

Camp Chanco

Diocese of Southern Virginia Surry, Virginia 23883

Business Office
600 Talbot Hall Road
Norfolk, Virginia 23505
Telephone: 423-8287



May 28, 1980

Dear 1980 Staff:

This is just a short note to say "hello" and to let you know how good I feel about staff this year. It's been an agonizing job for me in terms of making some difficult choices on positions at camp. A large number of applications were sent in this year and, although my work has consequently been heavier and slower as a result, I feel really good about you who will be at Chanco this summer.

A letter from Garland Wood, our program director, is enclosed. Also, on the back of this letter is a note from Mark Arnold, one of our waterfront directors. Mark has been generous enough to offer a sailing workshop the weekend before staff week as an option for those of you who would like to come early and polish up your sailing skills. All eleven Scorpions are in shape this year, so we need lots of sailors on our staff. If you want to take advantage of this opportunity and come early for a little extra learning and fun (and even work), please drop the enclosed postcard in the mail right away so we'll know how many of you to plan for.

If you are coming to this event, plan to arrive between noon and 2 p.m. on June 13. Bring a bag dinner for that evening. We will cover the rest of your meals. Otherwise, unless I have heard from you already, I will expect to see you all within the same hours on June 16th.

I trust this letter will find everyone well and anxious to come to Chanco. I look forward to seeing you all soon and sharing a special kind of summer with you at camp.

With warmest regards,

Dave Davenport

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Dear Staff,

Another weary winter has passed and a seemingly endless school year is fast drawing to a close. Exams and final papers sap our energies, lower our spirits, and generally give life a gloomy overtone. But, on June 16, something special will occur in our lives: We will again begin to form a tightly knit community living in the Spirit of Chanco. Old staff members doubtless know the Spirit well, but I envy those new staff members who will discover firsthand the Chanco experience. "Chanco is sunshine and magical forests. . .," and I for one cannot wait to get back to Surry and bask in that sunshine among the pines.

My name is Garland Wood and, as this year's Program Director, I want to extend my warmest welcome to returning friends and those of you who are new to Chanco. I look forward to working with all of you in making this the best summer ever.

As the years have gone by, it has been noted that the success of a summer at camp depends directly on the enthusiasm and closeness of the staff. This closeness should be our first goal this summer. Be prepared for an exhausting and exhilarating staff week - a time of hard work, sharing, learning and new friendships. If we put everything into staff week, I guarantee that the summer will run smoothly.

Last year there was a general concern that Camp Chanco as we knew it would be changed as Dave took over as Camp Director. Our fears were groundless. Chanco goes on as it always has - growing every year, yet retaining that Spirit that makes it such a special place. This year two aspects of camp life will be stressed. The first is a renewed emphasis on the role of counselor and his or her relationship with his or her group. The second is an emphasis on Chanco as a community where strong competition is de-emphasized and attention is focused instead on the camper as a responsible individual in a Christian community.

These and other topics will be discussed during staff week. Until then, start getting psyched for camp. Read up on summer camps and camp counseling. Talk with people who have worked at a summer camp. Gather up props, costumes, hats -- anything you think would add to our exotic and generally goofy programs. But mostly, bring your ideas, creativity and enthusiasm; this is the stuff of which camp programs are made!

I look forward to seeing each of you in a few short weeks. Until then, may the Spirit of Chanco - the Spirit of Love - the Spirit of God - be with you.

Garland

PERSONNEL POLICIES AND PRACTICES FOR CAMP CHANCO

PAYMENT OF SALARY - You will receive your salary in four equal payments to be paid at the end of each closing session. You are subject to the deductions of federal and state taxes and social security tax (FICA). On the event of a contract being terminated by either the director or the staff member, a portion of the salary owed to you may be withheld until all debts owed to the camp by the staff member are paid in full.

OTHER REMUNERATION - You will receive room and board, Workman's Compensation Insurance for injuries acquired while on the job and laundry facilities when possible. You will also be given one official camp staff shirt with the stipulation that it be worn each opening day and each closing day.

TERMINATION OF AGREEMENT - In the event that Physical condition, service, conduct, or influence of any staff member be considered unsatisfactory or harmful to the best interests of the camp or campers, the director may dismiss such a member and, in such a case, the dismissed person will be paid the pro rata portion of the full season's salary from the date of beginning employment until the date of dismissal.

Drinking alcoholic beverages on the camp premise and returning to camp intoxicated will terminate the contract. The use or possession of any drugs/narcotics in ANY form will be strictly prohibited. Contracts will be terminated for violation of this ordinance.

DISMISSALS - The contract is conditioned upon Camp Chanco obtaining a full enrollment for the specific period of time listed on the contract. Should this not be accomplished, the camp reserves the right to reduce its staff to a size sufficient to supervise the number of campers enrolled. This means the contract between you and the camp may be terminated by the camp for this reason and the reduction of staff for the stated reason, shall be within the sole discretion of the Camp Director. Should this contract be terminated because of the lack of enrollment of campers, you will be paid salary you may have earned to the date of termination.

EMERGENCY LEAVE - In the event of death in the family of the employee, illness in the family, or urgent business, leave may be granted in relation to individual circumstances at the discretion of the camp director, not to exceed three days with pay. One of these days will represent the employee's day off for the session and the other two granted by the director.

HEALTH EXAMINATION - Employment should be contingent upon a thorough physical examination within three months before the opening of camp, showing evidence of good health and freedom from physical defects which would interfere with adequate performance of the particular job.

HOSPITALIZATION/MEDICAL CARE - Camps are required by law to have Workman's Compensation Insurance. This should take care of all expenses of the employee due to injury, if the injury is sustained when the employee is carrying out the responsibilities of his employment. Expenses created by sickness or injury when not at work are the responsibilities of the employees.

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DEAR 1980 CHANCO STAFF MEMBER,

I hope this letter finds you all well. I further hope that I will have a chance to talk to or write to you soon (if I have not already) but; meanwhile, I know that many of you are anxious for final confirmation of your 1980 staff positions. Receipt of this letter is, of course, just that! I, personally, am looking forward this year to a much smoother summer. I hope that last summer served to iron out most of my organizational kinks and that this next one will be the best ever. There are many returning staff and a host of very competent new staffers in the wings. I look forward to a really good year, with your enthusiasm and help, of course.

Enclosed are the expected items you need to pay close attention to:

1. Contract - sign one and return it to me immediately, if the arrangements we have talked about are still on.
2. Personnel Policies and Practices for Camp Chanco - keep this for reference.
3. Medical Examination Form - please see that this gets to the camp office or to camp by opening day. You cannot begin employment until it is on file with the office.
4. An Insurance Information Request Form, along with the Emergency Contact Card - please bring this to camp with you.
5. If you are new to the Chanco staff or a former staffer who has not filed a withholding exemption certificate out in the past, you will find enclosed forms W-4 (Federal) and VA-4 (State) certificates which must be filed in and returned for tax purposes. If you do not have a social security number, please apply for one immediately. This is very important. Being issued a number is a process that will take 4 to 8 weeks.
6. "What to Bring" List - sent to the campers, but may be helpful to "first-timers" on the staff. Changes differ only in the laundry area. Laundry facilities are available when we can keep the equipment running. As a staff member you are allowed one washing load a session to do clothing; we ask that you do bedding at home during change-over weekends, or on your time off. We ask that you bring some cold water detergent and, weather permitting, we hand all laundry outside on the lines that are provided.

Please print or type:

NAME: _____
(as shown on Social Security Card)
Address: _____
City/Zip: _____
S.S. Number: _____
Phone/Area Code: _____
Birthdate: _____ Age: _____
Previous years employed at Chanco? _____

CAMP CHANCO
600 Talbot Hall Rd.
Norfolk, Virginia 23505

STAFF EMPLOYMENT AGREEMENT
BETWEEN

CAMP CHANCO of Surry County, Virginia, and Greg Willis.

The signing of this Agreement by the Camp Director and the above named Staff Member binds them to the following terms:

1. The Staff Member agrees to serve the camp to the best of his/her ability in the capacity of counselor.
2. The dates agreed employment are: 6/16-8/16-80.
3. The salary to be paid by the Camp to the Staff Member for the above period is \$300.00.

IN ADDITION to the above salary, the Camp agrees to provide:
Room and Board valued at \$6 per day, Workman's Compensation Insurance that covers medical expenses due to on the job injury, one official staff shirt and laundry facilities when possible.

4. The Staff Member agrees to abide by the Personnel Policies and Practices as attached, and to the following special conditions:
 - A. Drinking alcoholic beverages on the camp premise is expressly forbidden, as is returning to camp intoxicated. Contracts will be terminated for the violation of this rule.
 - B. The use or possession of any drugs/narcotics in ANY form will be strictly prohibited. Contracts will be terminated instantly for the violation of this ordinance.
 - C. Smoking is allowed only in designated areas. There should be no smoking in the tent area or in the tents.
 - D. A Physical Examination, within three months of camp opening, showing evidence of good health and freedom from physical defects which would interfere with adequate performance of the particular job, must be on file with the office no later than arrival day at Chanco.

This agreement shall be binding to you and the camp upon signing by the director and the Staff Member when it is returned to the camp office.

ACCEPTED according to the above Terms and Conditions and according to the stated Personnel Policies and Practices: Date: May 23, 1980
SIGNED _____ SIGNED David W. [Signature]
(Camp Director)

PARENT'S APPROVAL OF JOB ACCEPTANCE IF
STAFF MEMBER IS UNDER 18 YEARS OF AGE: _____

David & Greg

Area Clean-ups

1. Sweep inside and underneath all tents.
2. Tighten all tarps and replace worn or non-existent ropes.
3. Police entire area for trash (even the most miniscule pieces).
4. Empty trash cans and replace liners. Full trash cans should be taken to the trash bin behind kitchen door.
5. Completely clean and sanitize bath houses. Floors should be swept and hosed down.

General Maintenance

1. Dining hall completely swept, cleaned out, and mopped.
2. Halls in the dining hall swept thoroughly and rugs beaten.
3. Dining hall veranda and porches swept and rugs beaten.
4. Policing (includes picking up trash, and emptying trash cans):
 - A. Canteen Area between D. Hall and bluff.
 - B. All around arts & crafts and the fire circle.
 - C. Area between trailer and front of Dining hall.
 - D. Area between Dining Hall and road and Genesis.
 - E. Area from Program Shack to barn.
 - F. Area behind Dining Hall and Infirmary, and around the D. Hall.

MON	TUE	WED	THUR	FRI	SAT	SUN
Opening Campfire	PJ Breakfast Name that group Lunch Chaplain's Program	New Games Night	Crazy Hat Lunch That's Incredible Night	CARTOON DAY	Monks Breakfast Counselor Hunt!!	Worship Service Sub Lunch Waterfront Day Cookout
Ferryboat Night	Backwards Day Breakfast Miss Chanco Night	Chaplain's Program	Indians!!! Dress-up Dinner Indian Night			

CARTOON DAY

The dining hall is decorated with large cartoons on the walls and a giant television set over the fireplace. (In front, actually.)

Tarzan Breakfast--- meet at dining hall at usual time to pick up clues.

LUNCH--- Dagwood sandwiches. Catwoman (Missy) and the Joker (PK) steal the mail, which is rescued by Batman (AC) and Robin (Dave Festa), who Pop out of the TV.

Superherp Olympics--- Garland, MC, and Mark.

DINNER--- groups are dressed as their favorite cartoon character.

Scoby-Doo's Funhouse---non-counseling, half of the counselors.

Maze, circus music, black lite (PK), space walk,
sponge throw, slide, FREAK SHOW.

Games while other kids are in the funhouse---Lori, Alli, Sharon,
Kim, Liz.

Snoopy skit---AC, Charlie, Sharon, Linda.

"The Wizard of Oz- or "The most Powerful Person
I can be is Me."

Rationale: The design of the program rests on an observation of where the campers are "at" at this present age and time of their lives.

Eleven and twelve year olds are likely to experience pre-adolescent shifts in personality, because they are going through the transition from child to teenager. They can be a child one minute, and a teen the next. The girls are likely to be a little ahead of the boys in their level of maturity.

These young people are just beginning to reach the age where they will have to project an "image" of what they would like to be, and will identify with older folks they like. They are also beginning the difficult time of "making the grade", that is striving against standards of what is "good", "superior", "excellent", etc. in school, with peers, and even at church.

To deal with what is happening to them, a program which would affirm their basic sense of self- something that at least plants the seed that there is genuine power in being yourself.

ISSUES TO FOCUS ON FOR GROWTH

Individual gifts- try to bring out their goodness

Individuality- try to express it as a good thing

Self- realization- encourage campers to discover what it means "to be me" and not have to be like someone else to be accepted

Authenticity- the major issue in the program- it means being yourself honestly. This can be modelled most importantly by the staff, and their modelling will be a major arena of learning for the campers.

Method: Choose a story or symbol that can be easily grasped by everyone that is so easy to remember that no one even has to think about it- they can kind of "feel it" during times at camp that are not specifically program sessions

Story chosen: 'The Wizard of Oz'

This movie can be a vehicle of the issues of individual gifts- seen in the characters of the Tin Man, the Scare Crow and the Lion, who discover that they already have inside them what they are looking for. The issue of authenticity is addressed in the Wizard, who puts up a sham front to frighten the foursome but does not receive his power until he is exposed as the person he really is. Once he becomes authentic, he has the power to activate their gifts.

INDIAN NIGHT

Dramatic Dance

Chanco- Charlie
Spirit of Good
Opechancanoe- AC

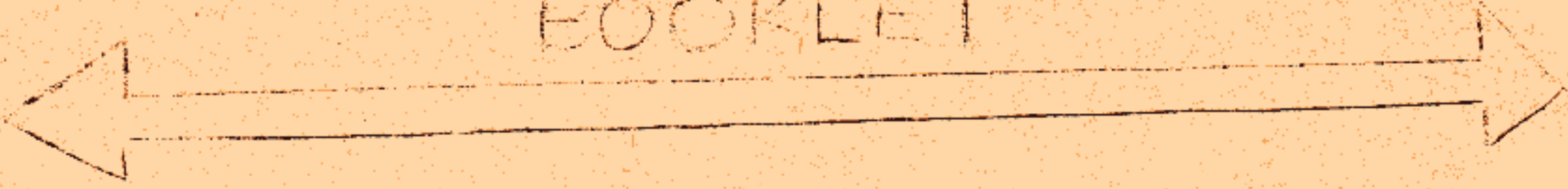
Demons- PK, Ray, Missy, Kim
Braves- David Carre, Fred
Mr. Page- Mark
John Page- Debbie

Order of Ceremony

1. Guides (Liz, Sharon, Kate) lead the kids down to beach. Drums are beating a slow beat. Guides direct kids onto proper places on tarps. Music stops when all kids are down.
 2. Medicine man (Garland) runs into council ring, screaming. The Demons, who have been lounging around the fire and learing at the kids, will stand up and act nervous. As the medicine man begins to give his speech, the Spirit of Good moves toward the fire. As the Medicine man says the words "we call upon you to be present with us and bless this council ring", the Spirit casts out the Demon at the compass point. After finishing the four points, he calls on the Great Spirit. The Spirit of Good shows reverence as the fire is lit.
 3. Chiefs are canoed in (Mark, Kate)
 4. Chiefs (David B., Dave F., Greg) give their speech. Then each chief invited the eligible braves to be tapped into their tribe. Two dancers go through the kids looking for tribal marks. The chiefs tap the children, who then dance around the fire with a dancer and then sit back down.
~~Staff~~ DANCERS - Alli, Sharon, Lori, Kate, Lynn, Liz
 5. Chiefs do the Indian Prayer.
 6. Chiefs explain the roll of Old Chief (Storyteller), who will be played by the Chaplain. He will narrate the Drama.
 7. The Drama.
 8. Calling in and tapping of Order of Chanco.
- EAGLE DANCE, SNAKE DANCE will be inserted into the program somewhere.
- FIRE, LUMINARIES, TEEPEE.-- Sarah, Charlie, PK, et al.

Let's make this Indian Night the wildest and most impressive yet. Unfortunately, we don't have enough costuming material in Props for all the staff, but there is some. Many, many things for your costume can be made from stuff we have right around camp. Talk to me for details. I have a special mail order catalog of just Indian costuming and supplies if you feel inclined towards making a super-slick costume. Simple costuming, lots of good, impressive music, and chants are what will make Indian Night as moving as it truly can be. Remember, this is one of camp's oldest traditions and probably the most important program to the kids. Get psyched, staff!!

THE FOURTH SESSION BOOKLET



(EYES ONLY CHANCO STAFF)

KITCHEN PATROL

	M	T	W	R	F	S	S
		Hunter	Kim	PK	David	Tim	Lori
NON COUNSEL		David	Tim	Lori	Charlie	Sharon	Hunter
		Charlie	Sharon	Hunter	Kim	PK	X
Charlie		Tim	PK	Kim	NON- COUNSEL- ING !		
David		X	Lori	Charlie			
Kim		Sharon	David	Hunter			



Program toolong
AISC direction
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FLAG RAISING

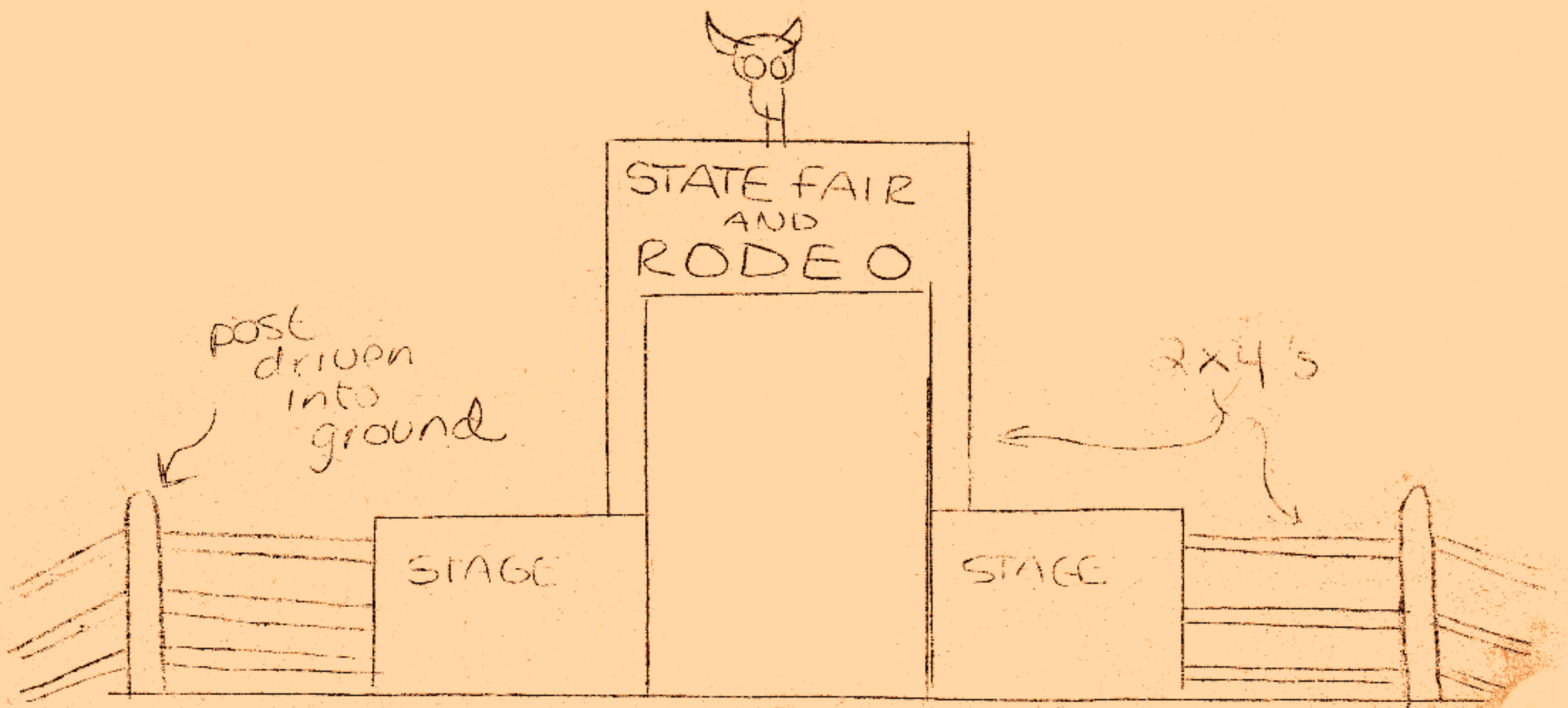


	M	T	W	R	F	S	S
	X	Kim	PK	David	Tim	Lori	Hunter
Charlie		Sharon	Kim	PK			

MON	TUES	WED	THU	FRI	SAT	SUN
MONDAYS BLENDFAST OPENING CAMPFIRE	SLEEP IN BLENDFAST 9:30 CHAPLAIN	ACCIDENT HISTORY LUNCHEON CHAPLAIN DIGIT	INDIAN RAID 7:00 JUNIOR MISS CHANCO	FAREWELL BREAKFAST CHANCO CHUM DAMES GROUND OUT PAPER BIG DAY FLORE KOLBS KANGAROO COURT	WORK WORK WORK WORK STAFF NIGHT WORK WORK WORK WORK PROGRAM DIRECTOR'S PARTY - WILKINSBURG ~ 7:00 PM	BLENDFAST 9:00 CLEAN UP WORKSHOP 11:00 LUNCHEON 1:00 H2O DAY INSPECTION COOKOUT BIRD GAMES STORIES
SIGN UP FOR ANYTHING GOES TELEBOAT NIGHT LATE NITE DANCE BUDGEY!	ANYTHING GOES DANCE CHANCO CLUB NIGHT OC1*	ORDER OF CHANCO INITIATION 11:00	DRESS UP INDIAN NIGHT	NIGHT	NIGHT	NIGHT

WESTERN DAY

1. Breakfast: "Trail breakfast" buffet style.
2. Lunch : Mexican banditos (the kids who planned the big day) plus a staff member to lead them up. steal the mail
The Lone Ranger and Tonto ##### save the day.
3. AFTERNOON :: The kids will set up a booth for each group outside of the dining hall for a STATE FAIR. The booths will have been prepared the previous day during the time usually reserved for the special interest groups. Please let the PD know what kind of booth you are setting up so we won't have any double events. Noncounseling is responsible for one event, plus the waterslide (yes, we will have plastic for the slide) and the refreshments. We will then stage the Sadie Hawkins race... girls chase the guys who then become their first dance later that night.
4. ON THE BEACH:: Cattlemen vs. the farmers feud --FLOURBOMBS! These should be made the previous day.
5. "Formal " Western style munch... string tie only, please. Shotgun wedding... staff. See me for details and/or nominations.
6. GHOST TOWN (spookhouse) after canteen in the old dining && hall.
7. DANCE, HO-DOWN AND OTHERWISE GOOD TIME



GATEWAY - located between
the dining hall and the bluff

Chanco Chum

Chanco chum didn't work very well last session, so I'm going to try to organise it a little better. The chanco Chum slips will be given out on FRIDAY, during lunch. I need the names of all your kid's chanco chums at dinner.. Please make sure that everyone has a chum and knows who that chum is.. Please explain the night before, letting them know all facets of the operation. Make sure they know that they cannot switch. Make sure that they know that it's the thought that counts, and to keep the gifts simple. Counselors, it's a nice touch for you to write notes to all of your kids, too. If next Tuesday is your day off, make doubly sure that you have revealed your chum to me so that we can make the chum circle. Please come to me with any suggestions or complaints which may help Chanco Chum work a little better.

INDIAN NIGHT

Drama: Lynda (replacing Mark)

Ali (replacing Debby)

Guides: Sharon, Lora, Phil (You are responsible for your own torches-- especially since you didn't like the ones I made for you!)

Chiefs: Lynn (Mattaponi), Hunter, Dave

Dancers: Linda, Pam, Lynda, Liz, MC.

Musicians: Heather, Buggy, Tim, Greg, and the usual bunch.

WARRIORS WITH THE CHIEFS:

Debby, Kate, Heather, Linda, Dane, Dave F., Markj

Get with the chiefs and work up a routine....canoe in along with the chiefs, form a procession, and chant something funky while walking into the fire circle. Get flashy and use your imagination.

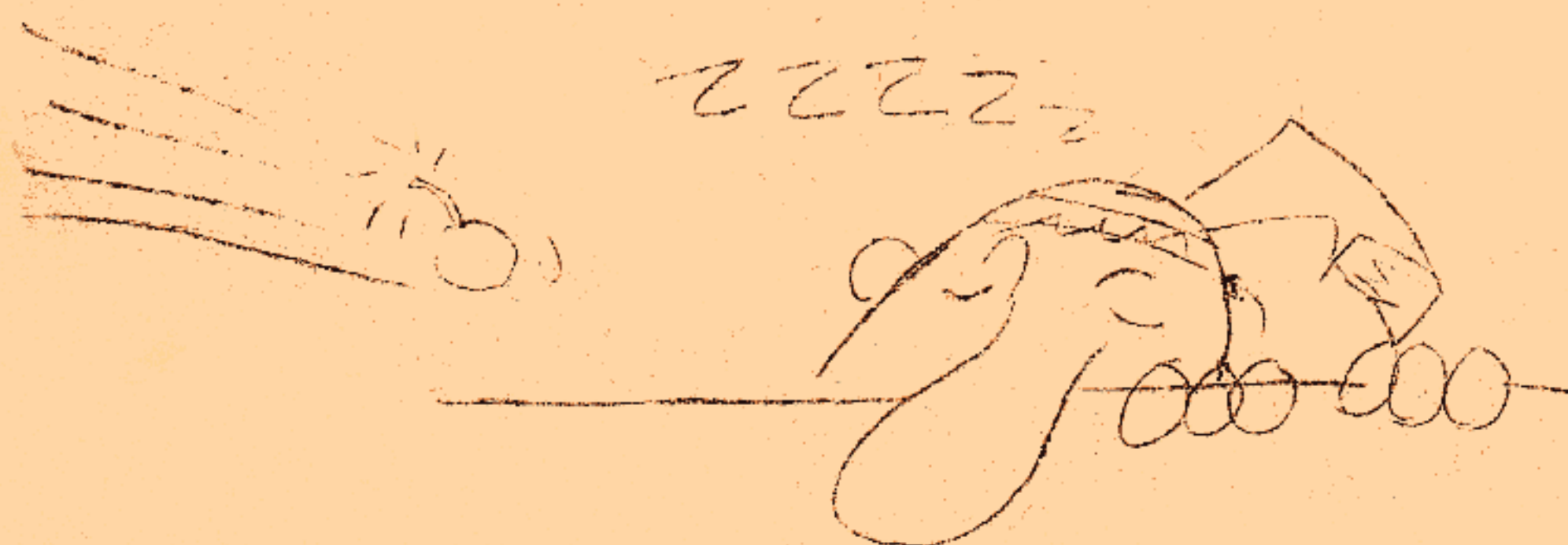
INDIAN RAID

Meet at arts and crafts at 7:00 A.M. Remember. These kids know that you are coming... your only safety is a surprise attack and sheer overwhelming numbers. I once went on a raid into Luke I only to find kids in the tents with pointed sticks waiting for me.. Be ready for ANYTHING.

Greg, Lunn, Dave C., The Backpackers, Kate M., Charlie.

Lynda, Tim, Mark, Ali, Festa, Fred, Dave B.

If there's anything else, I can't think of it right now.... Camp sure is quiet at 2:38 A.M. anyway if there's anything else, I'll let you know. Bye!



DETACH AND RETAIN THIS STATEMENT

THE ATTACHED CHECK IS IN PAYMENT OF ITEMS DESCRIBED BELOW

IF NOT CORRECT PLEASE NOTIFY US PROMPTLY. NO RECEIPT DESIRED

8/11/80 Salaries: Summer Staff
Period ending 8/15/80

Salary 75.00
Less FICA -4.60
70.40

CAMP CHANCO-EPISCOPAL DIOCESE
OF SOUTHERN VIRGINIA

Camper _____

Session _____

Campsite _____

Counselors _____

Please make comments about this camper in the following areas of concern:

1. Overall adjustment to Chanco: _____

2. Relationship with you and other staff: _____

3. Relationship with peers: _____

4. Involvement with program(s), specifics: _____

5. Additional Comments: _____

Signed: _____

Thank you!