ABOUT TRUE FRIENDS
True Friends is a nonprofit agency providing life-changing experiences that enhance independence and self-esteem for children and adults with disabilities. We welcome campers ages 5+ with and without diagnosed disabilities, including developmental or physical disabilities, or health conditions. True Friends’ programs include camp, respite, therapeutic horseback riding, conference and retreat, travel and team building; serving over 25,000 individuals annually. With camps near Maple Lake, Annandale, Eden Prairie and Bemidji, True Friends serves campers in Minnesota and throughout the United States.

SUPPORTING CAMPERS FOR A SUCCESSFUL EXPERIENCE
True Friends partners with families and guardians to make each camper’s experience successful. In order for us to do this we need guardians and families to provide extensive information about each camper. True Friends also acknowledges not all campers are appropriate for the “camp-type” setting in which the program is provided.

True Friends is a licensed home and community based basic support service; we are not an intensive or crisis service organization. Therefore, True Friends reserves the right to deny services to campers who we believe pose a safety threat to themselves, other campers and/or employees.

Care Ratios
Care ratios and session costs are based on care needs. Often staff-to-camper ratios in a camp setting differ from daily living care ratios. If you’d like help determining your care ratio, please refer to our care ratio guidelines below or contact our staff.

High Care Support: 1:1
- May have frequent verbal or physical outbursts that require staff intervention
- May be unable to communicate needs
- May have trouble participating in a group setting or display inappropriate behaviors
- May need extensive support with medical care needs
- Needs “eyes on” supervision during awake hours. The True Friends staffing model does not offer overnight awake staff. Staff assist campers with typical needs during the night.
- Uses manual wheelchair and needs staff support to propel outside buildings
- May need total support with activities of daily living

Medium Care Support: 1:3
- May have occasional verbal or physical outbursts that require staff intervention
- May have trouble with large social environments, but does well in small groups
- May need some support with medical care needs
- May need verbal support with activities of daily living
- Easily accepts support from staff

Low Care Support: 1:5
- Can respond well to new and unfamiliar situations
- Can enjoy group settings
- Are independent with activities of daily living
- Easily communicates wants and needs
- Easily accepts support from staff

Staff Spotlight
Meet Polly C.
If you visited Camp Courage last summer, chances are you ran into Polly in the Reception Building. She likely greeted you with a warm smile and asked how she could help.
Polly is just one of the passionate and seasoned staff members working at True Friends. Polly began her career at True Friends in 2014 as a Counselor in Training (C.I.T.), and then transitioned to a respite counselor the following summer. Since 2016 she has been an office coordinator.

“I feel like each role was so unique and I enjoyed all of them for different reasons,” said Polly. “It was fun being able to directly interact with the campers in my C.I.T. and respite counselor roles. What I really like about this role, as office coordinator, is the added responsibility.”

However, it is not the office responsibilities that keep her coming back each year to camp. Currently an Elementary Education major with a focus in Special Education and Reading, Polly’s experience at camp is changing her life both professionally and personally.

“T love the campers that I’ve been able to see year to year,” Polly said. “I think about the people that we serve and a lot of them have such a positive attitude and outlook on life and they don’t care what other people think about them. I try to take those values and allow them to be part of my own life.”