

LEADERS WE SEEK AT WILLIAM LAWRENCE CAMP

- _ A wholesome personality appealing to youth.
- _ Radiant health, resulting from firmly established habits and restraints, wise attention to food, and well-balanced days of work, play and rest.
- _ Joyousness in simple daily tasks and a sense of humor that smoothes out the wrinkles in difficult situations.
- _ Exuberant enthusiasm, which adds zest to each day and keeps the heart young.
- _ Unfailing kindness, integrity, fairness, and consistence in all personal relationships.
- _ Loyalty in thought and action and trustworthiness in every detail, however unimportant the detail may seem to be.
- _ Unbounded and untiring interest in campers.
- _ A working knowledge of the unique opportunities for camper guidance in a camp setting.
- _ Moral and spiritual preparedness to sense a camper's mood and to guide an awakening mind.
- _ Wisdom to handle responsibilities, discipline, and privileges within the scope of personal experience.
- _ Resourcefulness, versatility, and initiative to enliven work and play with young people.
- _ Creative spirit to inspire imaginative youth.
- _ Unerring punctuality. This may appear too obvious to mention, but it often mars or makes the success of a leader.
- _ Personal neatness and unquestionable good taste in such features as hairstyle, cosmetics, and clothing.
- _ Example in word and deed that sets the tone for day-by-day living with campers.

LEADERS WE AVOID AT WILLIAM LAWRENCE CAMP

An unsuccessful leader is usually unhappy, ill adjusted, and immature. He may be cynical, argumentative, opinionated, and lazy. He likes to stay up late and has a hard time getting up in the morning. His sarcastic and cynical discussions with his campers evidence a lack of spiritual growth.

In the dining hall he talks to the children only to correct them. He neither hesitates to show his dislike for the food nor bothers to set an example of good table manners.

In supervising a cabin group during inspection, he lies on his bed and takes the attitude of an overseer rather than working with his charges. He ignores his campers or romps with them at their level. Then, having lost their respect, he resorts to harshness or even physical violence to regain control.

The unsuccessful leader thinks of his campers as necessary nuisances and spends most of his time and energy thinking about day-off activities. On days off, he travels so far, or tries to do so much, that he is too tired to do effective work on his return.

This unfortunate person is lacking in self-discipline and looks upon camp rules as dictatorially frustrating rather than as helpful guidelines. In short, the unsuccessful leader does not really love children but has come to camp with the mistaken idea of having a paid vacation.

'Leaders We Seek' Specifics

Much of the content herein is covered in the Staff Handbook. The purpose of this document is to emphasize some areas where staff have not necessarily lived up to expectations in the past.

- The philosophy behind camp is that the experience is a throwback to a different time. We enter a remote community, isolated at the end of a dirt road to participate in an active, outdoor, value-based experience. It is an experience today that, in many respects, could be the same as it was decades ago. It is an extraordinarily valuable experience lacking in today's world, where children learn many skills not readily available at home or in the world today, led by amazing role models.
- Those who do not agree with the rules/guidelines/policies set forth by camp are asked to not seek employment. The structure of camp and its accompanying policies are put in place to provide the best possible experience for our campers. They come from many years of experience at William Lawrence Camp as well as the state and federal governments, parents, accrediting organizations, our neighbors and much more. They are not put in place to make a leader's life miserable. If you think that the rules of camp are going to hurt your morale and ability to enthusiastically dedicate yourself to the camp experience, then you need to consider whether being a member of the WLC staff is appropriate for you.
- Camp is a respite from the electronics that have become too big a part of our lives. We 'unplug' at camp. For campers, this means bringing nothing but a simple music device. Staff may bring their devices (cell phones, laptops etc) but must understand that they too are 'unplugging', dedicating themselves to the camp experience and the care of campers. As such, the opportunities for use of these devices are very limited. Devices are kept in your locker in the basement of the Farmhouse and used sparingly and only in designated areas and during designated times. Absolutely no devices are allowed in the cabins or in community areas and we don't use ear buds outside of prescribed times. During our tenure at camp, we immerse ourselves in camp. Tell your family and friends that they won't be hearing much from you while you are working with kids at camp.
- One of our most important goals is assuring the safety, health and well-being of all members of our community. As such, there are restrictions on our lifestyle at camp. For example, bedtime is no later than 11 pm. We don't go to the waterfront when it is closed. We come back from our time off on-time and ready to go. Only those assigned for an activity or task will lead that activity.
- We willingly and enthusiastically follow the direction of our supervisors, whether it is central staff, unit leaders or program area heads. It shouldn't require the director's intervention to make things happen. Leadership permeates the community and is in place to make sure that the goals/philosophy/policies of the camp are followed. Communication amongst staff is key. If confused as to what to do next or in need of a new assignment, staff must check in. Wandering off into the nooks and crannies of camp to avoid responsibility is unacceptable, as is sunbathing or swimming laps between swim classes. There are always things that need to be done at camp.

- We always maintain an enthusiastic, positive attitude. We come to camp agreeing to embrace the expectations laid out for us, we follow the guidance of our supervisors understanding that there is reason behind the structure of camp and we are always willing and seek to go the extra mile. We are not dour and morose. We are spirited and happy. We allow ourselves to be goofy and have fun, within the context of running a safe camp. We learn and embrace camp traditions so the campers see the continuity of traditions. We get the proper rest so we can perform at our best. We are willing to see the goings-on at camp in a mature, reasoned manner. If one of our buddies faces a consequence due to their actions, we don't take it out on the management of camp and allow our morale to be affected. We move on and continue to dedicate ourselves to the campers.
- We understand that being a camp counselor can be a challenging and tiring job, but that our energy and enthusiasm must be maintained at a high level throughout the summer. Packing it in and riding it out after week five or six is a complete disservice to your employment obligations, the campers and yourself.
- When we are at camp (including returning from our time off), we have not consumed anything that may cause impairment or are in any way under the influence of any form of drugs or alcohol. We will not allow our campers to be at risk. Moreover, we do not wish to employ leaders/role models who find indulging in these to be an important part of their lives. During the months of June, July and August, the consumption or possession of alcohol, drugs or cigarettes on camp property is absolutely forbidden.
- We do not accept smokers as leaders as this is totally incongruent with the values we wish to instill in our campers and with the type of leader/role model we seek. It is also a potential hazard. If smoking is important to you and you feel that you will be unable to respect the policies of camp regarding cigarettes, do not apply to be an employee at William Lawrence Camp. The relationship will not end well. Pot smokers are not welcome.
- Time where leaders are allowed to leave camp is one block per week from 2 pm one day until 12:15 pm the next. Your time off is determined based on the needs of the camp program and is posted weekly. This time off allows you to get away from camp and have a good time while returning having had a good night's rest. From the camp's perspective, all staff being present at lunchtime allows us to have the whole community together on a daily basis in order to share important information that everyone needs to know. It also allows leaders from the same cabin and/or activity to check in with each other for a status report. The specific times (2 pm and 12:15 pm) are earliest and latest times for departure and arrival: not 1:37 or 12:22.
- We run a tight ship and being on time is critical in everything we do at camp. It is unacceptable to be late for any of your assigned duties whether it is day-off related, activity related or being late or absent for the Sunday morning staff meetings. If you think this is too rigid, please do not plan to work at camp this summer.
- The night off is 7:30 pm to 10:45 pm. On nights off, there will be zero tolerance for the use of drugs or alcohol **and** transportation will be provided by the camp to nearby Wolfeboro. Personal vehicles may not be used and you may not visit establishments where alcohol is served.

- When we have time off during the evening, we are either in our cabin, in the farmhouse, in the weight room, at the green chairs or in the dining hall. We do not have extended camp fires in the units while campers are sleeping, we don't hang out in un-used cabins or in other facilities of camp and we don't play ping pong after taps. We recognize that camp needs to be quiet and that loud music or voices are inappropriate. We also recognize that we may need to be accounted for on short notice.
- We clean up after ourselves and after activities that we have been involved with. We see things around camp that need to be done...and we do them. We take pride in our surroundings and seek to make them better. We don't leave messes, we turn off lights at the end of the day, we take trash to the dumpster when we see an overflowing trash can. We are thorough in our chores. We don't sweep our trash into others' areas so they can clean things up. We notice if vehicles need gasoline and we allow time to be sure they are filled. We always leave things better than we found them. We take pride in the equipment that we use around camp. We retrieve arrows that have errantly made it into the woods, we search for balls that have gone out of play. We don't just go and get new supplies!
- In addition to electronics, we recognize and honor the expectations for items that are not allowed in our cabins, such as food, knives, inappropriate material etc. We also recognize that banned substances are not allowed on camp property, including in our lockers or in our personal vehicles in the Super Secret parking lot. The camp reserves the right to search any and all areas of camp to maintain a safe community.
- We don't come to camp just because this is what we have always done in the summer and our buddies will be there. We recognize that camp is for the campers, knowing that if we understand this and act on this, the relationships at camp will be healthy. We are no longer campers ourselves and camp is not a continuation of your lifestyle away from camp. We are employees with huge obligations.
- At camp, we are where we are supposed to be when we are supposed to be and we do not take liberties to indulge in activities or be in places we shouldn't just because our supervisor is not present or we feel the expectation has no merit. We are teachers, leaders and role models for the campers and take this responsibility seriously. We seek to lead active, engaging, entertaining, skill building activities. If two leaders are assigned to an activity, we utilize these resources to offer a better program, not for one leader to take time away from the assigned activity. If it's Knoll Time, we're on the Knoll engaging with campers. We properly put equipment away when we are done. We don't quit when it rains or if there is a little puddle on our playing surface. If we have to cease our outdoor instruction because of inclement weather, we continue teaching our activity in an indoor setting. We don't just default to dodge ball or ping pong whenever there's a little moisture. We continue to climb the tower, teach tennis, waterski etc. We are creative and engaging. We always have a meaningful back-up plan.
- Parents pay tuition at camp so their son will get lessons in various activities. At home, they pay for tennis lessons, they pay for swim lessons, they pay for lacrosse camp etc. We don't pretend to offer a high level instruction but we do say that their child will get lessons. They are paying for this. Thus, activity assignments are to be taken seriously, as if the parent were directly paying for the service you are offering. Our focus on teaching an activity is not to be lost in the all the other goings-on at camp.

- We respect the various guidelines laid out for the proper functioning of the administrative, food service and health care functions of camp. We use the side door and stairs to access the staff area of the basement of the farmhouse. We do not use the central staff bathroom because it happened to be left unlocked. We are only in the basement when it is our designated time to be there and only for the purpose of doing laundry, retrieving something from your locker or using the staff computer: the basement is not a lounge. The staff computer is a resource for communicating with the outside world, not for internet surfing. Only appropriate material is to be viewed. We steer clear of the offices unless we have specific, important business requiring the attention of the administrative staff. We respect the fact that work needs to be done in the office and distractions are not helpful. We recognize that the phones and computers are for the administrative staff to perform their functions. We never go into the kitchen after hours to sneak a snack. We do not help ourselves in the infirmary.
- Once employed at camp, we recognize that we are representing the William Lawrence Camp brand and we are careful in our use of social media. Postings that do not reflect well on camp are unacceptable. Staff need to use far better discretion in this regard. There are way too many alcohol-related photos (including postings of under-aged drinkers) and far too much use of obscene language and gestures. Those who feel compelled to post such material are not the staff we are looking for.
- Remember that camp is a very important part of your employment history. Recognize that future employers will ask for your employment history and will be contacting us for insight on your employment record. You may also find that camp is a resource for college admissions. It would certainly be in your best long-term interest to perform to the best of your abilities from beginning to end, worthy of a recommendation. Do not be short-sighted in this regard as it could haunt you for years.

At the end of the day, if following these guidelines and expectations during (and throughout) the summer will be problematic for you, please do not come to camp. If you have the maturity and wisdom to accept the structure of camp, then we have a place for you. If you find structure in the workplace to be restricting or 'dictatorial', then we are not the right place for you, which would be perfectly understandable. We have a camp to run and we need the right people in our employ in order to give the campers the very best. We need folks who are flexible, motivated, mature, willing, happy, enthusiastic, make good decisions, are sober and have an amazing work ethic. We're not here to provide past campers with a continuation of their camper experience. We do not need to spend our time dealing with malcontents and morale issues. We do not need to spend our time chasing staff down who are in the wrong place. We do not want to feel disappointed in leaders who are not committing themselves to the mission and philosophy of camp. We want the best for the campers and to meet the expectations of the parents who entrust their child with us.