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### CHECK-UP

#### For Year Round Camps and Conference/Retreat Centers (Agency and Religiously Affiliated)

The following items have been identified as characteristics of healthy, vital year round resident camps and conference or retreat centers. How does your camp/center measure up to these key standards? Since this is for YOUR benefit, it will be to your advantage to be completely honest.

Rank each statement against this scale:

1 ..... 2 ..... 3 ..... 4

*Yes, we're on target    We're improving    We fall short here    We miss the mark altogether*

- 1 2 3 4    1.    The camp/center organization has a current written mission statement which guides decision making.
- 1 2 3 4    2.    The camp/center is an integral part of the planning process of the parent organization, and is included in the long range goals.
- 1 2 3 4    3.    The camp/center is clear about the constituency it serves.
- 1 2 3 4    4.    The population service area exceeds 150,000.
- 1 2 3 4    5.    The program and site services are distinguished by a "unique" factor.
- 1 2 3 4    6.    Summer camper weeks exceed 750 (all groups).
- 1 2 3 4    7.    Summer camper occupancy rate (sponsored events) exceeds 85%.
- 1 2 3 4    8.    40% or more summer campers return each year.
- 1 2 3 4    9.    An active campership program is in place.
- 1 2 3 4    10.    50% or more summer staff (program and site) return each year.
- 1 2 3 4    11.    A minimum of three days of training is provided to program staff before campers arrive.
- 1 2 3 4    12.    Professional staff regularly participate in local, regional and national training events.
- 1 2 3 4    13.    Regular evaluations are received from program participants and guests.
- 1 2 3 4    14.    A specific marketing plan is in place for both the program and the site services, allocating at least 2% of the annual budget.
- 1 2 3 4    15.    The director's tenure in the last 5 years averages more than 5 years.
- 1 2 3 4    16.    The director is a member of at least one camp/center professional organization.
- 1 2 3 4    17.    Salary ranges for staff are fair and competitive.
- 1 2 3 4    18.    A defined risk management plan is in place and staff are trained in safety/emergency procedures.

