

EXCELLENCE TRAINING



GO WITH ME

CCCA National Conference
New Orleans
Dec. 8–11, 2025



EXCELLENCE TRAINING

**Compassion Under Pressure:
Supporting Youth at Camp
Amid Staff Shortages**

Tracey Gaslin



Send questions to:
webinar@ccca.org

Compassion Under Pressure: Supporting Youth at Camp Amid Staffing Shortages



Tracey Gaslin PhD, CPNP, FNP-BC, CRNI, RN-BC



Goals for Today

1. Respond to Your Needs
2. Identify a healthy, functioning camp environment
3. Provide strategies for behavioral needs
4. Foster support for staff and campers



Essential Camp Values

→ What are your Core Values? Camp Mission?

Teamwork, Personal growth, Responsibility, Respect

→ What are your Camp Goals?

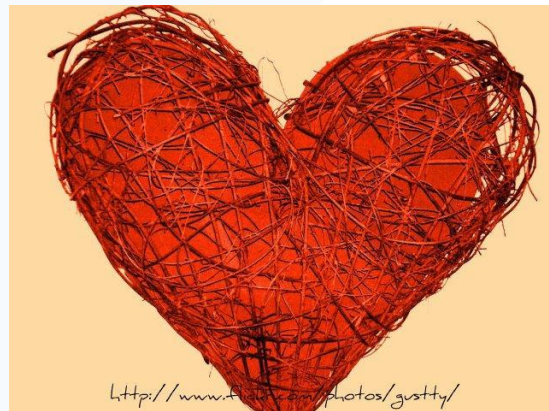
To build and cultivate something dynamic and reciprocal that grows richer over time (David Brooks)

Leave an indelible mark on everyone who passes through camp



Cultivate Positive Community Experiences (PCEs)

- Ensure that Everyone feels Supported
 - Opportunities to Display Strengths: Heart, Mind, Will
- Engage People to Make it Easier to be Good
- Affirmations & Acknowledgements



Community Agreements

- Throw **sunshine**, not shade
- No one knows all— together we know a lot
- Be conscious of intent vs. impact
- Oops & Ouch
- Posture of a **learner**
- Content can be challenging
- Be **curious**, open, and respectful

COMMUNITY AGREEMENT IDEAS

All Bodies/All Expressions

Welcome all types and expression of movement- both physical and aesthetic differences.

Be a Croissant, Not a Donut

Be open to new ideas like a croissant, not closed like a donut.

Be Conscious of Intent vs. Impact

No matter intention, you're responsible for your impact

Be Curious, Open, Respectful

Call in, not out. Throw sunshine, not shade. Respect self, others and space.

Challenge with Care

Find ways to respectfully challenge others and be open to challenges of your own views

Community Self Regulation

We are all responsible for keeping each other accountable to our agreements

Confidentiality

Don't speak for others without explicit permission, don't share something communicated in a private or safe space

Don't Yuck My Yum

You can make constructive criticism, but be supportive of others and do not shut down ideas

Impact over Intent

If someone shares that they feel hurt or harmed by something you have said or done, listen authentically and be accountable to the impact (even if you didn't mean it)

Land the Plane

Get to the point! Don't circle around the airport, just land your plane!

One Mic, One Diva

No side conversations



"Ouch!" and "Oops!"

If someone offends you, say "ouch", which is an opportunity to explain why. "Oops" is an acknowledgment of the harm and offers space to make mistakes and begin to heal

SASHET Check In's



Sad
Angry
Scared
Happy
Excited
Tender



Dr. Paul Ekman – Core Emotions

Leverage Peer Leadership

Everyone has a Contributing Heart

- Identify older campers who can serve as peer leaders or mentors
- Offer opportunities for everyone to contribute to tasks that make camp function.

Builds leadership skills

Alleviates staff burden

“Flip Roles”

- Team Building = Community Building
Especially helpful for complex behaviors

***Camp provides Moral Formation - becoming better
forms of ourselves***



Leader List

TASK	Monday Leaders	Tuesday Leaders	Wednesday Leaders	Thursday Leaders
Classy Cabin Crew				
Lunchtime Movers & Shakers				
Dinner Dishers				
Shoe Patrol				

Empowerment Rises from Confident Contribution



Integrated Programs for Mentorship

- Carnival Night
- Tie Dye Contest
- Scavenger Hunt



Goals of Activity:

- Practice Core Values - Promote Strengths of Heart, Mind, and Will
- Words of Affirmation



Consider Flexibility

Flexibility is your “Pressure Release” Valve

Scheduling Options:

Be flexible with schedules and activities.

Swap complex for simple (Requires less oversight)

Adapt to the Situation:

Shift responsibilities/Reassign tasks

Chill Zone



Chill Zone



Teamwork Makes Dreamwork

- Clear Communication
- Be a Loud Listener; don't fear the pause
- Reveal the totality of your being in the smallest of gestures (Brooks)
- Instead of needing to be lifted up, we just need others to get on the ground with us.



Aim for Collective Impact and Shared Purpose



Teamwork Opportunities

- Sitting with the child “missing home” and allowing an uncomfortable space
- Giving language to feelings following a dispute between staff
- Giving time and space for individuals to emotionally reset



Offer a Tone of Optimism, Warmth, and Trust



Smallest Gestures

- Culture of Doing for Others
“Tied Together”
- Journaling our Smallest Contribution
- Using AI to create a cabin story



Self-Compassion

- Self-Kindness
Reassurance & Understanding
- Connectedness
Empathy & Support
- Mindfulness
Presence



Display the incandescence of your personality - promote humanization in every situation (Brooks).



Thank You!

- ★ Core Values
- ★ PCEs
- ★ Peer Leadership
- ★ Mentorship
- ★ Flexibility
- ★ Teamwork
- ★ Small Gestures
- ★ Self Compassion



Tracey Gaslin PhD, CPNP, FNP, CRNI, RN-BC
CEO, Alliance for Camp Health
info@allianceforcamphealth.org
502.830.8393

Send questions to:
webinar@ccca.org

EXCELLENCE TRAINING

**Visit My CCCA to register for these upcoming
Excellence in Training opportunities.**

WEBINAR

S April 24, 2025 — Thriving Boards: Building a High-Trust Board
May 8, 2025 — Legal Updates for Christian Camps and Conference Centers

ROUNDTABLE

S April 15, 2025 — Foodservice
April 17, 2025 — EDs With Revenue/Budget Under \$2M
April 22, 2025 — Site and Facilities
May 13, 2025 — Thriving Boards