

Welcome to the Camp Howe staff!



4-H Camp Howe, Inc
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**Exciting adventures, great people and incredible friendships; that's what a
Camp Howe experience is all about!**

Where you'll find us

Camp Howe is about two hours from Boston in the wooded area of Goshen, Massachusetts. The camp is located on 52 acres on the edge of the D.A.R. State Forest. The nearest body of water is right at our toe-tips. It's a lake called Lower Highland Lake.

The History of 4-H Camp Howe

In 1928 William F. Howe helped to arrange for the Hampshire County 4H to start a camp in a location that is now the Quabin Reservoir. During this year William Howe passed away and for the next summer season the Hampshire County 4-H Camp was billed as Camp Howe to honor this man who was loved and respected by 4-H members and leaders alike.

After these first few years of operation, Camp Howe moved around from place to place and finally, in 1935, settled in Goshen, Massachusetts. Over the years the camp has developed and grown into the wonderful 4-H camp it is today

Nature of the program

We strive to maintain the highest standards of a traditional co-ed Massachusetts camp. The intent of the program is to make sure that every camper is comfortable and happy with his or her achievements and limitations. Camp Howe is a traditional camp, which means there is a fair amount of structure and demand on the staff to be attentive and conscientious. The work is sometimes hard, but hardly burdensome, and for people who love children it's always a rewarding effort. It's a 24-hour job, but we think that's also the best way to look at life itself.

What we're about

In a word, we're about children-kids and teens-making sure they are safe, healthy, and happy while they spend a session or more at fun, play, and self-development. Our goals for our campers and staff are:

- ❖ To learn about the outdoors
- ❖ To learn to live, work and play with others
- ❖ To learn self-reliance
- ❖ To learn to get along away from home
- ❖ To increase confidence and self-esteem
- ❖ And to develop some new skills and interests.

If you can subscribe to these goals, if you have the skill, and the heart, and you love a good time we look forward to you joining our staff.

Program Goals

To create supportive environments for culturally diverse youth and adults to reach their fullest potential by:

- ❖ Providing a safe, enjoyable outdoor learning experience,
- ❖ Providing opportunities to develop leadership, social and group living skills while fostering creativity, independence and responsibility,
- ❖ Offering a choice of age appropriate programs that build confidence and self-esteem,
- ❖ Encouraging an understanding and respect for the environment, animals, agriculture, and natural resources,
- ❖ Building an appreciation and acceptance of the differences in people, and developing a caring community.

In keeping with the 4-H mission, 4-H Camp Howe goals are:

- ❖ To have fun,
- ❖ To learn about the outdoors,
- ❖ To learn to live, work and play with others,
- ❖ To learn self-reliance,
- ❖ To learn to get along away from home,
- ❖ To increase confidence and self-esteem,
- ❖ To develop some new skills and interests.

The most readily identifiable, general educational objectives for 4-H Camp Howe are the processes that may be related to five life-skill areas:

Self-Understanding - acquiring secondary skills, which support the development of self and which, aid others in pursuit of personal potential;

Communicating - artfully exchanging thoughts or information verbally and non-verbally to enhance cooperation and learning;

Decision-Making - recognizing life as a sequence of events, a pattern of steps, or a progression of challenges that require choices at each level; learning to learn; using the scientific method; fostering a spirit of inquiry to lead one around, over, or through obstacles encountered;

Managing Resources - using acquired knowledge to contribute to humanism while preserving and protecting the natural environment;

Coping - contending with difficulties which may arise unexpectedly in our changing environments and learning to act in order to survive those challenges without physical, social, or psychological suffering and with possibilities for growth in any or all of those areas.

4-H Motto:

To Make the Best Better.

4-H Slogan:

Learn By Doing.

4-H Pledge:

I pledge my Head to clearer thinking
My Heart to greater loyalty,
My Hands to larger service, and
My Health to better living,
For my Club, my Community, My Country, and my World.
With liberty and justice for all.

The Integration of the 4-H Pledge into Camp Howe's daily life:

The 4-H mission, the pledge, the motto, and the slogan provide the basis for maintaining the rich traditions of Camp Howe. These traditions are taught to enhance and expand the learning experience. At camp, the four H's (Head, Heart, Hands, and Health) serve as guides to forming decisions about daily living, while the four areas (Club/Camp, Community, Country, and World) serve as reminders of the many facets of our interaction with our surroundings. Our six-day structure affords a perfect vehicle for incorporating the pledge in the daily life of camp. Sundays are for an introduction to the pledge; Mondays highlight Head and Club, Tuesdays for Heart and Community, Wednesdays for Hands and Country, and Thursdays for Health and World. Fridays at Candlelight Ceremony two children are chosen to represent each "H" and the two children who best represent all four "H's" are chosen as "Camp Spirits." Our daily inclusion of the criteria for selection should make Friday's honor more comprehensible and thus more valuable.



Head: Learning to think, make decision, understanding "why's" and "how's," and gaining new and valuable knowledge.



Heart: Being concerned about the welfare of others, accepting responsibilities as citizens, determining values and attitudes by which we live, and learning how to live with others.



Hands: Gaining new skills, perfecting skills already known, develop respect for work and pride in accomplishment.



Health: Practicing healthful living, protecting the well being of self and others, and making constructive use of leisure time.

Programs

Junior Program

This program is for children ages 7-12. Campers will experience all of the great programs camp has to offer.

Day Camper Program

This program is for children ages 7-12 or campers in the ECHO Program who are not ready for an overnight experience. They will be placed in a cabin and spend the day with their cabin group going to all the great activities. Day campers report Monday - Friday. Arrive daily at 8:30 am, check in at the camp office. Day Campers are to be picked up at 5:45 pm daily.

Teen Program

An exciting outdoor program for teens ages 13-17. Campers must be 13 as of September to be eligible. This experience focuses on developing leadership skills, teamwork, trust, commitment, responsibility, and self-awareness. Challenging activities include rock climbing; a low ropes course, skeet shooting, off-sight camping, hiking, water sports, creative arts, and group recreation. Teens will also be able to sample from our general camp activities throughout their stay. Teens may choose to register for any of the three two week sessions, or our one-week program during the weeks designated.

Counselor In Training (CIT) Program This program requires a four-week commitment over two years. CIT's go home on the weekends unless arrangements are made with the Camp Director. A CIT receives leadership and development training, shares cabin responsibilities with counselors, and learns to apply teaching skills in program areas of their choice. All youth, ages 15-17, interested in learning to become camp counselors are encouraged to apply. (The course does not guarantee a counselor position upon completion. If upon completion CIT is still under 18 they may volunteer as a Jr. Counselor) Space is limited. Write, call, or e-mail for additional information. Separate application necessary to apply, please ask.

ECHO Program

The ECHO Program is a program dedicated to the inclusion of individuals with Developmental Disabilities. The philosophy of ECHO is built around the premise that camping is for the camper. The camper is an important person to be accepted unconditionally. If it is agreed that camp is for the camper and conducted for the camper then we, as leaders must unselfishly give of ourselves to see that this philosophy is carried out. We must not only believe this but we must have strong commitments to the camper's needs, which come first and foremost. We will have to work hard to achieve this end because the ECHO camper's needs are many and magnified to a

greater degree than most of us realize. S/He has probably lacked opportunities for developmental experiences and social interaction. Consequently, our leadership efforts and focus will be focused on helping the disabled camper to become more independent, self-sufficient, and socially adept; to build self-confidence through successful achievement, to strengthen self-respect by giving this and accepting him/her as a person. In brief, our primary goals are as follows:

- ❖ To promote a greater degree of independence,
- ❖ To encourage social integration within the camp,
- ❖ To teach leisure skills,
- ❖ And to have a blast!! Without fun, the other three goals become difficult to achieve.

"Most of us are ordinary people seeking extraordinary destinies. The disabled are extraordinary in that they seek but an ordinary destiny." -Balzac.

Accommodation

Camp Howe's rustic cabins are all-wood construction, with screens, doors and have bunk capacity from 10 to 24 beds in each cabin, providing a total of 160 beds. The unheated cabins are equipped with lights, electricity, bunks and mattresses. Although mattresses are provided, staff members should bring their own bedding, ideally a sleeping bag.

The camp is separated into boy and girl's units each with centralized bathhouses with toilets and hot showers.

Meals

Our licensed kitchen offers a variety of menu options tailored to meet the dietary needs of our diverse camper & staff population. Vegetarian options and salad bar are always available. The food at Camp Howe receives high praise from the campers and staff. The head chef works to prepare menus that are varied, appetizing to kids and teens, and healthy overall. There are three meals a day served and entirely prepared in the camp's kitchen. The chef also prepares a great vegetarian option for each meal.

The Environment

Because we live in very simple cabins, we are very much affected by our natural surroundings. Small animals inhabit the wooded land as do a variety of insects such as bees, flies, and the annoying mosquitoes. While usually none of these creatures are dangerous to us, they can be a nuisance and it can take some time to become accustomed to them. The terrain of the camp is quite rocky in places where roads or paths have been cut. The weather can be quite changeable with heavy rain or very hot days and cool evenings. For these reasons we suggest a variety of clothes.

Long sleeved shirts, long pants, and sweaters to protect from the cold and insects.

Short sleeved shirts and shorts for hot days.

Raincoats or ponchos and waterproof shoes or boots for the rain.

Everyone must wear socks, which cover the ankles and sturdy tie shoes, tennis shoes, or boots to protect us from the rough terrain.

We do our best to assist you in obtaining the clothing and equipment you need by lending from our camp supplies or providing the business manager with your list and your money for purchasing. Flashlights, batteries, insect repellent, stamps, and stationary are all available through the camp Trading Post. The more prepared you arrive, the more quickly you will be comfortably settled.

What the Camp Howe Experience means to you

With all this emphasis on the campers, what can you expect from a Camp Howe experience?

For one thing, you will be in a beautiful area of the country with an opportunity to be enriched, challenged, and rewarded.

You can expect the kind of fulfillment that can come only from working with children of all ages. You can expect the kind of satisfaction that comes from being part of a dynamic team that has clearly defined achievable goals. You can expect the kind of feelings that come from developing relationships with children and your peers of mutual trust, loyalty, and admiration.

During a season that begins one week prior to first camper arrival and ends two days after the last camper leaves, you will have all weekends off with the exception of one and you will be responsible to work 2 evenings a week.

And speaking of time off, at Camp Howe it's really more than that. For one thing, all staff have full access to the camp facilities and many staff members actually take a "busman's holiday" right on campus for one or two of their days off. Also, you are within an easy day trip of the sights and sounds of Western Massachusetts, and many other famous New England sites!

In short you get to spend a summer working with like-minded people from many nationalities at an occupation that's both satisfying and remunerative.

What we look for?

Camp counseling is not an easy job and can be difficult at times. In order to do well in camp, it's important to have a genuine interest in children.

Job satisfaction has to be a key element in your desire to work at a summer camp. Since camp counseling positions, for the most part, do not pay as well as other summer jobs, the rewards you derive from working with children must be significant.

Some questions you might ask yourself in order to evaluate your potential for success at Camp Howe are:

- ❖ Have you enjoyed working with children previously?
- ❖ Have you had a positive camp experience as a child?
- ❖ Have you ever worked at a summer camp before?
- ❖ To what extent have you worked with children?
- ❖ Can you live with children on a 24-hour basis?
- ❖ Can you adjust to the camp community with its rigid schedules, rules and regulations?

Enjoying children is critical. Being able to relate to children and assume responsibilities of supervision and care for children are essential qualities of a successful staff member.

Personal Matters

First, we expect every staff member to be clean and well groomed at all times. Camp Howe is a non-smoking environment. There is also no alcohol consumption, use of drugs, and similar matters on camp. We will go into more detail with this during staff orientation. Clothing and laundry

During orientation we will give you a staff shirt that you are required to wear the first day of each session campers arrive. For the rest of the session we expect you to dress appropriate to a rustic setting. This also includes proper footgear for rugged terrain and athletic situations. We all set an example for the campers and the area of clothing is particularly important including wearing proper footgear at all times.

When you get paid

Your salary is for a period starting about one week before the arrival of the first campers and ending two days after the last camper leaves. In addition to your counselor and program instruction duties, all staff members participate in preparation for the camp season, including setting up your cabins, setting up equipment and outfitting the waterfront.

Your salary, negotiated in advance and stated in your contract, is based on your responsibilities, skill levels, and experience. The full salary is for a full seasons work. If you are required to leave for any reason, your salary will be prorated on the basis of number of full days worked divided by the number of full days in the full season. During the summer season there will be four salary payments, about one every two weeks.

Health coverage

As an employee, you are covered by workman's Compensation Insurance. In addition, for minor cuts and bruises and other minor complaints, you may visit the camp infirmary, which is staffed by licensed medical personnel. For any other medical treatment, not camp related, you must provide your own medical and accident insurance.

Staff

We have 1 year round administrative staff. Summer administrative staff increases to about 7 total. There are 100 campers or so during each session. There are about 40 staff members. Cabins average ten campers a piece with 2 counselors assigned to them. Campers come mainly from the New England states but we do have a few from all over the country.

Staff come from all over. We hire locally, nationally and internationally. Our staff are very diverse and multi-cultural and we encourage you to bring your culture with you. Each country will have a flag raised at camp and we like to have each country represented share their national anthem so be prepared! Therefore, we encourage you to bring with you anything that may help you in this - music, pictures, slides, or posters, samples of money, books, clothing, stories, recipes...Your sharing is very important to us.

An Average Day

Is there such a thing? Generally, action begins around 6:30 a.m. (Polar Bear at 7:00 a.m.) when you wake campers. Breakfast is served at 8:00 a.m. and often campers do their housekeeping chores after breakfast. The rest of the morning is for activities you plan with the kids or a scheduled activity like swimming. You may teach outdoor skills or plan crafts followed by a game time or hike. Perhaps you will plan a picnic or cookout instead of lunch in the dining hall. We encourage a rest hour after lunch for napping, writing letters, or doing other quiet activities. Your afternoon may include swimming lessons and getting ready for an overnight. Supper in the dining hall is at 6:00 p.m. In the evening, you may have a meeting to plan more activities, have an after supper swim or have the nature consultant help your group with a night hike or stargazing. Making ice cream or having a campfire on a lazy evening are other possibilities. The children head for bed around 9:00 p.m.

Doesn't it all sound nice? Now you add the challenges: a homesick camper, a child with a cut finger, a very hot or rainy day, you feel hot and tired, the boys don't want to go to sleep. . I must tell you - this is very demanding work! There are days when you may feel out of sorts then still have girls who are counting on you. The hours are long, you often get dirty, and there are days when it seems that everything goes wrong or that there's no time for yourself. You may be asked to do all kinds of things - take a sick child to the infirmary, help out at the waterfront, gather supplies for an activity, do one more thing when all you want to do is sit down-- and still we ask what may seem impossible - for you to keep good spirits and carry on. If you're looking for an easy summer vacation, this may not be the job for you. If you are looking for a challenge, a chance to make a difference in a child's life, and to meet many different kinds of people, you've come to the right place!

Some of the programs we offer:

The Waterfront Programs

- ❖ The Waterfront program offers a wide range of water-based activities including swimming, canoeing, kayaking, Sport Fishing, and sailing. In each of these activities, the main aim is to provide an atmosphere where campers can learn, have fun, and progress in their abilities. Each day we provide the whole camp with an hour-long free swim. This gives campers the opportunity to swim at their leisure or to enjoy some fun in the sun on our beach.
- ❖ Camp Howe offers swim lessons as an assigned activity. The lessons combine the ideals of the Red Cross structured swimming lessons with fun water activities. The lessons are instructed by WSI-Water Safety Instructors. The Canoeing Program gives campers the opportunity to learn basic paddle strokes and get a feel for what canoeing is all about. The skills and techniques taught have been incorporated into fun water activities.

The Archery Program

- ❖ An exciting activity where the art of archery can be learned. Campers learn how to properly hold, aim and fire a bow safely. Bows of various types and weight are available to suit each camper. Standard archery targets are used. For campers aged 10yrs+ only!

The Adventures Program

- ❖ Camp Howe has an amazing Adventure Zone consisting of low and high ropes elements. Campers will meet many exciting challenges in this area and play many great adventure games.
- ❖ The 40-foot climbing wall is one of the camper's favorite activities. The wall has many routes to the top, some simpler than others, allowing novices to build their confidence before moving onto more challenging routes. With so many handholds available, no climb is ever the same. This program area is one of the best for developing a team spirit, where individuals on the ground can advise and encourage the climber on the best way to overcome the wall and reach the top. It challenges every climber whether novice or expert.

Environmental Education

- ❖ The nature program at Camp Howe takes campers into the woods to learn about how the camp's unique ecosystem and wildlife relate to their own life and home. Through hands on experiments, challenges, and crafts, campers have fun learning about their environment at Camp Howe. With the DAR state forest as our backyard, imagine all the great exploring!

The Arts & Crafts Program

- ❖ Various crafts projects are offered to campers to challenge each individual. Some projects are weaving, painting, bracelet making, candle making, bead buddies, hand building (pottery), and many more.

The Farm Program

- ❖ One of the most popular program areas where the kids can learn about animal care with the great variety of farm animals that camp has to offer. Campers can "adopt" a cow, pig, goat, sheep, chicken, or rabbit to learn about and take care of during their stay at camp! Campers can also volunteer to help look after the animals. Each morning they can go down to the farm with the Farm Instructor, and help feed the farm animals. There are plenty of other projects to do on the farm, too! This year we have yummy new vegetable beds and a colorful flower garden!

The Drama Program

- ❖ The drama department is full of fun and entertainment. In this program campers learn acting skills and play lots of acting games. Campers can also participate in a weekly play put on for the camp as well as a talent show.

Summary of What you will need paperwork wise to meet this states regulations. If you do not have these, unfortunately you will not be permitted to work at Camp Howe. Camp Howe is responsible for obtaining Obtain criminal offender record information and juvenile report (CORI/Juvenile Report) from the Massachusetts Criminal History Systems Board (CHSB) and Sex offender registry information (SORI) check from the Massachusetts Sex Offender Registry Board (SORB) for ALL staff.

1. MA Resident

- A. Prior work history for previous five (5) years including, a name, address and phone number of a contact person at each place of employment.
- B. Three (3) positive reference checks from individuals not related to the staff person.
- C. Self-reporting of any felony conviction.
- D. Obtain criminal offender record information and juvenile report (CORI/Juvenile Report) from the Massachusetts Criminal History Systems Board (CHSB).
- E. Sex offender registry information (SORI) check from the Massachusetts Sex Offender Registry Board (SORB).

2. Out of State Resident- Staff person whose permanent residence is outside MA:

- A. Prior work history for previous five (5) years including, a name, address and phone number of a contact person at each place of employment.
- B. Three (3) positive reference checks from individuals not related to the staff person.
- C. Self-reporting of any felony conviction.
- D. Obtain CORI/Juvenile Report from the Massachusetts CHSB.
- E. SORI check from the Massachusetts Sex Offender Registry Board.
- F. Obtain a criminal record check, or equivalent where practicable*, from the staff person's state of residence. Information can be obtained from the state's criminal information system, local chief of police, or other local authority with relevant information. The availability and process for obtaining criminal history information from the other states can be found at www.state.ma.us/chsb/table_states.html.

3. International Resident - Staff person who currently lives outside of the United States

- A. Prior work history for previous five (5) years including a name, address and phone number of a contact person at each place of employment
- B. Three (3) positive reference checks from individuals not related to the staff person
- C. Self-reporting of any felony conviction.
- D. Obtain CORI/Juvenile Report from the Massachusetts CHSB.
- E. Obtain a criminal record check, or equivalent where practicable*, from the staff person's country of residence. Information can be obtained from the country's criminal information system, local chief of police, or other local authority with relevant information.
- F. International staff who have previously **been in the United States**: obtain a SORI check from the Massachusetts Sex Offender Registry Board.

Questions

If you have any questions, be sure to contact us. You can call our office number or email us at camphowe@yahoo.com Be sure to check out our website for more information on the camp, campers and programs that we offer.



What to Bring

Health

- Medication clearly labeled in original bottle (this includes vitamins)
- Health form signed by a doctor

Basics

- Pajamas or Sweatsuit/Oversize T-shirt
- Swimsuit
- Protective Suntan lotion SPF-15 or higher (*no spray cans*)
- Insect Repellent (*no spray cans*)
- Sun hat with wide brim and bandana
- Underwear
- Socks
- Sturdy Shoes and/or sneakers (**no sandals**)
- 1 pair of wet shoes (*old sneakers for boating/swimming*) *
These may get ruined.
- Jeans or long pants
- Raincoat or poncho, rain hat and waterproof boots
- Toilet articles (*soap, shampoo, toothbrush and paste, comb*)
- Towel
- Shorts and T-shirts
- Sweatshirt or summer jacket
- Shower Shoes (shoes to wear in shower)
- One dress outfit for closing ceremony (preferred but not required)
- Trunk or crates for storage

Gear

- Sheets and blankets or Sleeping Bag (*Sleeping Bag is only needed if you will be going on an overnight*)
- Pillow and extra case
- Laundry Bag with name for dirty clothes (*mesh bags are good for air flow*)
- Flashlight and extra batteries
- Plastic cup, plate and silverware for cookouts in a large baggie or bag (*does not have to be a mess kit - must be reusable*)
- Water bottle with strap
- Day Pack (backpack)

Optional Gear

- Stationery and writing supplies
- Camera and film
- Dress-up crazy clothes for skits/special in-camp activities

For Aquatic Activities

- Extra towels
- Boating shoes or aqua socks