating a respectful and

supportive space, whether navigating interactions between staff and campers or among campers themselves.

## Behavior

At Camp, we view behavioral challenges as opportunities for learning and growth. Our staff guide behavior by fostering a positive environment, establishing clear structure and limits, promoting social and emotional learning, reinforcing core values, and addressing challenges with care.

We encourage parents and guardians to share information that will help us support their camper by contacting one of our directors and completing all required forms in CampDoc. When challenges arise, staff will work with the camper to redirect or problem-solve. If additional support is needed, we may partner with parents or guardians to create a plan that promotes the camper's success.

Most concerns are resolved through staff efforts and parental input. However, in some cases, dismissal from Camp may be necessary. Campers may be asked to leave if their behavior violates the Camper Commitment, requires disproportionate staff attention, or consistently demands one-on-one support that limits attention to others in the cabin or trail group.

## Camper Commitment

*When completing your pre-camp paperwork, you will be invited to take a moment to read through the Camper Commitment with your camper. This is an opportunity to connect, talk through expectations, and support your camper in feeling grounded and prepared for Camp. After you review it together, you are both asked to sign it. Signing simply means you understand what is included and are ready to do your best to honor it within our Community at Camp Manito-wish YMCA.*

At Camp, we are committed to building a safe, inclusive, and welcoming environment where everyone is treated with respect and dignity. As a camper, you play a vital role in creating a space where people feel valued. You are expected to demonstrate Honesty, Caring, Respect, and Responsibility and you will review this expectation with your cabin/trip group on the first day of Camp.

At Camp, I understand that I will be challenged to set goals, build new skills, and form lasting friendships through both in-camp and wilderness experiences. I will act with integrity by treating others with dignity, respect, and compassion, and by representing Camp, my cabin, and myself in a positive way. I will not commit unsafe acts or use language that demeans

others or encourage unsafe or unkind behavior. I understand that violating this Camper Commitment may result in dismissal from Camp.

- I will be honest and truthful with my cabinmates, counselors, and all Camp staff.
- I understand that behaviors that compromise the health, safety, or well-being of any individual, may also lead to my dismissal.
- I understand that I will take part in a wilderness trip and will contribute to group responsibilities while following all safety policies that support a safe and respectful trail experience at Camp Manitowish YMCA.
- I understand that being respectful of our shared space is important and stealing and vandalism are not tolerated.
- I understand that sexual language or behavior is not tolerated.
- I understand that language or behavior that diminishes others based on race, ethnicity, gender, sexual orientation, or religion is prohibited.
- I will respect others' beliefs, even when they differ from my own.
- I understand that drugs, alcohol, tobacco, fireworks, and firearms are not allowed at Camp. If I have questions or need support, I will seek guidance from a counselor or staff member.
- I understand that pranks are not part of Camp culture and are not acceptable.
- I will follow all safety rules and help others do the same. This includes being where I am supposed to be at the right time.
- I will respect the privacy, personal space, and physical boundaries of my cabinmates and counselors.
- I will not bully or exclude others, and I will report any such behavior if I witness it.
- I will ask for help and speak to an adult if something makes me or someone else feel upset or unsafe.
- I understand that fighting is never acceptable.
- I understand that if I witness a rule being broken and choose not to walk away, I am also responsible for that behavior.