

## MARIANNE ESOLEN, L.M.S.W.

### Counseling and Consulting Services

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### BRIEF BIOGRAPHY

Marianne Esolen has worked in a wide variety of environments with children and families for twenty years. She has served as a Camp Counselor, Youth Service Director, Career Coach, Crisis Counselor, Oncology Camp Director, Education Specialist, Trainer and Consultant working with United Way, FECS, American Cancer Society, Camp Happy Times, Camp Hope, Camp Comfort Zone, CASA, Tuesday's Children, & New York State Education Department. She has firsthand experience seeking and maintaining ACA Accreditation for a children's camp and overseeing all facets of risk management, program design, community outreach, donor relations, and staff recruitment, supervision, and training. In the education arena, she has provided technical assistance and customized trainings for school districts in many areas including: stress management, policy, safe & drug-free programs, grief and trauma response, resiliency, peer leadership, parenting, and community-building. She has successfully obtained and managed grant-funded projects, served as a regional and state reviewer of grant applications, and provided trainings on the Principles of Effectiveness in project planning. As a licensed social worker she has worked with children and adults and specializes in the areas of coping with grief, chronic illness, and managing life transitions. Dedicated always to learning and teaching best practices, she believes first and foremost in fostering resiliency and promise in people & programs.

### Consulting Services for Camps and Agencies

- Customized trainings and professional development for staff and volunteers
- Technical assistance in obtaining required permits and ACA Accreditation
- Short-term and long-term strategic planning in organizational goals and objectives and related program design
- Staff recruitment, selection, orientation, supervision, and recognition support
- Support in promoting staff wellness & stress management
- Support in designing and promoting staff and youth leadership programs
- Support in strengthening parent, community, and donor relations
- Support in fostering youth resiliency and positive youth development
- Technical assistance and guidance in development of new programs and projects including needs assessment and evaluation support
- Creating and updating written resources including manuals, guides, & forms
- Technical assistance and support in change/transition management
- Risk management assessment and crisis planning and response
- Review and recommend revisions of policy, procedures, and programs
- Grant-review and grant writing services

## Customized Professional Workshops

Most workshops or training events can vary in length and complexity from one-two hour overviews to five to seven hour intensive classes or even multi-day retreats. All trainings are customized to best meet an individual camp's or agency's needs. Reduced consulting fees available when scheduling more than one training or hiring consultant for additional project support. For a free consultation, please call:

Marianne Esolen at 631-219-3400 or via email at [Marianne.esolen@yahoo.com](mailto:Marianne.esolen@yahoo.com).

- ❖ Leadership Training and Coaching Guidance
- ❖ Health and Wellness Topics for Administrators, Staff, Youth, and Parents
- ❖ Stress Management and Coping With Change
- ❖ Positive Youth Development and Resiliency
- ❖ Peer Leadership, Peer Counseling, and Peer Advocacy Programs
- ❖ Tobacco, Drugs, and Alcohol Prevention and Policy Development
- ❖ Tobacco Cessation and Pre-Cessation Support for Adults and Youth
- ❖ Partnering with Parents and Community
- ❖ Program Planning on Shoe String Budget
- ❖ Safety Planning and Risk Reduction
- ❖ Crisis Response and Support
- ❖ Social and Emotional Health Issues
- ❖ Community Building and Team Building
- ❖ Service Learning and Character Education

# "C"s The Moment: Building Community at Camp

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1. Community building starts with knowing and using each other's names - no camper or staff member should every be or FEEL anonymous in any camp activity or bunk. Play name games again and again in small and large groups, model for staff the primacy of names.
2. Community building takes time and there's a role for icebreakers and team-building challenges REGULARLY to help campers and staff make and maintain connections with each other. Capitalize on opportunities for team activities and tasks.
3. Be sure your written and unwritten policies and practices are congruent with INCLUSION and further support the mission of community-building. Camp pranks and hazing activities or traditions that exclude people will undercut all efforts at trust and community-building.
4. Playing non-competitive games as part of a team and collectively solving challenges helps to build a sense of team spirit and community membership.
5. Use the influence and beauty of metaphors, stories, and folklore to further support shared community values and culture. What are your key values and beliefs as a camp - can they be woven into a story, a cheer or a poem collectively written by campers and staff?
6. Use special traditions and rituals to celebrate your community, create your own culture, and connect group members in new ways. How do you begin and end each day, each meal, each activity, each season? How about greeters or mascots at key times, like revelry or lunch?
7. Promote and share responsibility to and for the group by setting shared expectations, goals, and opportunities for ongoing group discussion in classroom. Invite group planning and service.
8. Be strategic and intentional in use of special awards and recognition, finding ways to celebrate everyone's contributions, publicly and privately. Examples of camp awards: happy camper, persistent panda, kind frog, and generous giraffe.
9. Foster the development of positive life-skills through authentic and meaningful learning activities, always tending to the PROCESS as much as end product. Tend to different learning styles! Focus on problem-solving, communication, conflict -resolution and interpersonal skills.
10. Be creative in the packaging of all camp events, lessons, and activities, using the elements of humor and surprise to kick up the energy and team involvement. Use THEMES as a unique way to frame instruction. Be generous with props and improvisational tactics.

11. Keep campers connected not only to each other, but to at least 5 other caring adults in the camp community. Through spotlights on camp staff and little known factoids on staff, help students get to know key adults as individuals.
12. Foster leadership through service and responsibility, possibly at camp and in community. Make sure the activities are relevant and meaningful. Promote informal opportunities for leadership with activities and simple camp chores and projects.
13. Utilize opportunities to come together as a community, both in times of celebration and crisis. At camp-wide gatherings, use the collective energy to build team spirit. Pump up the volume and the energy level and consider building in a standard poem, quote, or song.
14. Always find ways to be inclusive and mindful of those campers who may not have the greatest connections, and never give up on inviting them again and again into the community. Revisit the culture of kindness and invite campers to be inclusive of everyone and more sensitive to those who may feel like outsiders.
15. Learn from and stay connected to parents, transferring successful strategies or methods from home to camp and vice versa. Thank and praise them often, their job is also tough!
16. Use the environment and the community as living and learning labs. Capitalize on teachable moments outside of organized activities. Challenge campers to nurture, care, and question.
17. Think like a player, a cheerleader, and a *COACH*! Remember it's not win or lose, but how we play the game and what we learn along the way. Be willing to change your role and learn along the way.
18. Start Camp-wide GPS Protocol (Gratitude, Praise, and Support announcements) to recognize acts of kindness, persistence, responsibility, effort, and team work. Dedicate time each day to GPS announcements at activities and cabin/group time. An attitude of gratitude is contagious!
19. Invite feedback, suggestions, ideas, concerns, and questions in variety of formats - questionnaires, anonymous suggestion boxes, focus groups, group meetings, staff meetings, community meetings, and one-on-one. Listen, listen, listen, and listen some more.
20. **HAVE FUN, BE ENTHUSIASTIC, and LOVE WHAT YOU DO** - your positive energy and attitude will have greatest impact on the campers and fellow staff. **BE THE CHANGE.**

# THE LEGACY OF WARM FUZZIES

Based on countless versions of the story from countless storytellers

Once upon a time there was a village that was not very far from here, but it wasn't very near either. This village was not like the towns we live in today. People didn't have TVs, DVDs, IPODS, or any kind of video game. They didn't have Red Bull or Starbucks, Fast food places, Doritos or M&Ms or any of the junk foods we eat today, but they had something most people spend their lives searching for. They were happy.

The fact that they were happy had a lot to do with something called warm fuzzies. Warm fuzzies were something that everyone in the village was born with. They were something that people gave away to make other people feel good. A warm fuzzy is something like this - "Hey, I think you're really great", "Could you use a helping hand?", or "I really admire the way you tackled that problem." A warm fuzzy can be a kind word, a hug, or gentle encouragement whenever anyone needs it which is just about any time.

One day the happy little village was visited by a cold and unhappy stranger. This stranger did not have any warm fuzzies and did not understand why everyone was so happy. He didn't trust anyone and wouldn't accept warm fuzzies from townspeople because he thought there would be a cost or strings attached. He was really jealous of their happiness and afraid of their love so he started a rumor that there was a shortage of warm fuzzies and if people kept giving them away the village would run out.

Over time the rumor spread like wildfire and people started getting stingy and suspicious, afraid of giving away their warm fuzzies. Pretty soon warm fuzzies were replaced by something called cold pricklies. Cold pricklies were things that people said and did that weren't very nice or helpful. Cold pricklies kept people at a distance by spreading sarcastic and unkind thoughts. Cold pricklies put people down and discouraged them from trying anything new, meeting new people, or offering support. Cold pricklies made people feel sad, hurt, confused, angry, and very, very alone.

As you can imagine, it didn't take long for the happy little village to become a miserable gloomy lonely town. One of the first changes was that people stopped making eye contact and stopped using each other's names. Indeed, people lived very much in isolation and they never cheered each other on, shared resources, hugged each other, or offered to help during times of stress. Over time the village became a dark and sad place where the townspeople lived in fear and loneliness.

I don't know what ever happened to the village and the unhappy people who forgot that they had an unlimited supply of warm fuzzies. I don't know if they ever realized how powerful and hurtful the cold pricklies were or if they ever realized that the warm fuzzies were still deep within them. What I do know is that each of us here in our Camp World has the choice to give away warm fuzzies or cold pricklies. We have to remember that whatever we give we may find being given to us in return. So we each have to choose whether to share joy or misery, whether to give to others or to only take. We each have to choose whether to be a friend or a stranger. For me the choice is easy, I choose sharing, giving, and always trying to be a friend. I am happy and I hope you will be too

**"A KINDNESS DONE TODAY IS THE SUREST WAY TO A BRIGHTER TOMORROW."**

For some people FYI stands for For Your Information, but for me it's For Your Inspiration. I collect poems, quotes, stories, and sayings the way some women collect shoes! When building community, never underestimate the power of the spoken and written word. Pick theme messages and values and find matching quotes and poems. Start camp with the "Thought of the Day" and surprise staff at sleepaway camp with good-night inspiration quotes on their pillow. Community building takes time, but the efforts are well spent. Find additional inspiration on my website at [www.doallthegood.com](http://www.doallthegood.com).

Humankind has not  
woven the web of life,  
we are but one  
thread within it.  
Whatever we do  
to the web,  
we do to ourselves.  
All things are  
bound together.  
All things connect.  
CHIEF SEATTLE

"Don't Be fooled into thinking you are alone on your journey. You're not. Your struggle is everyone's struggle. Your pain is everyone's pain. Your power is everyone's power. It is simply that we take different paths along our collective journey."

Benjamin Shield, PhD

"You have a unique message to deliver, a unique song to sing, a unique act of love to bestow. This message, this song, and this act of love have been entrusted exclusively to the one and only you." John Powell, S.J.

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### Recommended Reading for Everyone

#### Administrative/Organizational

Get Everyone in Your Boat Rowing in the Same Direction: 50 Leadership Principles  
Bob Boylan, 1995

The Manager's Role As Coach: Powerful Team-Building & Coaching Skills for Managers  
National Press Publications, Edited by Hendricks et al., 1994

Taking Aim On Leadership National Press Publications, Peter Capezio and Debra Morehouse,  
1996

Principle-Centered Leadership Stephen R. Covey, 1992

The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change Stephen R.  
Covey, 1990

Overcoming the Five Dysfunctions of a Team : A Field Guide Patrick Lencioni, 2005

#### Teambuilding/ Group Resources

More Than 50 Ways To Build Team Consensus R. Bruce Williams, 1993

100 Ways to Build Teams Carol Scarce, 1992

How To Work With People: Understanding Team Dynamics Rockhurst University Continuing  
Education Center, 2000

FISH: A Remarkable Way to Boost Morale and Improve Results  
Stephen C. Lundin, PhD, Harry Paul, and John Christensen, 1996

The Playbook: A Resource For Games and Other Group Related Activities Roger Maness,  
Kenny Shackelford, & Don Washburn, 1995

101 Icebreakers Gary Miller and Heather Horn, 2007