



# Wottle

ADVISOR BOOK  
WORK · HEALTH · LOVE

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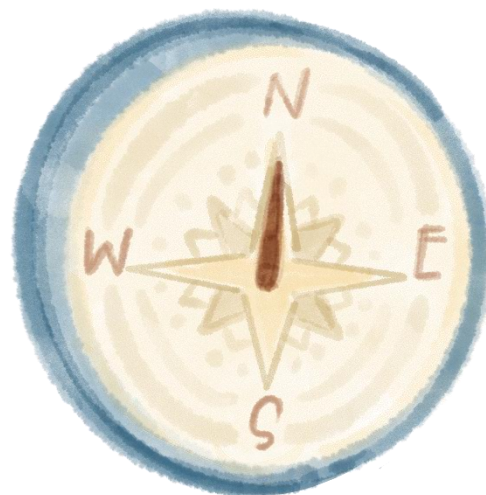
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## WoHeLo AWARD

“WoHeLo” stands for Work, Health, and Love—values that have been central to Camp Fire since our founding in 1910. The Wohelo Award is the highest achievement for youth in Camp Fire. This prestigious award, open to teens in grades 9 through 12, offers opportunities for personal development, leadership, and advocacy on important issues.

The award is earned by completing an intensive and highly individualized project. Teens design their projects based on their interests, values, and goals. Completing the requirements to earn the Wohelo Award takes hard work, dedication, motivation, creativity, determination, and discipline. The award demonstrates perseverance, the ability to set and achieve meaningful goals, a strong work ethic, commitment to community service, and leadership.

## REQUIREMENTS

There are three components that make up the WoHeLo Award. Youth must fulfill the requirements in each category to be eligible to receive the award.

**CAMP FIRE HISTORY:** Learn more about the history of Camp Fire as a national organization and the impact councils have made on the community by reading *WO-HE-LO: The Camp Fire History* (available on the Camp Fire store). Council may have additional requirements to learn more about their history – check with council leadership before youth start working on their award.

**INNER-EXPLORATIONS:** Complete activities in the three Inner-Explorations – Work, Health and Love. These Inner-Explorations feature hands on activities for youth to consider their strengths, explore aspects of their community, and work on important skills to gain a better understanding of themselves and the world around them. Each Inner-Exploration activity is assigned a point value – youth choose which activities to complete for a total of ten points.

**ADVOCACY:** Plan and implement three Advocacy projects. For each Advocacy project, youth will select a social issue that is meaningful to them, write a mission statement and implement at least one action plan to address the issue. These service-learning projects are an opportunity for youth to lead, teach, serve and speak out.

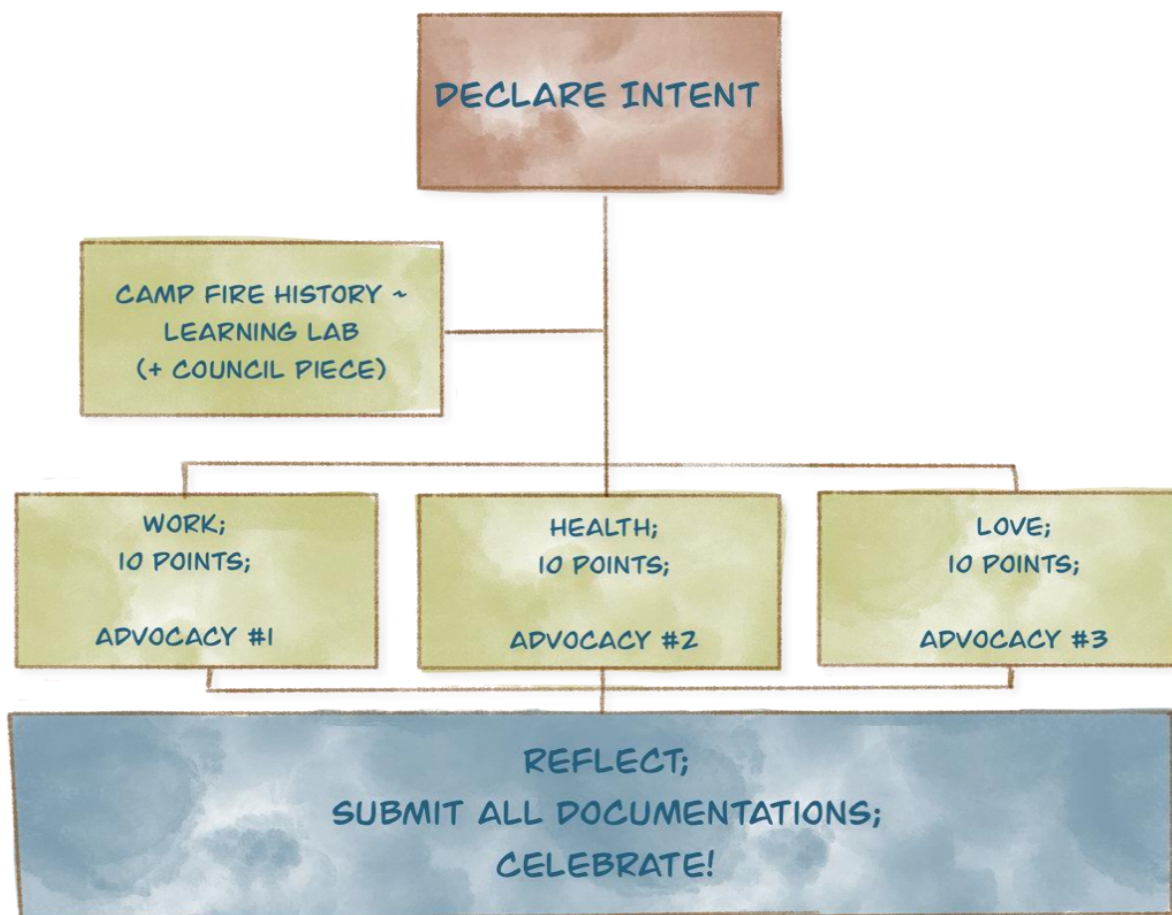
Some councils have additional requirements candidates must complete – check with council leadership to find out more.

## ELIGIBILITY & TIMELINE

Those in the 9<sup>th</sup> grade or higher may begin working toward the WoHeLo Award. It is recommended that all work be completed by the time they graduate from high school (so the achievement can go on their resume and applications).

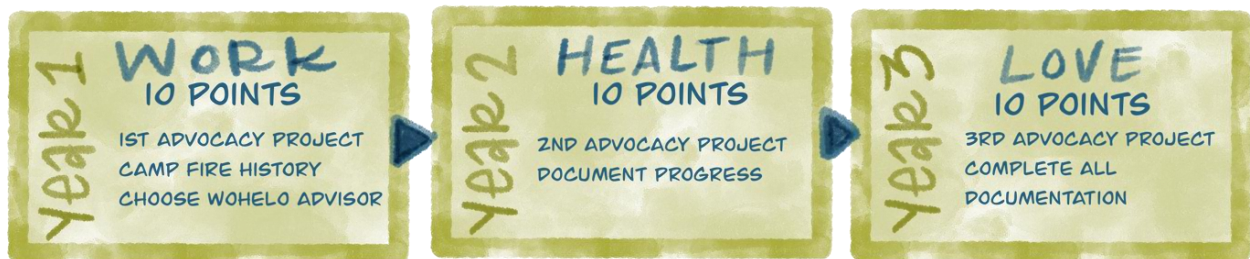
It is not required to have participated in Camp Fire before beginning the WoHeLo Award. All activities are expected to be completed individually. That doesn't mean candidates have to do it alone – councils should have a list of individuals working on their WoHeLo Award that youth can get in touch with.

In previous years, there were different paths candidates could take to earning their WoHeLo based on which Camp Fire program they are in. Now, it's all the same. As long as they're in the 9<sup>th</sup> grade or higher and complete the requirements listed below, they are eligible to receive their WoHeLo.





Youth will earn their WoHeLo Award after learning about Camp Fire History, earning 10 points in all three Inner-Explorations (Work, Health and Love), and facilitating three Advocacy projects. All of this work should take three years to complete.



It is not required that youth complete their Inner-Explorations in this order. They can jump around and complete activities in whatever order works best for them.

Once youth have completed all of the requirements, they will fill out the Declaration of Completion form and turn it into their council office. Advisors should help youth fill out this document and gather all documentation. Youth then turn their Reflection project into the WoHeLo Advisory Committee (more on this on the following page).

## REFLECTION AND CELEBRATION

Reflection is an essential component of Thrive{ology} and allows youth to look back on and learn from their experiences. Earning the WoHeLo Award may be one of the most challenging things they've ever done. So, once they've completed all of the requirements, it's important to celebrate all that they've accomplished!

How youth choose to celebrate earning their WoHeLo Award is up to them. But it is required that youth make something called a **Reflection** to document all of the hard work they've done. The Reflection is the way youth represent their Camp Fire journey.

Youth should make a Reflection that is personal and meaningful to them. Some WoHeLo recipients choose to create a scrapbook full of pictures and memories. Others sew their emblems onto a homemade flag. It's their choice how they want to reflect on their experience and display their accomplishments.

Check with council leadership on how documentation has been done in the past and their ideas for future Reflections.

# Advisor's Role

## RESPONSIBILITIES

WoHeLo Advisors act as guides to a young person working on their WoHeLo Award. Advisors assist the youth in the development and documentation of the award requirements and provide encouragement along the way. While Advisors guide and give feedback to candidates, youth are the ones responsible for doing the work and submitting their Reflection.

Advisors will:

- Act as liaison to the council and council leadership.
- Assist the candidate in developing a mission statement and action plan for each Advocacy Project.
- Review candidate's work and provide feedback throughout the process to ensure they've met all award requirements before submitting to the WoHeLo Committee.
- Provide support and encouragement as Spark Champions.

## REQUIREMENTS

Advisors should:

- Be familiar with the WoHeLo Award requirements.
- Be in contact with the candidate's local council.
- Attend any Advisor trainings provided by the council.
- Meet with the candidate a minimum of three times while they are working on their award (before the person begins work, during the time they are working on it, and before completion for final review).

# THRIVE{OLOGY} AND SPARK CHAMPIONS

As an advisor, it's important to learn a little bit more about the ideas behind the WoHeLo Award. Camp Fire prides itself on creating powerful experience that change lives for the better.

*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.*

The way Camp Fire fulfills this promise is by utilizing a method called Thrive{ology}. Thrive{ology} has three important components that we know contribute to youth success: Thriving Indicators, Methods to Succeed, and Adult Champions. Read the brief description of each to learn more about each component.

## THRIVING INDICATORS

Thriving indicators are qualities youth need so they can be their best self. Some of the qualities include:

**Confidence:** The belief in their ability to accomplish a goal

**Purpose:** A reason for being in the world

**Empathy:** Understanding other people's feelings

**Inclusiveness:** Accepting of others despite differences

**Life Skills:** Skills needed to accomplish goals and manage social situations

**Conflict Resolution:** Knowing how to work through disagreements

**Love of Nature:** Caring for the world around them.

## METHODS TO SUCCEED

Methods to Succeed are outlooks and skills that help youth develop Thriving Indicators. There are four:

**Spark Discovery:** Figuring out the things they do that makes them come alive. Sparks give energy, motivation and purpose in life.

**Growth Mindset:** Having a growth mindset means that they believe that they can learn a new skill by putting in effort, taking calculated risks, and never giving up.

**Goal Management:** Being able to set a goal, create a plan, and adjust as needed is an important skill for the future.

**Reflection:** Looking back on their experience is how they achieve those "aha moments." It's important to learn from mistakes, realize why they were successful, figure out what they're proud of or determine what they want.

## ADULT CHAMPIONS

Adult Champions are those relationships founded on mutual trust and respect that are vital to the success of a young person. It's important youth recognize who their Adult Champions are and how they can help on the journey to thriving. Adult Champions express care, challenge growth, provide support, share power and expand possibilities.

## THRIVE{OLOGY} AND WOHELO

Throughout their Camp Fire journey, candidates have been developing Thrive{ology} skills and qualities that they can take with them as they transition into adulthood. While working on the requirements for their WoHeLo, there will be opportunities to develop these skills and qualities even more. They'll also have the chance to dive deeper into the Methods to Succeed components in the Thrive{ology} section of the Inner-Exploration activities.

At the end of their Camp Fire journey, our hope is that they will have the essential skills and mindsets needed to help them navigate their future and keep on the path to thriving!

## SPARK CHAMPIONS

Spark Champions are adults who help young people develop the interests, skills, commitments or qualities that give their lives purpose and meaning. Spark Champions are the key to true thriving: research shows the benefits of identifying sparks only kick in when paired with adult support.

WoHeLo Advisors act as Spark Champions during a candidate's WoHeLo journey. Based on mutual trust and respect, these are the key elements of adult relationships with youth that are needed to prioritize youth and positively influence their development.

- **Express Care** – Show youth that they matter. Advisors should check in with candidates throughout the process and validate any feelings of stress or worries about the requirements. Follow-through in a timely manner on any commitments you've made.
- **Challenge Growth** – Push youth to keep getting better. Advisors should make sure candidates are choosing Advocacy Projects that are realistic but challenging. When they run into setbacks or challenges, help them find their own solutions.
- **Provide Support** – Help youth complete tasks and achieve goals. This does not mean completing requirements for them! Advisors should be there for youth throughout the process to answer any questions they may have or offer practical help and information.
- **Share Power** – Treat youth with respect and give them a say. Advisors should let young people make decisions on what an advisory session entails and what they want to discuss. Don't jump in too quickly when they don't make quick decisions or think of things to talk about. Also make sure to let young people know when you've learned something from them!
- **Expand Possibilities** – Connect youth with people and places that broaden their world. Advisors should encourage candidates to expand the scope of their Advocacy Projects and Inner-Exploration activities by connecting them with resources or people that can help their journey. Ask them lots of questions throughout the process and share relatable experiences from your own life.

(Developmental Relationships Framework, Search Institute, 2018) Visit [search-institute.org](https://search-institute.org) for more information.



## IMPORTANT DOCUMENTS

There are two important documents that Advisors are responsible for working with candidates to fill out and turn in to the council – the Declaration of Intent and the Declaration of Completion. These documents are PDFs youth can fill out digitally or in print. See the next page for the blank templates. Councils may have their own forms to replace or supplement these forms. Check with council leadership.

## WoHeLo ADVISORY COMMITTEE

Once the candidate completes all of the requirements and documents their work, they must submit their Reflection to their local council's WoHeLo Advisory Committee. The Advisory Committee is responsible for reviewing the Reflection, ensuring all requirements are met, and awarding candidates with their WoHeLo.

Each council sets up their WoHeLo Advisory Committee differently – check with council leadership on how the process works and relay the information to the candidate.





**Camp Fire**

## Camp Fire WoHeLo Award

### DECLARATION OF INTENT

NAME:

YEAR EXPECTING TO RECEIVE AWARD:

COUNCIL:

EMAIL:

SCHOOL & GRADE:

HOME ADDRESS:

PHONE NUMBER:

MISSION STATEMENT:

ADVOCACY TOPICS:

ADVISOR'S NAME:

ADVISOR'S EMAIL:

ADVISOR'S PHONE:

### SIGNATURES

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Advisor Signature

\_\_\_\_\_  
Date



## Camp Fire WoHeLo Award

### DECLARATION OF COMPLETION

NAME:

DATE:

COUNCIL:

EMAIL:

SCHOOL & GRADE:

HOME ADDRESS:

PHONE NUMBER:

MISSION STATEMENT:

ADVOCACY TOPICS:

ADVISOR'S NAME:

ADVISOR'S EMAIL:

ADVISOR'S PHONE:

### SIGNATURES

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Advisor Signature

\_\_\_\_\_  
Date

## Additional Resources

Check out these additional resources to learn more about Camp Fire, the WoHeLo Award, Thrive{oology}, developmental relationships and more:

- [CampFire.org](https://www.campfire.org) – Learn more about Camp Fire as a national organization
- [CampFire.org/blog/](https://www.campfire.org/blog/) – Read blog posts by Camp Fire National Headquarters about what's happening in the system
- [Search-Institute.org](https://www.search-institute.org) – Learn more about adult champions and download the Developmental Relationships Framework