

# Trust, Values, and Commitment

## Trust

- I must trust that you are here for the right reasons. That you are a good fit for the culture of this camp.
- I must trust that mistakes that are made are not made with any ill intent.
- I must trust that people make honest efforts to work on their effectiveness as role models and serving in their given capacity.

## Values

- You need to read every word of the materials provided, and carefully consider all the values that are espoused. If you do not fit some of them, I must trust that you will cleanly communicate those to me verbally or in writing as soon as you are aware of them. Without that trust, a long relationship is not possible. There are many easier places to work, and I invite you to work at those places if easy and comfortable are what you're looking for.
  - o Are we a match
  - o Top 10 Reasons Staff Don't work out
  - o You thought you knew
  - o 100Percent In
  - o Expectations review
  - o Staff & Camper Community
  - o Selfless
  - o Trust, Values, and Commitment
  - o Welcome Package and Paperwork Pack
  - o Top 10 Reasons
  - o The Modern Hero
  - o Have the Right Stuff
  - o What is a Counselor
  - o Performance Standards
  - o Sample Week
  - o The website as a whole
  - o and the staff manual

## Commitment

- We make a commitment to one another based on that trust and those values. That commitment must be taken with every seriousness and solemnity. You offer your honorable word.

### On being with children

Everyone except the kitchen staff, maintenance staff, and village leaders (who service elsewhere usually precludes the opportunity), is a counselor for all or part of the summer. When you're a counselor, which may be for the whole summer, your sentiment is as if you won the lottery. Everyone means everyone, and myself as the director, I take a cabin as a counselor for a week or two. If you are not a counselor, and you don't feel this way, you need to find a different camp to call home for the summer. Camp Augusta is centered around counseling. If you're unsure, please spend the summer at another summer camp and then apply here.

When asked what makes the difference between excellence and average, I need not consider my answer. It is definitely a heartfelt and soulful love, truly, for the company and development of children. Children feed, not sap, your energy.

### All for one, and one for all

I don't need anyone to work for me; I need everyone to work with me, and everyone else. We need everyone to be traveling the same path. If people stumble off the path, it is everyone's – *your* – responsibility to tap them on the shoulder and help them back on the path. There is no hierarchy or use of power at camp – see the Flat Hierarchy and Consensus document available in the staff manual or the "Camp Augusta Difference" page. No one can make you do anything you don't want to, and no one will ever get in trouble. Punishment and guilt and "buddying" people don't exist here in any form. Instead, what we have is a value system and clarity about what is needed from those working on realizing our mission and vision. If you are a good fit for those values and needs, to live in such an environment is a pleasure.