

## STAFF INCENTIVES ON A BUDGET

1. Confetti in the "Your hired" letter.
2. During training getting the message across that what they do changes lives.
3. Giving them clear cut responsibilities, input on goals and procedures, the tools they need to do a good job, and lots of specific feedback.
4. Check in mid-summer to see how they think we as a camp are doing. What should be changed?
5. Survival cards or start up bags, for example put a travel size deodorant, Sunglasses, Aspirin, a squirt gun or big people scissors together for each of them.
6. Order stylish staff shirts. Or if it is cold by your lake order them sweatshirts every other year.
7. Let the counselors pay part of something like a swimsuit or sweat pants with the logo. They would have to purchase them anyway now they get them cheaper and we know they are appropriate. It can come out of their check.
8. Third year jackets.
9. Pass on ACA vendor discounts such as 40% off Chaco water shoes.
10. Earn another t-shirt with a special saying, different color so it stands out. "My boss thinks I'm kind of a big deal." CU@Camp. Announce the reason they earned the shirt in front of all staff.
11. Bring in an outside speaker for training.
12. Mentoring program for new staff/old staff.
13. Have them bring a picture of themselves and bio for the parents to see.
14. Feature them in your brochure or a newsletter.
15. When staff has a good idea give them credit.
16. Counselor of the week can park close to the entrance of camp.
17. Let them paint their clip boards or binders.
18. A cold bottle of water or cold candy bar on a hot day.
19. Wendy's Frosty Fobs.
20. Appreciation Breakfasts or Dinners.
21. Announce in the newsletter once during the summer, to Parents, that it is Counselor Appreciation Day. They may just say thank you or bring in gifts.
22. Lunch when they have done something wonderful.
23. Birthday cards or treats.
24. Food at staff meetings-In Kind Donations.
25. The counselors also get tokens and lunch on a fieldtrip.
26. Candy sayings-Almond Joy-"You're a Joy to work with. Lifesaver-"you make a difference in children's lives". Twix-Be twix you and me I couldn't have done it without you. Take 5 candy bar-for a break. Crunch bar-"you always come through in a Crunch" Mint- "I Mint to tell you thank you".

27. Shop for freebies at conferences. Most vendors want to get rid of their stock so they don't have to carry it back. Counselors love things that say camp on them. I set up a store for staff that made all the training, caught you doing something good, attendance or whatever you want to encourage.
28. Counselor bucks can be earned.
29. Coupon books for discounts on concessions or weekend boat rentals.
30. An hour off certificate.
31. Adding an hour of pay for being punctual on a surprise visit.
32. Happy Gram
33. Recognize engagements, Graduations, etc. in staff newsletter.
34. Take staff on a fieldtrip during training to a place they will take the kids.
35. Laminate phone cards for them.
36. Set up secret pals like secret Santa.
37. Give each camp some extra money for a special project now and then.
38. Attend the special events that they work so hard on.
39. Employee of the month or year with money.
40. Certificates- funny or serious.
41. \$5 Gift card if they read a work related book. (Wonder).
42. Flowers.
43. Thank you notes.
44. Years of service awards.
45. Let them use the equipment for after-hours staff softball or volleyball games.
46. End of the season parties.-Use your resources-Free Concert in the Park.
47. Give left over Water Park or other trip tickets that you can't get a refund on to the staff to use.
48. Evaluation contests- which ever group gets the most returned gets a Pizza party.
49. Monday Starbucks runs, you don't have to buy, but you can fly.
50. If they are having a difficult time with a child, step in. Give them a break.