



# Orientation Packet

## Camp Fire Alabama

Links-Up Mentoring Program

Recruiters

**“Light the Fire Within”**

**Do you know how to properly recruit??**

Are you comfortable speaking to people??

**Are you inspired by the Links-Up Program??**

If you answered yes to any of these questions above, then you are ready to learn how to recruit students for the Links-Up Mentoring Program!

## Why Choose to Volunteer with Camp Fire Alabama?

At Camp Fire, we have an energizing new Promise statement that clearly defines who we are and what we're all about:

### Our Promise

Young **PEOPLE** want to **SHAPE** the world.

Camp Fire provides the **OPPORTUNITY** to find their **SPARK**,  
**LIFT** their voice, and **DISCOVER** who they are.

In Camp Fire it begins *now*.

**Light the fire within**

### Perks of Recruiting for Camp Fire Alabama

College students have the unique ability to serve their community by volunteering and recruiting other college volunteers to assist with the delivery of Camp Fire programs for children and youth.

### College Credit

College students who choose to volunteer can earn college credit for research hours or service learning. *\*Approval from a professor is required.*

**\*\*If you are participating as a Links Up volunteer for course credit, volunteer hours, or as part of a service learning assignment, please contact Links Up Program Coordinator for additional information about the necessary requirements\*\***

### Real Impact

In addition to college credit, volunteers will be able to interact with the youth and truly make a difference in their lives.

## Make A Difference In The Life Of A Child

*Check your Understanding...*

For college students, should you get approval from your professor before pursuing class credit?

If you answered No, please re-read this section





## History of Camp Fire Alabama

Camp Fire Alabama was founded in 1959 and has provided 55+ years of continuous service to children, youth, and families.

### Camp Fire Alabama Fast Facts:

- Founded in 1959
- Serves over 11,000 of Alabama's children, youth and families annually.
- Programs offer positive, life enhancing experiences and the opportunity to learn and grow in a small group environment.
- Roughly 90% of the children and youth are served through Camp Fire programs taken into school classrooms. The remaining 10% are served at Camp Fletcher through Camping, Outdoor Education and Leadership Programs.
- Current program fees are discounted well below costs, made possible only by significant United Way funds as well as corporate sponsorships, grants, foundation gifts and fundraising.

## IMPACT

Camp Fire Alabama serves approximately 11,000 children, youth, and families annually.

## SERVICE AREA

Camp Fire Alabama serves participants in Bibb, Calhoun, Etowah, Jefferson, Madison, Shelby, Tallapoosa and Tuscaloosa Counties.

- ALL In-School and Camp & Outdoor Education Programs are delivered in Jefferson and Shelby Counties.
- Summer Day and Resident Camps host participants from Bibb, Etowah, Madison, and Tuscaloosa Counties.
- The Character Development/Outside-In Program is delivered in Calhoun County.
- The After-School Club Program is offered in Tallapoosa County.

## PROGRAMS

### Camp & Outdoor Education

- Summer Day Camp
- Summer Resident Camp
- Leadership Camps
- Facility Rental
- Outdoor Education

### In-School Programs

- Character Development/Outside-In
- **Links-Up Mentoring**
- Self-Reliance
- Career Prep

### Service & Leadership Programs

- Afterschool Club
- Student Volunteer Opportunities





## About the Links-Up Mentoring Program

**Links-Up Mentoring** is a program in which college students are recruited and trained to work in pairs as mentors to groups of youth in elementary and middle schools in the surrounding area. Mentors assist in the child's growth and development by empowering them with the knowledge to make wise decisions.

The students receive a one-hour classroom session, once per week, for approximately seven weeks. Topics discussed in the mentor groups typically include issues related to:

1. Self – Esteem
2. Teamwork
3. Bullying
4. Conflict resolution
5. Decision making
6. Social development
7. Family

### PROCESS

- Teachers, counselors, and principals identify students from K-8<sup>th</sup> grades to participate.
- Each group is led by a pair of volunteer mentors, recruited from universities and colleges in the Birmingham area.
- The program provides an educational opportunity for interested individuals (e.g. college students) to complete training, receive hands-on practicum experience, and be directly exposed to the needs of the community.
- Results are measured by pre and post testing.

### WHAT DOES THE LINKS-UP PROGRAM LOOK LIKE?

- For **Students**: A one-hour classroom session, once per week, for approximately seven weeks.
- For **Volunteers**: A one-hour classroom session and one 30 minute – 1-hour meeting, once per week, for approximately seven weeks. \*no more than two hours per week.
  - Volunteers conduct age-appropriate activities and lesson plans that are both fun and educational for the students in their group. This helps increase the student's positive interactions with their environment by teaching alternative, appropriate methods of behavior.

### Expectations and Attributes of a Volunteer for the Links-Up Program

Expectations	Attributes
Clean, neat appearance/attire- Dress Code	MUST LOVE KIDS!
Be on time and prepared	Comfortable with diversity
No smoking before a session	Ability to talk exclusively
	Good time management
	Ability to work with others

*Check your Understanding...*

Is being on time an expectation of a program volunteer?

If you answered No, please re-read this section

## Recommended Recruiting Strategies

1. **Campus Visits to the local colleges**
  - UAB, Miles College, Birmingham Southern, Jefferson State, Lawson State, Montevallo etc.
2. **Social Media**
  - Facebook, Twitter, Instagram etc.
3. **Speaking Engagements**
  - Civic engagement fairs, churches, recreational activities, class, etc.
4. **Flyers**
  - Post flyers in the local and surrounding areas
5. **Word of Mouth**
  - This is the most effective recruiting tool. Casual conversation about your experience as a volunteer

## Action Plan

Use the table below to organize your individual recruitment plan. Include as many details as possible. Try to use the recommended recruitment strategies listed above, but you are not limited to those alone.

Date	Time	Location	Contact Person

### Check your Understanding...

What is the most effective recruiting tool?  
Word of Mouth if your answer as incorrect, please re-read this section





Once you have completed this form, please proceed to the short online assessment by following this link: [Links-Up Mentoring Recruiter's Quiz](#)