

Year in Review – 10 minutes

Grab two sheets of paper. Think about the last year of work. You are about to write two stories or two lists, and everything you write has to be true for each story/list. To start, think about all of the failures, misses, and negative experiences from the past year of work. Write them down on the first sheet of paper.

- Short Staff
 - Not enough to start with
 - Covid shortages (up to 8 at one point)
- Late Staff Onboarding
- Failed Pre-Staff Meeting that we cancelled in May
- Week 1 struggles that have turned away a handful of units
- Late hiring of kitchen staff
- Late menu planning leading to
 - Overwhelmed kitchen leadership
 - Hardship with food vendor – not getting what we need
 - Poor customer service in responses to menu questions
- Poor navigation through kitchen struggles throughout summer. Trusted the wrong people.
- Being food service director added more to my plate in a time of year I recharged by getting into camp and seeing program in action.
- Overspending on food service and 8413 and staffing.
- Fell short on department responsibilities (weekly photos)
- Winter Camp Stress 2022
 - ½ capacity and
 - Heating spaces we usually don't
 - Moving people around the property
- Winter Camp Prep 2023
 - Struggling to manage Kuklok. Need to figure out how to navigate his busy life. My tendency to be last minute and his aren't always the best combination.
- Cooking and Camping Merit Badge

Then, on the second sheet of paper, write down all of your successes, wins, areas where you've grown, and positive experiences from the past year of work. Remember, whatever you write on either page needs to be true."

- Continued improvements to Black Pug
- Merit Badge Homework Submission
- Staff Fall Recruitment efforts
- Fall Task Force Meetings

1. Supporting You – 10 minutes (we will cover these after the performance review is complete)

- What is one thing that I currently do that you'd like me to continue to do?
- What is one thing that I don't do frequently enough that you think that I should do more often?
- What can I do to make you more effective?