

CHRIS & CARRIE KALLAL'S

STEALTH THINGS

50 WAYS
TO BE AWESOME



THE KALLAL'S



Chris Kallal is the Executive Director at Southeastern Baptist Youth Camp in Greensburg, Indiana. Chris, an Illinois native, has been a camping professional since 2001. He started off at Camp Manitoumi, in Illinois, serving as their program director for 10 years while also teaching 6th grade at Washburn Middle School. Then he spent 3 years learning to be a boy scout as the Camp Director of Ingersoll Scout Reservation. The next 10 years, Chris served as the Executive Director of Camp Good News in Illinois.

Carrie has been working at Camps longer than Chris! Starting as a CIT at Camp Manitoumi in 2000, then moving onto Girl's Leader, Dining Room Hostess, Counselor, Craft Person, Camp Store Director, Canteen Manager, Bookkeeper, Food Service Director, Assistant Director, and now Guest Services Director! In her free time, she loves to craft, test out new recipes, and talk camp!

When they find time, Chris and Carrie love to search online for the newest, unique ideas to implement into their Camp as well as visiting multiple camps over the years to "steal" ideas from them!

The Kallals love camp so much that they spend a lot of their free time teaching others about camp! They have taught camping classes at different conferences around the world and written a ton of books about the various aspects of camp life. As well, Chris co-hosts a podcast, Scamp Life - The Programming Side, where he talks all things Camp Programming.

They have a total of 4 children, Rowan, Emmalina, Autumn, and Aurora, as well as a couple dogs, cat, some hissing cockroaches, bearded dragon, leopard gecko, frog, couple turtles, and a pet skunk, named Stinkerbell!

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1. 5 Fingers

- Stay positive
- Don't point fingers
- Respect
- Commitment
- Don't forget the little guy

2. Smile and Bounce

- If you're doing this you're spreading positive energy
- Totally different vibe

3. What's Next - How Can I Help?

- Say this to your immediate director
- Anytime you're not sure what's going on
- Any Down Time
- Fast Cleanup

4. Don't Get Too Emotional

- Too Angry, too sad, too disappointed, too excited
- Camp's message gets lost
- Keeping your cool will make you more effective

5. Tell Kids Where you learned things

- You're not that amazing
- Help Kids be like you

6. RPS to Solve Problems

- Rock Paper Scissors
- Winner picks now, loser gets choice after

7. Culture of Needs and Wants

- All of us have similar Needs
- How we express this is what's different between us
- See past the strategies to connect with more campers
- Kids will act out to get what they want
- Teach them the good strategies
- HANGRY

8. Go for a Walk to De-Escalate Conflict

- Staff always has permission to do this
- Get away before you explode!

9. IDK = Bad IDK, But... = Good

- You won't know all the answers, but you should know how to find out the answers.
- Always find the answers for people, or send them to someone who will

10. Talk with the Sun at the Campers Backs

- Otherwise they are squinting and ignoring you

11. Face the Audience

- When leading or giving instructions

12. Think about Different Learning Styles

- Audio, Visual, Kinesthetic, Reading & Writing

13. Use Examples

14. 4% of People Won't Connect with You

- There will always be a kid who won't connect with you
- Find someone else who can connect with them
- No matter how awesome you are, you may just not connect

15. Take Kids Aside

- One on Ones or Camper Convos
- 2 different times to do this:
- Positively:
 - a time to get to know the camper without everyone else
 - Great for those quiet campers who don't usually get to speak
- Negatively
 - when campers are in trouble, take aside to avoid embarrassment
 - separate the player from the audience
 - Teens will try to "save face" and you will look stupid in the end
 - quick and quiet way to tell them what you expect
 - stand up when done so there is no arguing

16. State Positives

- Don't say Don't
- Keep things in Positive tones
- Makes Everything Negative
- Don't Run vs Let's All Walk

17. Deposits Only

- AKA No Discounts
- Ephesians 4:29
- Don't take away from people only give to them

18. Pick Your Battles

- Let Go of the Small Stuff
- Don't Micromanage

19. Give Thanks

- Encourage a Practice of Gratitude
- Share with your campers what you are thankful for

20. Random Acts of Kindness

- Help make someone else's day better
- Random Acts of Unnecessary Kindness
 - Staff would have a door off hinges and run up to campers and open the unnecessary door for them
 - If someone spills water, take off jacket and help them step over it

21. Journal

- Reflection brings happiness

22. Journal for Each Kid

- Great for parents to see what kids did

23. Anything can be Awesome

- Kittens Video on YouTube
- Unicorn Sighting - Staff dressed up as unicorns because some campers were talking about wanting to see them
- Frownselor: "Kids don't want to do anything" Other Counselor: "Do you guys want to go on a Bathroom Tour" Kids: "WHAT?" Other Counselor: "No kid has seen every toilet at camp" Went on tour even to executive Directors toilet and wrote him notes. Kids remember this to this day

24. I AM NY

- In a Moment, but Not Yet
- Give Kids directions, but not to start

25. Have a Bag of Supplies

- Counselor Bags
- Magic Tricks, Games, Spoons, Dice, Ball, etc
- Learn some fast and easy things to pull out at anytime!

26. If You See Trash, Pick it Up

- Keeps Camp Clean
- Teaches Campers to do it
- Shows Respect for Camp, Others, and God

27. Develop a Look

- Steady, calm, non-smiling gaze that says, "This is not funny. This is serious."
- Makes campers immediately want to change what they are doing

28. Develop a Second Look

- This is of praise
- A smile or nod to show approval
- Some campers do not want the spotlight

29. Put Yourself in their Shoes

- See things from their perspective
- First day of camp is boring. Help kids be goofy
- How many first day stuff is designed for Adults Convenience

30. Transitioning

- Have something for all of these
- No Prop Games (Count to 10 while walking)
- Bored kids are behavior problems

31. Give Kids the Schedule

- How many times do we check the program book even though we know exactly what's going on
- Don't put times on the schedule, just the Order (if times change it can throw off a kid)

32. Ask Kids for Help

- Be honest with kids when you mess up
- Kids love to be useful
- Carry water bottles, help in dining Hall

33. Get on their Level

- Don't talk down them
- Sit down with them and discuss as a group

34. Use Campers Names 3 Times

- Helps to remember
- First few minutes say their name 3 times in a useful way (not just repeat)
- Inform the camper that I'm doing it " Hey Laura, I'm saying your name a lot Laura, because I'm bad at remembering names Laura"

35. Take off Sunglasses

- People need to see eyes to incorporate trust
- Disney employees are not allowed to wear them
- Very informal
- "You're too good"

36. Mirror Neurons

- Matching Energy - You get what you give
- When Shane smiles, I smile
- Model what you hope their actions will be

37. Listen First

- We all like to talk - Be intentional about listening first
- Hear the whole story before doling out punishment

38. Everyone Has a Thing

- Every kid is good at something
- Weird not wrong
- Some kid could probably talk about Nascar forever. You're listening First will help him think he's important
- Don't make them feel like their thing is bad
- We all have a thing we want to talk about that someone has probably looked bored at or told us to stop
- Learn something little about their thing and ask them about it

39. End the Day with Embers

- Time of Reflection

40. Go First for Emotional Buy In

- You set the tone and the example
- More likely to get the response you're looking for

41. Don't Lead in Sarcasm

- Campers don't know when to stop
- Some kids don't "Get" sarcasm

42. Gender Neutral Pronouns

- Y'all not You Guys
- Friends

43. Offer Limited Choices

- Less choices makes for faster choosing
- Ex: What would you like to do first? Make bed or put laundry away?

44. You don't have Friends at Camp

- Your time should be spent with campers & not each other (or phones)
- Don't whine about time with campers
- No Clumping in groups

45. You've Got to Be Kidding Me!

- Get over the fact that you will be teaching the campers common sense stuff
- They don't know how to do make their bed, sweep, make friends, pay attention in chapel

46. Debriefing

- What Happened (just the facts)
- So What (How did it feel)
- Now What (impact the world)

47. Bet You Can't Learn From it

- Challenge your campers to make a lesson from the activity
- Can the kids go away knowing more?

48. Be Professional, not Boring

- The Goofball gets zero respect
- The Old Boring guy no one likes
- Be fun, but not crazy

49. Kill it before it dies

- End games before it stops being fun

50. Watch Your Face

- Facial Expressions are hard to miss
- Campers and their parents notice them right away

51. Under Promise/Over Achieve

- Be willing to go big
- People remember the big stuff

52. Talk about what's coming up

- Tell the campers about upcoming things at camp
- Fall Retreats
- Next Year's Theme
- Being on Staff



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