



STAFF EMPLOYMENT CONTRACT

POSITION PROBLEMAN COORDINATOR

DESCRIPTION: A job description of the above position is attached.

Camp Chanco

On the James in Surry, Virginia

TIME COMMITMENT: JUNE 12 - AUGUST 11 1989

SALARY \$2000.00: Each staff person must deposit \$25.00 in their Canteen account at the beginning of the Summer; each staff account will be deducted \$5.00 for a Staff Shirt. The Camp will provide: room and board, workers compensation insurance, and laundry facilities; days off and break periods as prescribed by the American Camping Association.

CONDITIONS:

- A. Staff are forbidden to have alcoholic beverages on Camp premises or to return from day-off intoxicated.
- B. Staff are forbidden to have drugs/narcotics, other than prescriptions, on Camp premises. Prescription drugs must be reported to the Nurse.
- C. Smoking is to be highly discouraged at any time on Camp property. Smoking will be allowed only in designated areas, at designated times. Smoking is not allowed in any camp structures.
- D. A physical examination and doctor's statement of good health is required before reporting to Camp.
- E. Christian Community Standards are the responsibility of every Chanco employee: MUTUAL RESPECT AND ESTEEM, MANNERS OF POLITENESS, THOUGHTFULNESS, AND SEXUAL PROPRIETY.
YOU ARE EXPECTED TO "LOVE ONE ANOTHER WITH BROTHERLY AFFECTION; OUTDO ONE ANOTHER IN SHOWING HONOR". Romans 12:10

COVENANT:

I, HEATHER MARTIN, do understand and do promise to abide by the terms and conditions as laid out above and in the Staff Manual for Camp Chanco. I accept the stated position and duties. I do agree to serve in this capacity with commitment and constancy.

I, the Director of Camp Chanco, do pledge, in leadership, to provide direction in program, counsel in good faith, and guidance in community.

SIGNED [Signature], DIRECTOR; DATED 4/10/89

SIGNED _____, EMPLOYEE; DATED _____

Parent signature (if under 18) _____

PRINT NAME AS ON SOCIAL SECURITY CARD _____

FULL ADDRESS _____

BIRTH _____ SOCIAL SECURITY # _____

PREVIOUS YEARS EMPLOYED AT CHANCO _____ SHIRT SIZE _____

Please return one copy ASAP



Camp Chanco

On the James in Surry, Virginia

Diocese of Southern Virginia
600 Talbot Hall Road
Norfolk, Virginia 23505
Telephone: (804) 423-8287

Gene King
Director

Helen H. Luck
Registrar

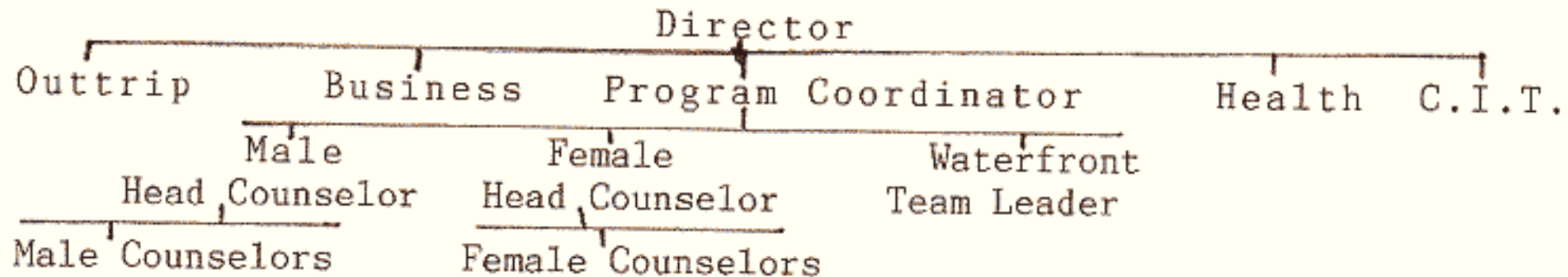
January 20, 1989

Dear Heather,

Having just got off the phone to you there seems to be no time but the present so thanks again for not yelling at me after so long a silence.

The Program Coordinator's position will take on more responsibility but will be shared with more of the staff. The P.C. is next in command to the Director and in charge when I'm away from Camp. The P.C.'s immediate staff aids are two head counselors and the WSI/team leader on Waterfront.

The Waterfront will be under the P.C. as a part of camp programs. The Waterfront will be run by a team of instructors led by one of them who will have a WSI. We will operate more as a team - I intend to be the 'coach', and the P.C., the 'quarterback' (I hope you like football). A diagram may be helpful:



The position pays \$2000.00 for a 9 week contract from June 12-August 12, 1989. Enclosed as well is a more detailed job description.

I feel that you have the skills and the maturity. You & I talked about the need and capacity to be forceful at times in order to be heard. I have the confidence in you that you could produce this at those times. If you are interested I would like to hear some of your ideas about the job. I look forward to hearing from you.

Sincerely yours,

Gene W. King

PROGRAM COORDINATOR

General Responsibility:

Facilitate and coordinate a general camp program which is safe, fun, and spiritually enriching for campers, and is cooperative and community oriented among staff.

Duties:

1. Work with the Coordinating staff in setting and facilitating program objectives.
2. Coordinate staff and logistics related to program.
3. Lead staff sessions dealing with program planning.
4. Provide a diagram or flow chart of the camp program to which staff and camper may refer.
5. Attend regular meetings of Coordinating staff to aid communication, cooperation, and evaluation.
6. Maintain a file on program ideas, plans evaluations for future reference.
7. Coordinate evening programs, special events and field trips.
8. Give a written weekly report to the Director regarding duties completed, plans to followup, problems dealt with, and recommendations for future reference.
9. Duties as assigned by the Director compatible with the above.
10. Responsible to _____ in absence of Director.

STAFF WEEK SCHEDULE

MONDAY

- 8:00 Breakfast
- 9:00 - 12:00 Community and Team Building
- 12:30 Crazy Hat Lunch
- 1:00 Ropes Course Training (Adventure Team)
- 1:00 - 2:00 Cultural and Aquatic Teams' Planning Period*
- 2:00 - 5:00 Get Camp Ready
- 6:00 Backwards Dinner
- 7:00 CPR Lecture
- 8:00 Training on Dummies (Bring Pillows)
(Those with certificates already must come to this.)

TUESDAY

- 8:00 Guided Breakfast Cookout
- 9:00 - 12:00 Camp Improvements
- 12:30 Gilligan's Island Lunch
- 1:00 -- 2:00 Planning Period for all Teams*
- 2:00 -- 3:30 First Aid Training
- 3:30 -- 5:30 Give Camp a Makeover
- 6:00 Roman Dinner
- 7:00 Gene's Program

WEDNESDAY

- 8:00 Pajama Breakfast
- 9:00 - 12:00 Make Camp Look Great
- 12:30 Slob Lunch
- 1:00 -- 2:00 Planning Period For All Teams*
- 2:00 -- 5:30 Make Camp Look Beautiful
- 6:00 Pirate Dinner
- 7:00 Skits and Songs

THURSDAY

- 8:00 Monk's Breakfast (Practice Skit)
- 9:00 - 12:00 Nature for All Counselors
- 12:30 Tacky Lunch
- 1:00 -- 2:00 Planning Period For All Teams*
- 2:30 Leave For Rafting Trip
- 9:00 Set Up Camp
- 9:30 Songs and Storytelling

FRIDAY

- 6:30 Wake-Up
- 9:00 On The River

SATURDAY

Day Off

- 6:30 Indian Night Practice and Rehearsal
Assignment of Parts

* After each meeting, minutes and lesson plans must be turned in to Heather.

PROGRAM PLANNING

MEALS -- International Lunch
Pajama Breakfast
Hippy Dippy Lunch
Jungle Breakfast
Gilligan's Island Lunch
Monk's Breakfast (Macho Monk)
Crazy Hat Lunch
Telegrams (singing or not to anyone)
The Terrible Tell All
Chanco Gizmo
Backwards Dinner
Roman Dinner
Slob Lunch
Pirate Dinner
Tacky Lunch
Lay Your Pistol Down Babe

BIG DAYS--Holiday Day
Mash Day
Wild, Wild West Day
Carnival Day
Medieval Day
Batman and Ghostbusters II

EVENING PROGRAM--^{See} Capture the Flag
Talent Show
TH Miss Chanco (Male Counselors 1st + 2nd session)
JUN Junior Miss Chanco (Male Campers 3rd + 4th)
The Tent Mate Game
Counselor Clue
Skits and Songs
W Dance
Relay Races
Campsite Campfires
F ^{New Games}

SKITS--Pillow Case Skits
Gadget Skits (guess what it is)
Batman
Name That Group
Little Nemo
Yellow Fingers
Make Them Up!!!

FUN GAMES--Mill Mill
Ha Ha
Going on a Bear Hunt
Murder
Electricity
Upside Down Dodge Ball
Ship Wreck
Goey, Goey

Heather Martin 1989



Camp Chanco

On the James in Surry, Virginia
Box 378
Surry, Va. 23883
(804) 294-3851

Diocese of Southern Virginia

Gene King
Director

June 26, 1989

Dear Parent and First Session Camper:

Please accept my sincere apology for the cancellation of Camp Chanco's first session. I am aware of all the spoiled plans, disappointed children, and makeshift childcare caused by this decision. This letter is an attempt to explain in detail what went wrong and to invite you to a rescheduled first session in the week of August 27, Sunday afternoon to Friday, September 1, 1989. It will end with Breakfast on Friday so not to interfere with Labor Day Weekend plans that you may have.

The number one question most of you asked was, "Why did you wait until the last minute to cancel!?!". It was a combination of driving determination to hold camp, last minute construction information, and untimely rain. I assume responsibility for not allowing a safe leeway between essential things being completed and campers' arrival. I finally decided that the odds were against a quality, safe, and fun experience for 1st session campers when several difficulties peaked on Saturday before opening day.

It was a week of juggling the effects of creeping construction, abnormal rainfall, on top of the demands of preparing program & staff. At the beginning of the week prior to 1st session, staff arrived for training and to tackle the myriad of things they must do to prepare their program and their campsites, not to mention a new camp.

I had entered into an agreement with neighboring Pipsico Boy Scout Camp to provide them with cooks in exchange for food preparation, mess tents, tables, and benches. On Tuesday, they found cheaper cooks and simply demanded out of the agreement. The mess tents they loaned us were incomplete and on Thursday, when we went for the tables, we were told that they needed them for their program. I ordered picnic tables which were to arrive on Saturday to be assembled, but were not received in time.

On Thursday, I was informed that health and water requirements were incomplete, but could be completed by Saturday. Saturday, I was informed that water for drinking would need to be brought in until samples were approved and that bathhouses, although bathing was approved by health inspector, would still have excesses of chlorine in the water for two or three days. I had been given no indication of these possibilities prior to this week.

The rain relented on Wednesday, and although mud had hampered mobility, parking areas and roads were drying enough to take fresh gravel. In the midst of the above circumstances, and the staff working doggedly to complete their tasks, an enormous rain caused the mess tent to collapse. Its cross beams, which Pipsico had failed to include, had not been secured yet. Efforts to raise the tent turned the area into a sea of mud. It was at that point, at 3 p.m., Saturday, with all contingencies seemingly strained to the limit, that I made the decision to cancel the first session of Camp.

The shining beacon of hope and encouragement, as well as energy, during that week was my staff; they worked daily, all day, planned program in the evenings, and ended each day with prayer together.


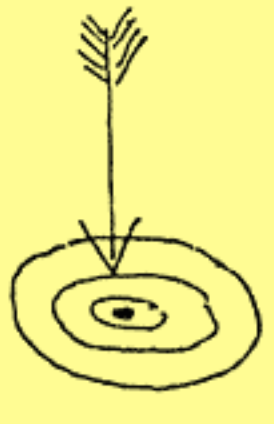


Enclosed is a response card for you to indicate whether you wish a refund or to transfer your child's registration to the rescheduled 1st session on August 27th. The new facility will be completed, ready for a quality, safe, and fun experience at Camp Chanco.

Again, I feel the pain, frustration, and anger you have experienced and endured due to this disappointment. I hope that we will be allowed to make it up to you in the future.

Yours in Christ,





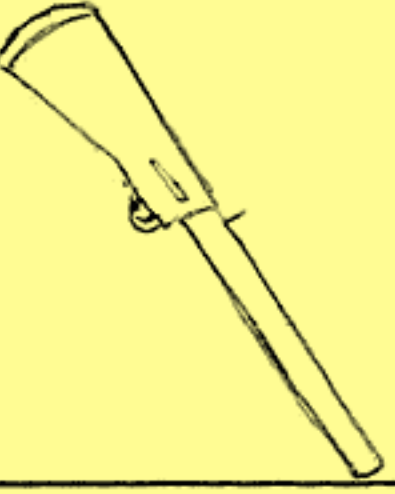
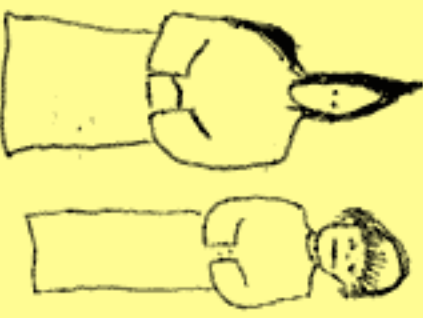

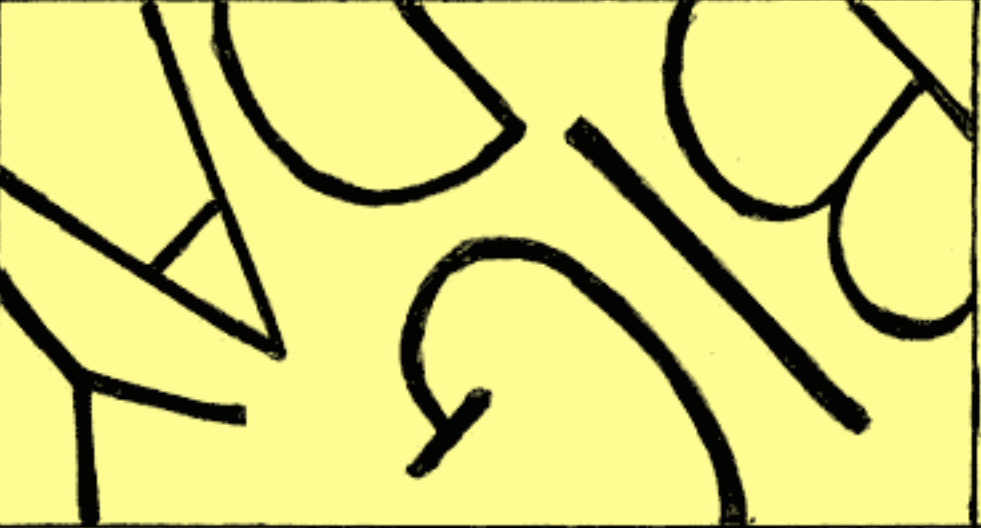

2ND SESSION

1989

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
REGISTRATION SWIM TESTS SKITS	PJ BREAKFAST RED, WHITE, + BLUE LUNCH CAPTURE THE FLAG	CAMPSITE CAMPFIRES	PIRATE BREAKFAST THE TENT MATE GAME	*MASH* CAPTURE THE FLAG	NEW GAMES GILLIGAN'S ISLAND LUNCH
SUNDAY  WATER FRONT DAY	MONDAY TACKY LUNCH MISS CHANCO CONTEST	TUESDAY  DRESS UP DINNER CHAPLAIN'S NIGHT	WEDNESDAY  COUNSELOR CLUE	THURSDAY  INDIAN NIGHT	FRIDAY See ya Next Summer Heather Martin Program Director

3RD SESSION

1989

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
 HI SWIM TEST SKITS SUNDAY WATER FRONT D A 	TACKY LUNC H  PILLOW CASE SKITS MONDAY HIPPY LUNGH 	 COUNSELOR HUNT TUESDAY * Dress Up Dinner EYEC PLAYERS	MONK'S BREAKFAST  Miss Chanco WEDNESDAY 209AWK2AB H2MUJ	OUT OF SITE DAY New Games THURSDAY 	 BYE!  HEATHER MARTIN Program Director FRIDAY

4th Session 1989

Heather Martin P.D.

<p>MONDAY</p> <p>Camp Chanco</p> <p>Swim tests Skits + Songs</p> <p>SUNDAY</p> <p>OUT of SITE DAY</p> 	<p>TUESDAY</p> <p>Slobch Lunch</p> <p>COUNSELOR HUNT</p> <p>MONDAY</p> <p>BACKWARDS BACKWARDS LUNCH LUNCH</p> <p>TALZONT SHOW</p>	<p>WEDNESDAY</p> <p>SHOWS</p> <p>TUESDAY</p> <p>DRESS UP DINNER + EYC + PLAYERS</p>	<p>THURSDAY</p> <p>CRAZY MAT LUNCH</p> <p>CAPTURE THE FLAG</p> <p>WEDNESDAY</p> <p>Water front Bay</p> <p>CHIANCO CHUDM</p>	<p>FRIDAY</p> <p>Miss Dr. Chanco</p> <p>THURSDAY</p> <p>INDIAN NIGHT</p> 	<p>SATURDAY</p> <p>Heather Martin Program Director</p> <p>FRIDAY</p> <p>Sooooooing</p> 
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WATERFRONT DAY

RACES - canoe by paddling with hands , *running in water*
sail boat rigging and derigging , *canoe tug of war*
swimming
X water polo (champions get together) , *speed spitting contest*
sand sculpture
ORANGE/NOSE PUSH RACE , GREASED WATERMELON

WAR - two teams
water balloons
flour bombs
indian pumps

DINNER - Luau
wear leis
pig roast
Hawaiin dancers
bon fire
water melon

FREE SWIM

Heather Martin 1989

CAMP SONGS

Father Abraham
My Tall Silk Hat
The Prunie Song
Mountain Dew
Ging Gang Gooly Gooly
Isaac a Zoomba
Charlie The Camel
The Buzzard
If You'll Be M-I-N-E Mine
The Austrian Song
The Three Bears
One Bottle Top
John Jacob Jingle Heimer Schmidt
Junior Birdman
Soldier, soldier will you marry me...
I'm Thinking
I'm a Little Piece of Tin
Old Mr Ford
Bunny Foo Foo
Hole in the bucket
3 wet pigs

RAIDS

Scream Raids (Wake everyone up)
Indian Raids (Early Morning Tie the counselor to a tree)
Mirror Raids (Arrange every thing in the chalets so it is reverse)
Love Raids (Leave notes and clean up chalets)

Heather Martin 1989

TUESDAY	2nd Session			
	9:00	10:00	11:00	2:30
WATERFRONT (green arrow) swimming	Matthew Mark	Martha Mary	Luke John	-----
sailing	Luke John	Matthew Mark	Martha Mary	campsite Matthew
canoeing	Martha Mary	Luke John	Matthew Mark	campsite Mark
ADVENTURE (red feather) ropes				campsite Luke
archery				campsite John
CULTURAL (blue teepee) indian lore	Matthew Mark	Martha Mary	Luke John	campsite Martha
camp crafts	Luke John	Matthew Mark	Martha Mary	campsite Mary
nature	Martha Mary	John Luke	Mark Matthew	
WEDNESDAY	9:00	10:00	11:00	2:30
WATERFRONT (red feather) swimming	Matthew Mark	Martha Mary	Luke John	
sailing	Luke John	Matthew Mark	Martha Mary	campsite Martha
canoeing	Martha Mary	Luke John	Matthew Mark	campsite Mary
ADVENTURE (blue teepee) ropes				campsite Matthew
archery				campsite Mark
CULTURAL (green arrow) indian lore	Matthew Mark	Martha Mary	Luke John	campsite Luke
camp crafts	Luke John	Matthew Mark	Martha Mary	
nature	Martha Mary	Luke John	Matthew Mark	campsite John



Camp Chanco

On the James in Surry, Virginia

Diocese of Southern Virginia
600 Talbot Hall Road
Norfolk, Virginia 23505
Telephone: (804) 423-8287

Gene King
Director

Helen H. Luck
Registrar

August 30, 1989

Dear Bishop Vache:

This ^{has} been a long and arduous summer. It was preceded with months of meetings and speculations about construction expenditures and delays. Preparations for camp, beginning concentratedly in May, was intense and back-breaking: clearing bush, creating whole new program areas, moving buildings and equipment from old to new camp, and using counselling staff as work crews while doing precious little training with them. The contortions we went through to compensate for construction delays ultimately caused me to call a final hour cancellation of the 1st session. That was certainly the bleakest hour, but not the most distressing. Stress upon stress continued through the summer as we worked with more and more delays on completion of the house, the dining hall, the office, the infirmary, even the bathhouses. The rapport between camp staff and contractors became more and more tenuous as they saw us as interference and we saw them as non-cooperative. The greatest trial came with the fiasco over moving the camp kitchen from old to new camp: after a week of operating out of the house kitchen to feed a hundred kids, we attempted a move in the midst of contractors' ongoing wiring, painting, & plumbing, a health inspection, food deliveries, and an eleventh hour volunteerism that finished what they should have started. This was all unmistakably due to the construction company's failure to come even close to their July 15th deadline.

The camp staff worked around every delay, every inconvenience, every drawback, giving constantly to maintain the program and to sustain the community spirit that reigned throughout the summer. Nevertheless, the van accident on the last day of the last camper session was poignant confirmation that we had pushed our endurance beyond sound judgement. It has taken every ounce of energy and resourcefulness that everyone had to give: daily vigilance for safety, adequate shelter, and acceptable food provision, interspersed with tasks of moving people and equipment between new camp, old camp, and the office in Surry - a thirty mile circuit. In the midst of this the program did not suffer and campers went home happy.

I have acted alone in the management of this summer camp program and budget; I take responsibility for poor public relations and budget expenditures. I was wrong to assume so much, and in retrospect, I feel it was wrong to attempt such a feat during the construction phase. I would recommend that the camp committee assume a more active role in planning the budget and steering the program plans with the Director. The choice was left to me and few questions were asked, even at the end.

I am now anticipating, with a sense of weariness and relief, your appointment with me tomorrow. Coming an hour after the last child departs from camp, I expect it to be a request for my resignation. Please accept this letter as my compliance and acceptance of your stated terms of severance. I will leave with the dignity that I, the staff, and the children, accomplished the task of creating a new spirit in the new Chanco.

Sincerely,

Gene King
Gene King

September 5, 1989

Dear Chanco Staff Community, 1989:

Enclosed you will find my letter to the Bishop written the night before he and the Rev. Bill Taylor came to meet with me at camp on Friday, Sept. 1. You will see that it's my letter of resignation and the Bishop did come to ask for it. I'm sure that by the time you get this letter you will have heard the news. I still write to you, not to inform you of it, but to share with you my feeling over it.

His reasons were: "too many gaps" in PR and making people welcome at camp, not enough communication with his office or the camp committee, poor judgement in assessing the need for help at camp, a "defiant attitude", poor policies in administering parent inquiries, and an accumulative bent for alienating people to the point of having "no friends".

I enclose my letter to the Bishop as a tribute to you and to thank you for being my friends. It was an experience that never will be again and we made it happen for the children because we made it together. I will always remember you as the community that gave me acceptance and made me feel loved.

If the next Director experiences half of what you gave to me, that person will be truly blessed. I know that you will bring to Camp next year the same energy, commitment, and resolve to make it work that you gave to Chanco this year. I only hope someone will make the fire work!

I don't know what to say about the Christmas Party except that I'll be there. Let's keep in touch and see what we come up with. My love and prayers are with you.



Gene King
4329 Fontana Ave.
Chesapeake, Va. 23325