

Expectations / Clarification Review

“The Same Page” You always hear people saying that “We all need to be on the same page.” Well, this is that page. ☺ Actually, it is just one of those pages. Please initial each expectation, and sign the last page. This will help make sure everyone is pulling in the same direction, and that they are happy to be pulling.

Expectation / Clarification	Initials
Your “cabin” is a wooden roof, a wooden floor, and some boards that are about waist high. It is open air. There are 5 campers and 1 counselor in each of these cabins. There are central bathhouses close by, with showers and bathrooms. They are functional, but nothing special. Children and you will learn how to do without electricity and many modern conveniences, which allows people to focus on each other and nature. There is a peace, simplicity, and centering that are usually unavailable with a fast-paced, over-stimulated culture.	_____
We believe that campers should listen to each other, nature, and make their own music (sing, instruments, etc.) for the brief time that they are here. No jam boxes or other music playing devices are allowed in the cabins. Music is fine in the staff house and on your time off. There is no television in the staff house, as people are encouraged to spend time with each other without electronic interference. Likewise, DVDs on the computer are not in line with communication (except days off).	_____
Great counselors get enough sleep. When you are not off at night, you need to go to bed after all the campers are well asleep and roving duties are complete – around 11. When you are off at night, you’ll need to be back in your cabin, asleep, by 12:15am. You’re getting up at 7 am after all! If you believe you are an exception to the sleep research, ask for that research, read it, and then let’s talk about it.	_____
Intoxication at any level by any means whatsoever on camp property is the equivalent of turning in your resignation. If alcohol is important for you to have on a weekly basis for any reason (e.g., fun, social), PLEASE find a different camp.	_____
You have the right to be treated with dignity, honesty, and compassion at all times.	_____
You’ll have about an hour off everyday, and sometimes 2 or 3 three hours. On an hour off, there isn’t enough time to reasonably leave camp and go to a store. You’ll have one day off per week, which might be 23 hours depending on the length of staff meetings and necessary work projects.	_____
Although there is some variation, you will be teaching 2 core activities, 4 hours a day, for 8 weeks. We need competent clinic instructors that can improve what they are doing over the summer, and enjoy that challenge. There won’t be much switching, especially for clinic directors. If there is a competent replacement available, or one that you train, more variety is certainly possible and welcome. The more people who can do your activity well, the better.	_____
We try and have at least half the staff be lifeguards, so that people can alternate that responsibility. If you can take a life guarding class before camp starts, Camp Augusta will pay for it.	_____
It will get hot and uncomfortable and you’ll be expected to be positive, enthusiastic, and energetic when you’re tired, sweaty, and dirty.	_____
There are as many non-counseling staff as counseling staff. You are not alone in anything you do. We are all here for each other. We are all here to help the children and one another.	_____
Lake Vera is about 320 yards by 230 yards at its WIDEST points. You can not sail on it. Canoeing and swimming are fine. This lake has ducks on it, which means that everyone needs to be rinsed (read: hosed) off after being in the lake, due to the small chance of a skin reaction to the ducks. It basically does not rain during the summer, so the waterfall that the lake feeds is a steady trickle. The swimming hole at the bottom is quite nice, as is the amazing and nearby Yuba river. Depending on Spring rainfall, the condition of the lake changes towards the end of the summer – sometimes fine, sometimes not.	_____
Trust is important. If you feel someone is falling short of the mark in being credible, being open with communication, treating everyone with respect, and being fair, please bring it to that person’s attention. We have every intention of being all those things, and we need your help when we make mistakes.	_____
We have two computers for 47 people to check e-mail, so your access to the internet will be limited. Your hour off during the day is the best time. If you have a wireless laptop, feel free to bring it. During the late evenings, staff are encouraged to be in the staff house together. We have 1 phone, and cell phones don’t work at camp. Children can’t call home.	_____

Your hair must stay a consistent color <i>and style</i> within a session. Hair colors must be found in normal human nature – nothing unusual or unnatural. Ask about piercings and tattoos. You are a professional role model.	_____
We are role models for children, so smoking really isn't a possibility. If you smoke, find another camp to work for. Camp is not a place to go through withdrawal. If you used to smoke within the last year, you must disclose that.	_____
The best laid plans of mice and men often go awry. At camp, despite best efforts, things aren't always going to go as planned. When that happens, don't always assume problems are known. When they are known, understand that those problems are addressed, although perhaps imperfectly. If you personally want to fix/improve something, you can have time to do so.	_____
During staff training, everyone, including the director, will spend some time cleaning and preparing the camp for the kids. Fun and boredom are ultimately a matter of choice, and these endeavors are as fun as we make them.	_____
You'll experience a small, tight community, which is a very rare experience indeed in today's world. The joys (shared values and goals, mutual influence, people belong, home) and troubles (rumor mills, personality issues, we're stuck with each other) that go along with that will be yours to treasure and endure.	_____
Most children arrive via the bus, and we must have staff on the buses to supervise the children and help with check in and out. The only way to do that is to have everyone (including the director) do bus duty to and from camp. All staff will have to take two turns with this, but perhaps one. When campers are traveling to camp, staff spend the night in the Bay Area. When campers are traveling from camp, staff ride down on the bus and help with check out. If they want, they can ride back to camp in a van (if it is coming back), or just stay in the city with an approved driver. It's a 3 hour journey.	_____
There is a "Passion Pot" available to the staff. It is a small sum of money set aside for passionate ideas that would contribute significantly to the camp. A panel of random camp people will review proposals and vote on whether or not to fund the idea. This panel meets in person during a meal time, usually lunch.	_____
Once a week, you'll camp out somewhere on property. You'll educate the campers about the environment and camping, and do other fun and educational activities. There are no tents, so everyone will sleep on the ground in natural splendor. Kids need you to be excited, enthusiastic, and supportive. These are not mandatory, but they are encouraged.	_____
Punishment (unrelated consequences) and guilt can NEVER be used as a means of controlling people. Getting children to behave just because they like you or you are their buddy is not acceptable either. We'll teach you a better way to manage behavior that preserves dignity, helps educate, and empowers people.	_____
Before arriving at camp, it is expected that staff will educate themselves by reading the welcome package and staff manual. Caring, honesty, respect, and responsibility must be honored and reflected in these tasks. If for some reason you would not be able to give those resources your FULL attention, please apply at a different camp.	_____
The only way to have the camp program area and site maintained is to have everyone do work projects after the children leave at the end of the session. This usually takes from about 9:30am until about 1:30pm. The more community minded we all are (when one project finishes, help others out), the faster everyone gets done – often by 12:30.	_____
We expect people to "communicate cleanly." In other words, if you have a problem with someone, it is your responsibility to talk directly with them about it. If you have a problem with the camp or a policy, you need to talk to the director about it. This is important, vital, critical to the health of the community.	_____
At the end of the session, counselors finish writing "Parent Letters." These are usually two-page letters that describe the camper, and their week. If left all until the end to finish, this can make for a late night at the end of a session. You can't leave for your day off until this responsibility is completed. It is possible to manage your time (e.g., rest hour, Thursday and Friday after campers are asleep) to complete parent letters before the campers leave. These and cabin awards are often done on time off Thursday and Friday, making those days more stressful.	_____
Cabin cleanliness is important. The cabin needs to be cleaned every morning with the children as whole. It teaches children responsibility and cabin pride. Counselors must model cleanliness by keeping their area extra-super clean. Cleaning the cabin and having some of the cabin shower all happens before breakfast. Campers must change their clothes daily, which works well if they pick their clothes for the following day before going to bed.	_____
We appreciate intelligent mistakes, and value people's ability to fail forward. We encourage carefully planned experimentation even if it might result in failure.	_____

Name _____ Signature _____ Date _____