

HAPPY CAMPER
— CONSULTING —

Healthy Culture. Happy Campers.

PRODUCT OVERVIEW

Camp Health Snapshot™

A Structured Diagnostic for Camp Organizational Health

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Camp Health Snapshot™ — Product Overview

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A Structured Diagnostic for Camp Organizational Health

What Is the Camp Health Snapshot?

The Camp Health Snapshot™ is a structured diagnostic assessment that measures the health of your camp across six critical domains. It replaces guesswork with clarity — giving directors, boards, and leadership teams an honest, data-informed picture of where their camp stands.

The Snapshot is not an audit. It is not an accreditation review. It is a diagnostic tool designed to reveal the patterns that most camps sense but cannot name.

It answers the question every director carries:

"Where are we really — and what should I address first?"

The Six Domains

The Camp Health Snapshot evaluates organizational health across six domains. Each domain captures a different dimension of how your camp operates.

Domain A: Mission & Vision Clarity

Does your camp have a clearly articulated mission that staff can describe and that daily operations reflect?

What this measures: Clarity of purpose, alignment between stated mission and lived reality, board and director consensus on direction.

Domain B: Leadership & Governance Alignment

Are roles clear? Is the relationship between the board and the director healthy? Are decisions made with appropriate authority?

What this measures: Role clarity, governance structure, decision-making health, leadership communication.

Domain C: Culture & Value Translation

Can staff describe your values in behavioral terms? Is what you say you believe visible in what people actually do?

What this measures: Values-to-behavior translation, discipline consistency, behavioral expectations, cultural cohesion.

Domain D: Systems & Accountability

Do you have systems that work without the director in the room? Are processes documented, followed, and improved?

What this measures: Operational documentation, process consistency, accountability rhythms, sustainability of systems.

Domain E: Risk & Safety Confidence

Do parents trust your safety systems? Do staff escalate early? Are boundaries clear and enforced?

What this measures: Safety culture, boundary clarity, escalation patterns, incident response, reporting confidence.

Domain F: Staff Development & Retention

Are you developing leaders — or replacing people every season? Do staff return? Do they grow?

What this measures: Training quality, leadership pipeline, retention rates, supervisor development, staff satisfaction.

How Scoring Works

The Camp Health Snapshot uses a structured scoring methodology:

- Individual items are scored on a 1–5 scale
- Domain scores aggregate item scores and normalize to percentages
- Overall health is calculated as a weighted composite across all six domains
- Variance index measures the spread between strongest and weakest domains — high variance reveals hidden imbalances

Health Tiers

A camp can be Healthy in one domain and Fragile in another. The Snapshot reveals these imbalances so leadership can prioritize wisely.

SQDC Priority Mapping

Every domain score maps to the SQDC priority framework — Safety, Quality, Delivery, Cost. This ensures that findings are prioritized in the right order:

Safety findings are always addressed first — regardless of budget pressures or organizational preferences.

What Directors Receive

After completing the Camp Health Snapshot, directors receive a comprehensive report that includes:

- 1. Domain Scores** — Each domain scored, normalized, and assigned a health tier (Healthy / Drifting / Fragile).
- 2. Variance Analysis** — How balanced or imbalanced the camp's health is across domains. Moderate-to-high variance often means a visible strength is masking deeper issues.
- 3. Pattern Observations** — Narrative analysis of what the scores reveal. Not just numbers, but what they mean for daily operations.
- 4. Risk Flags** — Specific items or patterns that require immediate attention, organized by SQDC priority.

5. Prioritized Recommendations — A clear, sequenced action plan. What to address first, what can wait, and why.

6. HCOM™ Layer Mapping — Findings mapped to the four layers of the Healthy Camp Operating Model (Structure, Translation, Formation, Protection), showing where the root cause of each issue lives.

How the Snapshot Connects to HCOM™

The Camp Health Snapshot is not a standalone assessment — it maps directly to the four layers of the Healthy Camp Operating Model (HCOM™):

This mapping allows directors to see not just what is unhealthy, but where in the system the issue originates. A safety concern (Protection layer) may have its root cause in unclear roles (Structure layer) or inconsistent training (Formation layer).

Sample Output

Domain E: Risk & Safety Confidence

Pattern Observation: *"Safety policies are documented and staff demonstrate awareness of core protocols. Escalation patterns show improvement from prior seasons. However, the 'hmmmm' culture — the willingness to flag something that doesn't feel right, even without a clear policy violation — is still developing."*

Recommendation: *"Reinforce early reporting culture during supervisor calibration. Normalize the phrase: 'If something makes you go... hmmmm; then it is important to communicate it.' Safety confidence is not about knowing every rule — it's about trusting your instincts and having a culture that supports acting on them."*

Who Is the Snapshot For?

- Camp directors who want clarity on where to focus limited time and energy
- Boards who need an objective picture of organizational health
- New directors inheriting a camp and wanting a structured baseline
- Returning clients tracking measurable improvement year over year

How It Fits in the Client Journey

The Camp Health Snapshot is typically the first step in an HCC engagement:

Snapshot → Diagnosis → Track Assignment (A/B/C) →

Implementation → Measurement → Renewal

It can also be used as a standalone product for camps that want clarity before committing to a full engagement.

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