

Expectations / Clarification Review

“The Same Page” You always hear people saying that “We all need to be on the same page.” Well, this one of those pages. ☺
 If a single one of these is not something you can happily commit to in full integrity, please let us know in writing. 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. You and your children will learn how to do without electricity and many modern conveniences, which allows people to focus on one another and nature.	
We believe that campers benefit from listening to one another, 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, movies etc. on the computer are not in line with communication (except days off).	
Great counselors get enough sleep. When you are off at night, you’ll need to be back in your cabin, asleep, by Midnight. You’re getting up at 7 am after all! Most nights, you are expected to get 8 hours of sleep. This means you’ll effectively have little to no time to yourself. If you believe you are an exception to the sleep research, ask for that research, read it, and then let’s talk about it before you arrive. In the spirit of integrity and clean communication, any variation to this must be communicated to Randy before arrival at camp.	
Intoxication at any level by any means whatsoever on camp property is the equivalent of turning in your resignation. If alcohol (or something else) is important for you to have on a weekly basis for any reason (e.g., fun, social), <i>PLEASE</i> find a different camp. If being without any substance other than clean air and great food for the summer will challenge you, please go to another 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 hours, unless you’re a HERO. On an hour off, there isn’t enough time to reasonably leave camp and go to a store. Wood cookies and Parent Letters are <i>frequent</i> occupations during time off. Yes, frequent. 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 2-6 core activities, 4 hours a day, for 9 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 (usually far more), so that people can alternate that responsibility. If you can take a life guarding class before camp starts, Camp Augusta will pay for it. HIGHLY recommended.	
It will get hot and uncomfortable and you’ll be expected to be positive, enthusiastic, and energetic when you’re tired, sweaty, and dirty. Summer temperatures are usually around 90-95 (35C), and 60 (15C) at night. For 7-10 days, it often reaches 105-110 (42C). Early in the summer (May, and sometimes start of June), 35 (2C) is seen here and there.	
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. If not, the lake may be gone near the Middle of July.	
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 all have every intention of being all those things, and everyone need your help when mistakes are made.	
We have two computers for 45 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. 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, which are fine unless extreme (grim reaper on your forehead, for example).	
We are role models for children, so smoking really isn’t a possibility. <i>If you smoke, find another camp to work for.</i> 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. It's a flat hierarchy, remember that. You are very welcome to solve them yourself! ☺	
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 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 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 random group of people will review proposals and come to consensus on whether or not to fund the idea.	
Camp life is busy. You'll start the camp day at 7 or 7:30am and finish at 10pm, changing what you teach and do about every hour. Your love of humanity, and being around children, GIVES you energy; it builds and inspires you. Otherwise, you'll be dead meat.	
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 highly encouraged; they nearly always occur.	
Punishment (unrelated consequences) and guilt can NEVER be used as a means of controlling people. Getting children to behave simply 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, staff will watch 30+ hours of videos that educate you about the culture of the children and America, even if you're from here. There is also a lot of necessary paperwork to review and complete, and staff manuals to read. A verbal assessment of the staff manual is taken. Staff generally report, including the application, putting in about 100 hours before setting foot on 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 1:00pm. The more community minded we all are (when one project finishes, help others out), the faster everyone gets done – possible to be done 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. 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-to-five-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 Wookies are often done on time off Thursday and Friday, making those days potentially more stressful. Wookies are wisely started on Monday, and notes taken on campers continuously.	
Cabin cleanliness is important for health reasons. The cabin needs to be clean enough to maintain health standards. You clean with the children, everyone being equal. 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.	
The nature of choice for the campers is important to understand on a few levels. Campers can choose to exit the daily schedule with their cabin and do something else – chill at the river, go for a backpacking trip, take a hike, do a long service project, read and chat about the staff manual, . . . endless possibilities. There are some logistical bounds, such as a single camper wanting to go for a hike, as we don't have the staffing ability to make that happen. With the help of counselors, campers create the pace they experience at camp – from very chill days doing sedentary activities and meditation, to Iron-Man-like expenditures of energy every hour – it is all possible. The structure of camp allows for campers to chose their experience at camp, and they need your guidance (not dictates) to make wise decisions. Campers often chose a very active schedule, especially in one-week sessions, which is cool as long as you're monitoring their energy and mood. Likewise, your energy is important to manage with your scaffolder and the Puppet Master.	

Name _____ Signature _____ Date _____