



Camp Fire is committed to creating a sustainable organization that best serves youth and families. At Camp Fire every young person can be their whole selves, and connect with nature and others in a safe, affirming environment that strives to break down barriers and provide opportunities to thrive.

**With these values in mind, Camp Fire National formulated a new 18-month Strategic Plan that focuses on 5 main goals:**

1. **Advance diversity, equity, inclusion, and access**
2. **Engage in actively antiracist practices**
3. **Address and end cultural appropriation**
4. **Honor the power of young people with meaningful participation in decision-making**
5. **Promote environmental stewardship and action**

In the coming months we want to explore each of these goals and how Camp Fire Columbia is implementing and working to achieve them. **To advance diversity, equity, inclusion and access being the first.**

All Camp Fires' welcome, affirm, and support young people and adults of all abilities, experiences, races, ethnicities, gender identities and expressions, and any other category people use to define themselves or others. We strive to create safe and inclusive environments that celebrate diversity and foster positive relationships. Locally this has been affirmed in our [Equity Statement](#) and [Statement in Solidarity with Black Lives](#).

**With that in mind, Camp Fire Columbia has begun to:**

- **Restructure compensation and benefits for staff to guarantee living wage jobs and to compensate staff fairly**
- **Write DEI and access into our mission, vision and goals language**
- **Develop BIPOC affinity spaces for staff and relaunch Camp Fire Columbia's internal Equity Committee to track our progress and hold us accountable**

As we move through this journey, we want to invite you along and share ways you too can integrate and advance diversity, equity, inclusion and access within in your own lives.

- **Make learning and integrating DEI a continuous process.** Anti-racism ensures that we constantly change and create new dynamics that strengthen ourselves and others.
- **Create a culture of belonging at home.** A culture of belonging naturally asks us to note and respect differences, the first step to appreciating diversity but goes further and asks us to change our behavior and practices so others not only feel respected but honored, valued, and deeply welcome in our presence.
- **Value everyone's contributions, ideas and presence.** Don't just invite, share with people what you think they can bring to the table, check-in if they are quiet or withdrawn, create opportunities for everyone to share not just all the loudest in the room to dominate
- **Use pronouns!** [Add pronouns to your email signatures](#) and incorporate using them into your own daily practices. What to learn more about pronouns? [Here's a quick guide to what they are and why they matter.](#)

**What advice would you have for others who want to address equity through developmental relationships with youth?**

Our build to others working to advance equity and share power with youth is to build trust through small steps that lead to big decisions. Gina, Assistant Director of Teen Programs, shared this personal story to illustrate:

When I started making an intentional effort to share power, my first steps were to include students in every small decision I made by giving options – what music should we listen to? Do you want to meet inside or outside? Should we do homework or free time first? Once these conversations were the norm, it felt more comfortable to step back and allow students to drive the program knowing that expectations are set, and the buy-in is there.

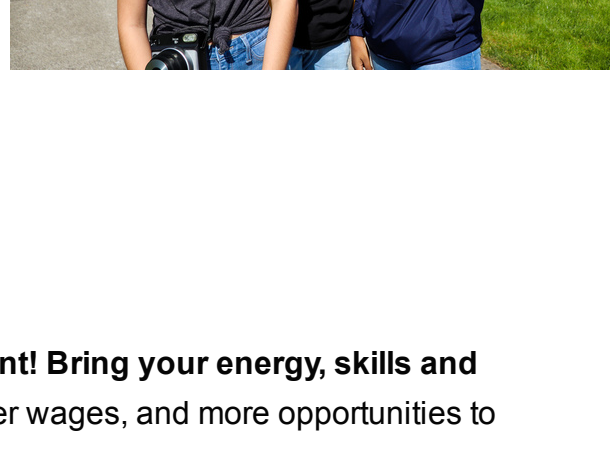
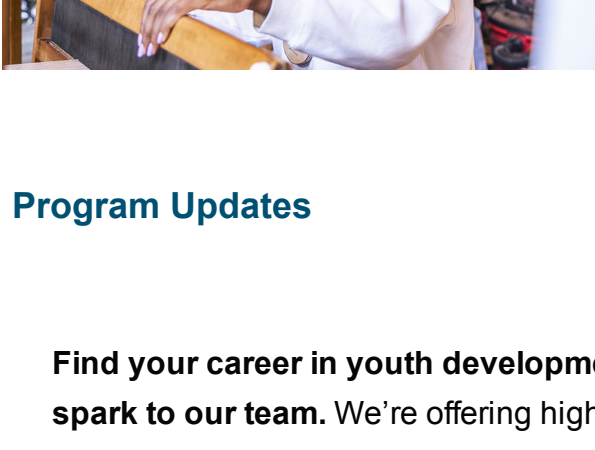
Frequently asking students for their ideas about projects, field trips, and programs set up the platform for sharing ideas and information back and forth, and let students know that their ideas are valued and included, because this is their program.

**Read more about...**

[Camp Fire's inclusivity statement and why specificity matters.](#)

[Advancing Equity by Building Developmental Relationships at Camp Fire Columbia](#)

[Building equity with social emotional learning](#)

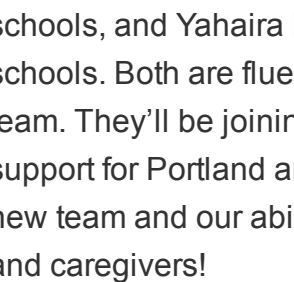


**Program Updates**

**Find your career in youth development! Bring your energy, skills and spark to our team.** We're offering higher wages, and more opportunities to grow and inspire organization wide. Work at Camp Namanu this summer and bring the magic of camp to youth, or show up for families and youth in our schools when they need it most. We're hiring for seasonal, full-time and part-time positions!

**WORK WITH US!**

**Thank you to everyone who participated in our end of year campaign, and generously helped keep our spark shining bright into 2022!** Your support helps us serve more families and youth, provide living wage jobs for staff and send deserving youth to camp on scholarships. All it takes is one spark!



**Vote for us in PDX Parent Picks 2022 Readers' Poll!** Let's show Portland families how great Camp Fire Columbia and Camp Namanu are.

Scroll on through to vote Camp Namanu for Best Overnight Camp and Best Inclusive Camp, and write in Camp Fire Columbia for Best Day Camp and Best After School Program. <https://pdxparent.com/vote-2022/>

**The Before & After School department now has a Registrar TEAM!** Give a big welcome to Vanessa Corral who will be working with our McMinnville schools, and Yahaira Meza-Lopez who will be working with Portland Public schools. Both are fluent in Spanish and bring a wealth of knowledge to the team. They'll be joining Amelia West who will continue to be the primary support for Portland and West Linn school families. We're excited about the new team and our abilities to offer improved customer service to our families and caregivers!

**Camp Namanu summer 2022 registration has opened!** There has been a record-breaking number of campers signing up, and we still have a good amount of financial assistance available. Need support sending your camper to Namanu? Learn more about how we can help.

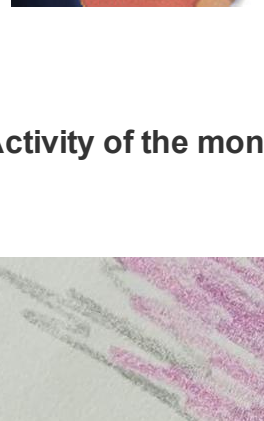
**FINANCIAL ASSISTANCE**

**REGISTER FOR SUMMER 2022**

With the recent increase of COVID-19 cases, Teen Program school sites are all considering moving back to distance learning. While in-person services can be more effective, we make the health of our youth and staff a number one priority. We're having discussions about how Camp Fire can best support our families and youth in a distance learning setting again.



**Fun Activities!**



**Book of the month: A Soft Place to Land by Janae Marks.** This compelling and heartfelt mystery story follows a young girl reshaping her meaning of home. A timely story about connection, loss and the spaces we need to understand one and brave the other.

To win this book reply to this email and share with us what home or belonging means to you.

**Activity of the month:** How to draw fireworks!



**Events**

*Free screening of "Keep Alive the Dream" for MLK Day.* January 17 from 3 pm to 5 pm at Hollywood Theatre. Watch the historical film directed by Elijah Hasan which documents Black communities in Oregon honoring the legacy of Rev. Dr. Martin Luther King, Jr. Proof of vaccination or a negative COVID-19 test is required for entry. Admission is free, with tickets available at: [hollywoodtheatre.org/events/keep-alive-the-dream](http://hollywoodtheatre.org/events/keep-alive-the-dream)

*Latinx Literary Summit: Tools for families and educators.* Online, January 22 from 9 am to 3 pm. This summit will explore the many ways Latinx learners can be better served at home and at school. Attendees will learn about the challenges of learning to read in English, how to distinguish between second language difficulties or Dyslexia, and how parents can support their children at home and at school. Free to attend. Learn more here: <https://www.eventbrite.com/e/latino-literacy-summit-tools-for-families-and-educators-registration-206667948397>



**Friends of Namanu Corner**

**The Friends of Namanu steering committee is looking for volunteers to serve on FON Committees.** Have a passion for communications, environmental stewardship, event planning, the camp store or fundraising? Contact Josey to get connected to the committee chairs! FON Coordinator Josey Larsell [38windrose@comcast.net](mailto:38windrose@comcast.net)

**Buy your Camp Fire candy!** Each box of candy sold helps a camper attend Camp Namanu this coming summer. Use the drop down menu to choose a unique camper who's selling candy. Choose from delicious peppermint patties, almond caramel clusters, and almond roca.

**CAMP FIRE CANDY STORE**

**How to Buy Camp Fire Candy!**

1. Choose a name from the Product Category drop down list - each name listed is a camper raising money to go to camp this summer. You can buy from one or many campers!
2. Select all of the delicious Camp Fire Candy you want to purchase.
3. Create your account and checkout.

Now Celebrate!  
Because every box of candy sold helps send a candy seller and another camper to Camp Namanu!

