RYLA

Facilitator Expectations

Welcome. You were chosen for this role because the Directors believe you had something real to offer these campers. That trust matters. This document is here to make sure you know exactly what's expected of you, what great looks like, and how to show up fully for your family.

Your Role

You are part of the RYLA family, but your job is different from a camper's job. They are here to learn, participate, and lead. You are here to make that possible. You are the leader in the room, full stop.

Minimum Expectations

These are non-negotiable. If you're not doing these, you're not facilitating.

- **Show up.** Be present for all training, all activities, all transitions. On time means early.
- **Keep it safe.** Physically, emotionally, socially. If something feels off, address it. You do not wait for someone else to handle it.
- **Follow camp rules**. No phone during activities. No leaving campus with campers. Model exactly what you'd ask of your campers.
- **Prepare**. Read the curriculum before family time. Know the activity, the debrief questions, and the learning objectives before you walk in the room.
- **Stay professional.** Disagreements should get resolved privately and respectfully. Not in front of campers. Not during activities.

What Great Facilitation Looks Like

The minimum keeps camp running. Exceeding it creates the opportunity for transformation.

- **You plan like it matters, because it does.** Great family time doesn't happen by accident. You've talked with your co-facilitator, you know who's leading which segment, and you've anticipated where campers might get stuck.
- **You ask, you don't tell.** Deep questions. Real wait time. You resist the urge to fill silence or hand them the answer.
- **You debrief with intention**. The activity is the vehicle. The debrief is the destination. You help campers connect what just happened to something real in their lives.
- **You model the curriculum.** Be Proactive. The 4-Way Test. Servant leadership. You live it visibly, not just talk about it.
- **You read the room**. You notice who's checked out, who's dominating, who needs a nudge. You adjust in real time.
- **You seek feedback**. After each day, you check in with your co-facilitator. You ask what's working and what isn't. You get better.

Trust & Safety

Campers need to feel two things: safety and trust. Safety at RYLA covers the whole person, physical, emotional, and social, and one of the most important things you can do all week is tend to it with care. Trust is built through consistency, honesty, and follow-through. You earn it early and protect it all week.

Ultimately, safety is what lets campers take risks; trust is what makes them want to.

Staff Expectations

Welcome. You are part of what makes this week possible. Whether you are returning for your third year or showing up to RYLA for the first time, you were invited because someone believed you had something real to contribute. Camp does not run without you. This document is here so you walk in on day one knowing exactly what is expected, what great looks like, and how to show up fully for the team.

Your Role

Production staff and directors are different roles, but we operate as one team. Your job is to keep camp moving and handle the logistics that let everyone else stay focused on the campers in front of them. The work is often invisible, frequently unglamorous, and sometimes just plain sweaty. None of that makes it less important. We could not run this camp without you, and if we tried, it would come at a cost the director team could not sustain year after year. When something breaks, we fix it together.

Minimum Expectations

These are non-negotiable.

- **Show up and know the schedule cold.** If your role requires setup before an activity, you are done before the first person walks in. This year in particular, with changes to our media team, audio and visual support is a top priority. Know the tech. Know the system. Know what each session needs before it starts. Presenters will have videos. Volume will need adjusting. Slides will have glitches. Be the person who is already there, already ready, before anyone has to ask.
- **Take the hard jobs.** The med cart. The gear haul. The room reset at the end of a long day. The most committed staff members take the most undesirable tasks, not the newest ones.
- **Communicate proactively.** If something is not working, say so before it becomes a problem, not during.
- **Support the room without disrupting it.** Your job is to make the space work so the people in it can do their best. That is its own kind of leadership.
- **Stay calm when things go sideways.** They will. Solve first, debrief later.
- **Represent camp, always.** Even when you are not "on," you are on.

What Great Staff Work Looks Like

The minimum keeps camp functional. What follows is what makes it matter.

- **You anticipate.** You have read the schedule, you know what is coming, and you have already thought about what could go wrong before anyone asks.
- **You take initiative without being asked.** If you know the medical cart needs to go to Kiehle Auditorium, you grab it and go. If the warm fuzzy bags need to be made, you make them.
- **You close loops.** Done does not mean handed off. It means confirmed, delivered, and checked.
- **You make camp run smoother.** Tech is set up before the session. Spaces are reset before the next group arrives. Supplies are where they need to be.
- **You help bring newer team members along.** If someone does not know where a sign goes, you show them, so next year they own it.
- **You debrief.** At the end of each day, flag what worked and what did not to the director team. Camp gets better because you pay attention.

Take Care of Yourself

This week is long and demanding, and we know that. If you need to step back for a mental health break or just twenty minutes of quiet, that is okay. All we ask is that you communicate it. Let a director know you are stepping out and for how long. We will cover what needs covering, and when you are back, you are fully back. We would rather have you recharged and present than running on empty and checked out.

Camper Experience

Everything we do either adds to or subtracts from what a camper takes home from this week. That is the frame. When you are deciding whether something is good enough, ask yourself that question.