

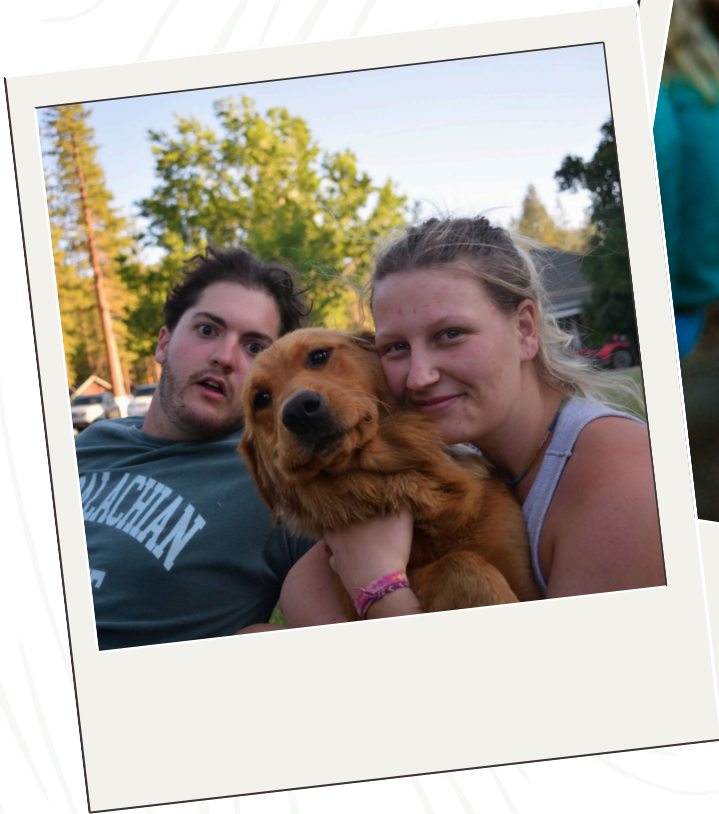


ESTD **MOUNTAIN** 1956
MEADOW RANCH
SUMMER CAMP



Living the Meadow Life

COUNSELOR EDITION



WHAT'S INSIDE?

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EDITOR'S NOTE

We hope you enjoy going through this handbook! We've filled these pages with important information, tips, and beauty to stir both courage and excitement for the summer ahead! We are honored that you have chosen to spend your summer with us at MMR.

KEEP IN TOUCH

Office

(530) 310-9281

fun@mountainmeadow.com

Main Staff Contact

530-310-1107

kwhitestone@
mountainmeadow.com

Driving Directions

We strongly recommend using Google or Apple maps directions. **Using the physical address will take you to the wrong location.**

Mail (Amazon/Letters)

Mountain Meadow Ranch
Counselor Name
P.O. Box 610
Susanville, CA 96130

Shipping (FedEx/UPS)

Mountain Meadow Ranch
Counselor Name
704-950 Wingfield Rd.
Susanville, CA 96130

See our [Mail Tips](#) for more details on the addresses!



GET TO KNOW THE TEAM

As a family owned and operated business, we mean it when we say that you are now apart of the MMR family. We think it's important that you get to know your leadership team before you get here!

Your Directors



Katherine (3rd gen),
Brandon Whitestone
+ Milo, age 4

Kat is our main staff and program director, overseeing hiring and training of all camp counselors.

Head of: Ceramics/Arts + Crafts, Fencing, Tennis, Frolfing

Brandon is the ranch manager and support program/staff director.

Head of: The Lake, Horses, High Ropes, Paintball, Riflery



Anna (3rd gen), Sam
Ellena-Rosenau
+ River, age 1.5

Anna is our main admin director, overseeing behind the scenes operations.

Head of: Media, Backpacking, Healthcare, Kitchen

Sam is a co-program director, and supports ranch and staff operations.

Head of: Archery, Fishing, Animal Care, Film Photography

PRE-CAMP CHECKLIST

ALL FORMS DUE MAY 1st!

- Signed Contract
- Doctor's Form
- Health History Form
- Immunization Form
- CPR/First Aid/AED Certification
- Send Us Travel Info + Shirt Size!
- Walkie-Talkies

* See [Tips and Tricks](#) for more walkie-talkie details*

If required:

- Lifeguard certificate
- Wilderness first aid/responder certificate

All forms are found in your [CampInTouch](#) account.

We strongly recommend using the *Companion app* to upload all forms. It has a built in scanner tool that makes uploading paper forms a breeze!

The Ultimate MMR Camp Counselor Packing List

CLOTHING

- 10+ T-shirts
- 3-5 Long-sleeve shirts
- 2-3 Sweatshirts or hoodies
- 1-2 Light jackets or flannels
- 10+ Pairs of shorts (athletic & casual)
- 2-3 Pairs of jeans or work pants
- 1-2 Pairs of sweatpants or leggings
- 2-3 Sets of pajamas
- 14+ Pairs of underwear
- 14+ Pairs of socks
- 2-3 Swimsuits
- 1-2 Pairs of athletic shoes
- 1 Pair of slip on sandals or slides
- 1 Pair of water shoes/hiking sandals (Teva, Chaco, etc.)
- 1 Pair of boots or sturdy shoes (if activity entails hiking or working with animals)
- 1 Sun hat or baseball cap
- 1-2 Belts (if needed)
- ∞ Costumes or fun outfits/silly clothes!

GEAR & MISCELLANEOUS

- Daypack
- Water bottle (32 oz or larger)
- Headlamp or flashlight
- Sunglasses
- Laundry bag (labelled on the outside!)
- Watch (water-resistant is best)
- Notebook & pens (for notes, schedules, journaling, and letter writing)
- Books, playing cards, etc.
- Small fan (battery-operated or clip-on for bunk)
- Photos or small decorations for bunk space (battery twinkly lights!)
- Extra batteries (if needed)

BEDDING & TOWELS

- 2 Twin-sized fitted sheets
- 1 Blanket or sleeping bag (warm enough for chilly nights)
- 1 Pillow
- 2 Pillowcases
- 2 Bath towels
- 1 Beach towel
- 1-2 Hand towels/washcloths

TOILETRIES & PERSONAL ITEMS

- Toothbrush & toothpaste
- Shampoo & conditioner
- Body wash or soap
- Deodorant
- Razor & shaving cream
- Hairbrush or comb
- Sunscreen (SPF 30+ recommended)
- Bug spray (DEET or natural)
- Lip balm with SPF
- Any personal medications (with backups if possible)
- Glasses/contacts & solution (if needed)
- Feminine hygiene products (if applicable)

OPTIONAL ITEMS

- Hammock
- Musical instrument (if you play one)
- Camera ([CampSnaps](#) are great!)
- Some favorite snacks (see more about food in the following sections)
- Extra phone charger & portable battery pack

The Mountain Meadow Lookbook

Dress for FUNction, not fashion!



At camp, we're always on the move—running, playing, and working with campers—so it's important to wear clothes that are comfortable, practical, and camp-ready. What works for a day off might not be the best fit for a game of Capture the Flag! Stick to outfits that are modest, durable, and ready for adventure.

TIPS + TRICKS

You can find a lot of great camp supplies on Amazon, through Walmart or REI. We do not have specific brand recommendations because there are many options for a variety of budgets and needs.

WALKIE-TALKIES

*All staff are required to have **two working, rechargeable** walkie-talkies at all times - as stated in your contract - this is how we communicate at camp! Amazon has a good selection of new/used models and I have included the link to the most popular choice [here](#). You can purchase another brand, but we have found that Motorola walkie-talkies are the most durable and last you through the summer. *Keep in mind if you decide to purchase a battery-powered walkie-talkie you will be buying A LOT of batteries throughout the summer.* That can add up fast! You are **required** to have your walkie-talkie powered on at all times and with the constant chatter happening you will have to replace batteries daily.*

SWIMSUITS

The pool and lagoon are for playing and engaging with campers—not for working on your tan. Feel free to bring that fun bikini or speedo for your day off, but while at camp, make sure your swimwear is kid-friendly and built for movement and play.

GRAPHIC TEES

Be mindful of the messages on your clothing—let's keep camp a positive, welcoming space! Avoid anything with violent images, inappropriate language, or overly suggestive themes. Camp is all about community, adventure, and fun!

MATTRESS PAD

You sleep in these beds for two months and a way to make it more cozy and comfortable is a mattress pad!

MORE TIPS + TRICKS

MUSIC

As an unplugged camp, you won't have access to Spotify or Apple Music during regular camp days. Consider getting a CD player and thrifting some CDs or making your own CD mixes before camp. *Camperific (kid-appropriate) music only please :)*

FAN

Our cabins are not equipped with AC, many counselors have found a small stroller fan that can attach to the bunk rails to be a great option for hot afternoons.

HIKING SANDALS

From a \$15 pair on amazon to Tevas/Chacos, something we HIGHLY recommend every counselor pack!

POCKET KNIFE

A simple pocket knife does wonders for cutting your friendship string! *Keep them smaller than palm's size when open, please. **All pocket knives are subject to approval at Director's discretion upon arrival. See next section for policy on camping tools.***

HEADLAMP

For reading in your bunk at night or when walking back up to your cabin after evening activity!

FOOD

No food (we mean absolutely no food) can be kept in the cabins (hello mice and ants!). There is storage for staff food (dry, fridge, and freezer).

A Note On Camping Supplies

We understand that you will likely want to go camping on your days off, and with camping can come camping gear - some of which may be hazardous and subject to camp secure storage.

PROPANE/BUTANE

If you are bringing or purchasing any cookstove materials, they must be stored in the locked camp office at all times and checked out for personal use on off-time. **It is prohibited to keep such materials in cabins or personal vehicles.**

LARGE POCKET KNIVES/HATCHETS/MACHETES

If you have larger camping tools you like to use for backwoods hiking/camping, these must be inspected by camp director's upon arrival at camp and may be subject to storage in the locked camp office at all times and checked out for personal use on off-time. **It is prohibited to keep such items in cabins or personal vehicles.**

TENTS

We have two 10-person tents available for use on days off (first come, first serve). These are for casual overnight camping and not rated for inclement weather.

THE POWER OF DRESS UP

Dress up—because at camp, the sillier you look, the more fun you create!

ALL-CAMP ACTIVITIES

Many of our weekend and evening activities are opportunities for camp to dress-up and get silly.

COLOR WARS

Your placement on color wars is random and you will most likely not have the same color your entire time at camp, bring some stuff in these colors: GREEN, YELLOW, BLUE, and RED to rep your team!



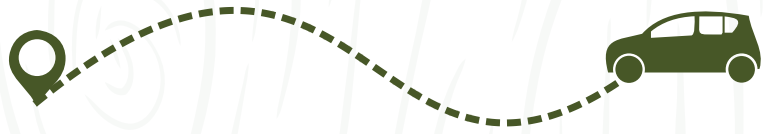
Pro tip: Goodwill, second hand, thrift, and consignment shops are great places you can find all types of things for an affordable price.

TRAVEL: getting to camp

Share your travel plans/flight info no later than May 15th!

If there is any confusion on your arrival date, please reference your contract for employment arrival dates.

DRIVING



Arrive at MMR between 3:00-4:00 PM

Welcome dinner @ 6:00 pm

If you find yourself in the area early, check out some of our local favorite coffee shops/lunch spots!

- Artisan Coffee - local baked goods and artwork
- Joe's Coffee - local baked goods, bagels, smoothies
- Courthouse Cafe - classic diner and street tacos
- Ohanas - vegan/GF friendly food truck

We encourage you to drive to camp if it is an option! This provides you more flexibility on days off and after camp. We have two vehicles available for staff use during 24hrs off, but they are shared with the entire staff team AND the kitchen staff and are offered on a first come/first serve basis. Read more under "Time Off" on how this works.

FLYING

Flights arrive by **3:00 PM.**

1st pick-up **12:00 PM**

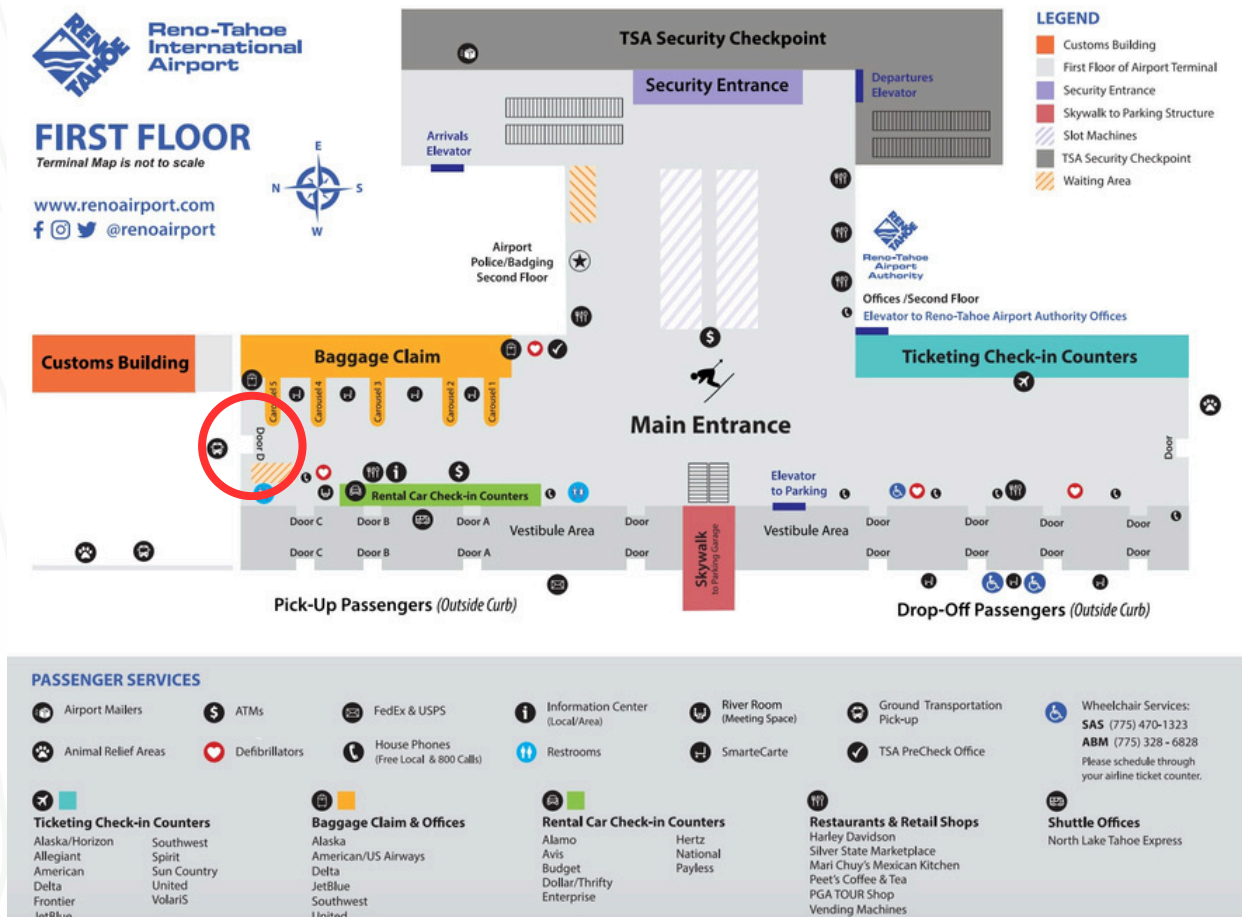
We'll go to lunch + swing by a department store.

Final pick **3:00 PM**

A quick stop at a department store on the way home for any last-minute needs!



Map of Reno-Tahoe Intl. Airport Ground Floor:



We will meet all airport pickups at Door D by Baggage Claim on the Ground Floor of the RNO airport (see image above).

Contact Kat, if flight times differ prior to booking

TRAVEL: returning home

Our summer season ends Friday, August 2nd, with a celebration BBQ that evening for all the staff. It is not required for you to stay, but usually, everyone that is able to do

RIDES TO THE AIRPORT

We offer rides to the airport on August 3rd as early as 7:00 am.

If you need to leave on August 2nd, you will likely depart with campers on our outgoing airport coach bus.



Contact Kat, if flight times differ prior to booking

AFTER CAMP TRAVEL OPPORTUNITIES

There is always a group of staff wanting to explore after the camp season ends. If you are able to wait on after camp travel plans, we recommend it!

A TYPICAL COUNSELOR'S DAY

A typical day consists of three meals a day, activities chosen by campers, snack times, cabin times, and more. Counselors spend their days providing the magical camp experience for our campers! You will spend most days between your cabin group and running your activity.

07:30am	Optional early morning activities* including round up, swimming, jogging
08:00am	BREAKFAST
08:45am	Cabin Clean-Up
09:15am	Activity Time!**
10:45am	Snack time** : aquatic areas open, free time for court and field games
12:00pm	Activities close
12:30pm	LUNCH
01:15pm	Rest period: down time in cabins to write letters, read, and recoup
02:30pm	Activity Time!**
04:00pm	Snack time** : aquatic areas open, free time for court and field games
05:30pm	Activities close
06:00pm	DINNER
06:45pm	Story time: the camp family gathers to share stories from the day
07:30pm	Evening activity: all camp group games
08:45pm	Gather at the campfire for evening words of encouragement/songs
09:15pm	Cabin time
10:00pm	Lights out***

*Early morning activities are offered by counselors, with the focus on the campers. If you enjoy solo morning exercise, you may request a morning hour off.

**Counselors do not have activity times to try activities for themselves.

***It is camp policy that ALL CAMP MEMBERS are in their respective lodgings by lights out. This is for your, and the camper's, safety. Self-care and rest are important here at MMR!

Times above are approximate and vary day to day.

TIME OFF

DAILY HOUR OFF

You get one hour off each day*, normally during meal times or rest period, with a handful of fellow counselors. *A before breakfast morning hour off is available for those that request it.*

This time is yours to do what you wish staying inside all camp guidelines. You may not use camp equipment or materials during your off-time, i.e *You cannot ride a horse, do the high ropes course, during your hour off.*

Most counselors use this time to:

Take a nap, read a book in the lounge, swim at the pool or lagoon, take a walk/exercise, connect with fellow staff

There are a small number of specific days that you do not receive an hour off because of how it times out with the 24hr off schedule. Any day not given an hour off is calculated and compensated in your total salary.

WEEKLY 24HR OFF

MID-SESSION

- 24hrs off, landing on weekend days.
- Staff are split in half and alternate their off days.
- Time off starts at 5:50pm before dinner (You are more than welcome to wait to depart for your time off and grab some dinner before you leave!).
- Staff are to return the following day at 5:50pm

BETWEEN 2-WEEK SESSIONS

- 24+hrs, landing on weekend days
- All-staff for a total “reset”
- Time off starts when the facilities are cleaned and all campers from the outgoing session have been picked up, typically between 11am-1pm.
- Staff are to return by between 2pm-4pm the following day.



OFF-TIME FAQ

Can I access my tech during my off-time?

Access to tech during 1hr off must be requested ahead of time, and may be subject to inquiry. Tech and valuables are given back to you for your 24hrs off as requested.

Can I leave camp property?

Yes, but we strongly recommend staying on-camp for your 1hr off as town is a 15min drive one-way and the trip will eat up valuable off-time to focus on self-care.

Can I request a specific day-off or to spend my day-off with a specific person?

Any requests for a specific day-off/day-off buddy must be made 2 weeks beforehand and are not guaranteed.

Are there any transportation options at MMR?

We have two vehicles available for staff use during the 24hrs off. However, these are shared with the entire staff team AND the kitchen staff team, and so are offered on a first come, first serve basis. As communal vehicles, they are intended to provide transportation for staff that do not have vehicles or do not want to do what the majority plans to do on a day off.

TIME OFF TIPS + TRICKS

Susanville is basically one long road

If you decide to do your own thing or split into different small groups, you will more than likely run into your fellow staff at some point in your 24 hours off!

LOCAL SPOTS

Susanville is a 15-20 minute drive from MMR

Food

Joes Coffee

Ohanas

Verdict Coffee

Blue Ox Coffee

Artisans (actually in
Janesville)

Starbucks, Taco Bell,
Subway, etc.

Shopping

Marshalls

Goodwill

Walmart

Nu 2 U Thrift

Lodging

Comfort Inn

Roxie Peconom Camping
(free camping) - 30ish mins

Pro-Tip: Walmart has a very chill return policy. Counselors of the past have gone in on things like tents, tubes, etc. and returned at the end of camp. In the 2000s, a group bought a trampoline and set it up at every campsite, even on top of Thompson Peak! Returned it without an issue at the end of the summer.

LOCAL STUFF TO DO

Lassen County is a beautiful area of NorCal - don't miss out on some of our hidden gems!

Thompson's Peak Lookout

A truly epic sunset viewing spot. Not for the faint of heart or the Honda Civic, the road is a bumpy mountain road but totally worth it.

On Top of the World Radio Tower

A less intense sunset spot outside of town.

Susanville Ranch Park/ Paiute Meadows Trails

An extensive trail system right in Susanville. Check out the helipad or heart attack hill for a nice view!

Bizz Johnson Trail

While Ranch Park has more true hiking, the Bizz is a nice flat path (it used to be a railway).

Hobo Camp

A nice spot to access Susan River for some floating or soaking.

FURTHER STUFF TO DO

Eagle Lake - 50min

Rural camping/fishing lake. Beautiful!

Antelope Lake - 1hr

A beautiful rural lake that has camping and rocks for jumping. No service, so be prepared before you go.

Lake Almanor/Chester - 1hr

Like a mini Tahoe, but less busy. Chester has shops and restaurants. Camping, hiking, paddleboarding, etc.

Quincy - 1.5hr

A nice town in Plumas County. Shops and restaurants, good hiking and camping nearby.

Indian Falls - 1hr

A magical river hang spot. Waterfalls, jumping rocks, sandy beaches, and more to enjoy the afternoon vibes.

Graegle - 1.5hr

Another fun mountain town with shops and restaurants, hiking and camping galore.

EVEN FURTHER STUFF TO DO

Lassen Volcanic National Park -1.5-2hr

Talk about hidden gem! This is a little known National Park right in Lassen County's backyard. You really can't go wrong here. From 10k' elevation peak hiking to meandering lake and waterfall trails. You may want to plan ahead as camping spots can get booked up on popular weekends near holidays (4th of July).

Burney Falls State Park - 1-1.5hr

Burney Falls is truly spectacular and worth the drive and entrance fee. It is near Lassen Volcanic National Park, so we recommend seeing them on the same trip.

Reno, NV - 1.5hr

Biggest little city! Lots to do and see here. This is our nearest city with things like Costco, Target, Trader Joe's, etc.

Lake Tahoe - 2-2.5hr (depending on the area)

Popular summer destination for the entire west coast, can be busy and expensive but is very beautiful!

MAKING YOUR TIME OFF COUNT

1 hour a day and 24 hours a week is a limited amount of time, and the standard at most residential summer camps. This is why it matters that you *make the most of it*. That doesn't mean wedging in as much as possible or setting lofty goals for yourself or others. This means being mindful and intentional with the time so that it fills your cup and you are ready to jump back into camp life. This is a learning journey and you may find your time off looks different at the start of the summer compared to the end as you learn yourself and your needs for recharging.

During training, we are going to have a whole session on making your off time count with reflective self-care activities to identify what YOU need to recharge. This may look like quality time with your co-staff one day and solo time reading another. That's okay :)





The MMR Heart Commitment

NOT a rule, a promise to yourself

Joining the MMR staff team is more than just a summer job—it's a commitment to personal growth, servant leadership, and fostering an unforgettable experience for our campers. To create the best possible environment, we ask every staff member to embrace our Heart Commitment, which consists of three key principles:

UNPLUG AND REGROUND

CHOOSING TO BE TECH-FREE AT MMR

We are a tech-free camp, and that's intentional. By stepping away from screens, you'll be fully present, forming deeper connections with campers and fellow staff. Without the distractions of technology, you'll engage more in the moment, build meaningful relationships, and experience the beauty of camp life firsthand.





KEEP IT CAMPFIRE CASUAL

CHOOSING TO VIEW YOUR CO-STAFF
AS FAMILY AND STAY IN THE FRIEND ZONE.

Our staff operates as a family, and we hold strong to the belief that camp is not the place for romantic relationships among co-staff. Keeping friendships at the core of our connections ensures a positive, drama-free atmosphere where everyone feels included, valued, and focused on their purpose. The best camp experiences come from a team that is unified and fully invested in making magic for the campers.



STAY WELL AND THRIVE

CHOOSING TO HAVE A CLEAN SUMMER,
INCLUDING CLEAN TIME OFF.

Your well-being matters, and part of that commitment means choosing a clean and healthy lifestyle throughout the summer, even during time off. This ensures you show up each day as your best self—energized, clear-minded, and ready to give campers an incredible experience. By prioritizing health and responsibility, you set an example for the kids, contribute to a positive staff culture, and make the most of this transformative summer.

HEART COMMITMENT FAQ

What if I need to access my tech for school, work, to pay bills, or a family emergency?

You can access your tech during your hour off to attend to personal matters if needed. If you need access to your tech at a specific time that is outside of your normal hour off, this can potentially be arranged if discussed ahead of time to ensure coverage of your cabin, etc. during the call.

What if I fall in love?

You're about to bond with the coolest group of people you have ever met, feelings are bound to start flying. Our request is that you keep the goal of this position in mind: serving the kids and creating the magic of camp for them. We have seen staff relationships blossom and flourish and result in a stronger camp community, and we have seen ones take away from the experience and result in drama and heartbreak. It all comes down to how the staff handle it. We will speak more to this during training,

When you say "clean summer", you only mean while I'm working, right? This doesn't apply to day's off, right?

It is an invitation, and how you implement it is up to you. That being said, the intention behind the heart commitment is to provide the space for our staff to experience a total sober summer - even day's off. Think of it like Dry January, but in a loving and supportive community of other rad folks doing the same thing!

**As a business serving minors, MMR is a 100% substance free zone. Alcohol, marijuana, nicotine/tobacco, or any related products are prohibited on the premises, even in personal vehicles.*

SELF-CARE 101

As a counselor, you pour so much energy into creating an incredible experience for your campers—but it's just as important to take care of yourself. Whether you're feeling homesick, overwhelmed, or just having an off day, know that you are not alone, and there are ways to reset and recharge.

We encourage you to begin practicing different strategies so that they feel natural come camptime.

1. ACKNOWLEDGE & ACCEPT

First, recognize that what you're feeling is valid. Whether it's missing home, feeling emotionally drained, or just needing a breather, your emotions deserve space. You're living in a high-energy, communal setting—it's natural to have moments of exhaustion or longing for home. Give yourself grace.

2. RECONNECT & RECHARGE

When you're feeling down, small actions can make a big difference:

☀️ Step outside for fresh air – A quiet moment in nature can be grounding.




📝 Journal or write a letter – Expressing your feelings on paper can help process emotions.

🎵 Listen to music – A comforting playlist can be a great mood booster.

📖 Read something uplifting – A good book, poem, or even an encouraging note from home can shift your perspective.




3. LEAN ON YOUR COMMUNITY

You are not in this alone. Your fellow counselors, camp directors, and camp healthcare are here to support you.

-  Talk it out – Find a trusted friend, co-counselor, or director to share your feelings with.
-  Ask for help when needed – If you're feeling overwhelmed, don't hesitate to reach out for support.
-  Check in with home – A quick letter or check-in can bring comfort without pulling you away from camp life.





4. MOVE YOUR BODY, SHIFT YOUR MINDSET

Physical movement can have a powerful effect on mood:

-  Go for a short walk – A change of scenery can do wonders.
-  Try deep breathing or stretching – Relaxation techniques can help reset your nervous system.
-  Dance it out – A spontaneous dance session can be surprisingly uplifting!

5. FIND JOY IN THE SMALL MOMENTS

Camp is full of little joys—take time to notice them.

-  Watch the sunrise or sunset.
-  Laugh with your campers and co-counselors.
-  Enjoy the warmth of a campfire.
-  Look up at the stars and take a deep breath.

6. REMEMBER YOUR 'WHY'

Homesickness and hard days are real, but so is the magic of camp. When you're struggling, remind yourself why you're here. You are making a difference in the lives of your campers, creating memories, and growing in ways you might not even realize yet. This experience is temporary, but the impact you have (on campers and yourself) will last a lifetime.

NEED EXTRA SUPPORT?

If you're struggling, please talk to a director or healthcare staff. We are here to support you, listen, and help you navigate whatever you're feeling. You are not alone. Taking care of yourself helps you take better care of your campers. You deserve the same kindness and encouragement that you give to them.



MAIL TIPS + TRICKS

How can my friends and family send me letters?

We are big fans of snail mail and encourage you to take advantage of this tech-free season and write letters with your friends and family - pen pals! They can send your mail to the following address:

Mountain Meadow Ranch
Your Name
P.O. Box 610
Susanville, CA 96130

Where do I send my Amazon packages?

Believe it or not, Amazon has a deal with the USPS and so all Amazon orders should be sent to the address above, NOT the physical address (yes, even if you're ordering a large item like a sleeping mat).

What's the deal with the two different addresses for mail/shipping? Which one do I use???

Welcome to rural life! MMR is located on a dirt road not served by the USPS (postal service for letters and Amazon prime shipping). However, it IS served by FedEx, UPS, DHL, etc. (shipping services). When ordering from specific companies, it is important to consider what shipping service they use so you can put the correct address.

When in doubt, put the P.O. address in line 1 and physical address (Wingfield Rd.) in line 2!

COUNSELOR FAQ

WILL I BE ABLE TO DO LAUNDRY?

Laundry is done in cabin groups, once a week, by our (incredible) support staff. These days can land funny depending on where you cabin laundry day is scheduled, and so for staff, additional laundry days can be accessed if pre-approved by a Director (just to make sure it's not a busy day at the laundry room!)

HOW IS THE FOOD?

Delicious! We're committed to feeding staff and campers nutritious, wholesome, and tasty meals. We are happy to accommodate a variety of dietary needs or allergies such as gluten-free, plant-based, etc. *If this is you, let us know on your Health History Form!* Meals are served either family style or as a buffet. The menu offers a variety of classic camp food favorites like grilled cheese, spaghetti, taco bar, pulled pork sandwiches, and more. Fresh fruit and oatmeal are available at every breakfast, a salad bar is available at every lunch and dinner. Snack times offered three times daily provide a rotation of fresh apples, oranges, or granola bars.

DO I GET TO CHOOSE MY CABIN AGE GROUP?

You don't get to choose your cabin's age group outright, but you can submit a request, and we'll take it into consideration. Your placement is determined by many factors, including observations from directors during staff week. You'll be paired with 1–3 other counselors and placed in the group where you'll connect best and grow the most. These are just a few of the factors that influence your placement!

OUR COMMITMENT TO DIVERSITY, EQUITY, + INCLUSION

We believe that summer camp is a powerful way to broaden young people's perspectives through meaningful, real-life connections within a diverse and vibrant community. We also acknowledge the historical inequities in organized camping that have limited access for some populations, and we are committed to being part of the solution.

We are actively working to make MMR a place where everyone feels welcome, valued, and empowered to thrive. Our efforts include:

- **Fostering Curiosity:** Continuously exploring how we can create a more inclusive environment and improve our practices.
- **Educating Ourselves:** Staying informed and adopting effective strategies to promote equity and belonging.
- **Increasing Access:** Identifying and removing barriers to the camp experience wherever possible, ensuring that more families can share in the magic of camp.
- **Partnering for Impact:** Collaborating with the nonprofit organization "Fun Camp" based in Reno, NV, to sponsor 20 campers each summer who might not otherwise have the opportunity to attend camp.

We know this is an ongoing journey, and we are committed to learning and growing as we work toward a truly inclusive camp community.

If you'd like to hear more about our efforts, or if you have perspectives, resources, or input to share, we invite you to connect with us. You can reach us at fun@mountainmeadow.com or by phone at 530-310-9281. Together, we can continue to make Mountain Meadow Ranch a place where everyone belongs.

WE'RE HERE FOR YOU

There is so much more to come during staff training week! We are going to prepare you for anything and everything, from plunging toilets (yes, really) to navigating hard topics in your cabin, to your activity and beyond.

If in the meantime, you are curious about anything or have any questions, please NEVER be afraid to reach out. It's how we learn and grow! The Facebook group is a great resource for connecting with your fellow counselors. Of course, your friendly directors are always here for you.





THANK YOU FOR TAKING THE TIME TO READ THIS HANDBOOK!

By embracing this experience, you'll not only help create the best environment for our campers but also grow in ways you never expected. Camp is a place where you will build lifelong friendships, challenge yourself, and leave a lasting impact. The more you pour into this experience, the more rewarding it will be. Welcome to the MMR family—we're so glad you're here!