

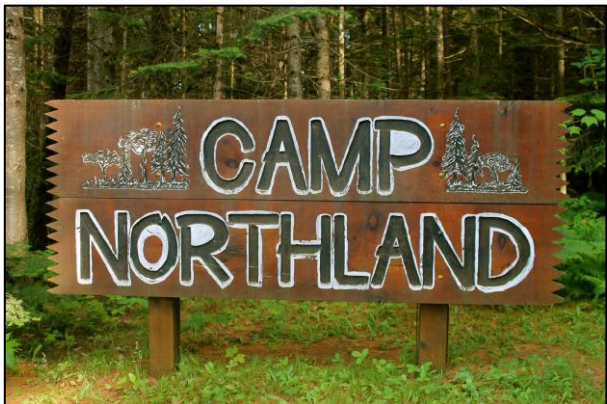
# International Staff Guide



*Updated*  
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## Welcome

We are so excited to have you as a member of our amazing team at Camp Northland and we hope this guide will give you some helpful information about what to expect when you arrive in Canada and be ready to spend the summer at Camp Northland. When you initially arrive at camp, you may be a bit nervous, but you will soon realise that this is going to be a fantastic experience. This guide will help you understand about our camp specifically, and what we recommend you bring from home. Programs and duties mentioned in this guide will be elaborated on during Pre-Camp and please note that many of our policies, procedures, rules, regulations, insights and reference materials can be easily reviewed and can be found on our website [www.campnbb.com](http://www.campnbb.com).



## Full Time Staff

The camp operates year-round with only five full time staff. Simon is the Camp Director and Executive Director of the parent organization. Adam is the Associate Director and will help with many day-to-day matters throughout the summer. Denise is the Administrative Director and registrar who works out of the Toronto area office all year. Alex is our year round Office Manager and Registrar and just joined our team this spring. Rob is the Maintenance Director and lives on site maintaining the 750-acre property year-round. The seasonal staff team is comprised of approximately 160 youth and young adults just like you.

## Pre-Camp

Pre camp is a week-long preparation prior to the campers arriving. This week is used for orientation, camp set up, staff bonding, cabin placements, specialised counsellor introductions etc. We want the staff to be prepared and settled in before the campers arrive. The first day of Pre-Camp, the bus will collect the international staff from the office in the city (Thornhill - which is a suburb of Toronto), and drive you to camp in the afternoon. This drive typically takes between 2.5-3 hours. You will then be shown a cabin to take your bags to temporarily until cabin allocations are made later in the week. There will be ice breaker activities for the staff to bond with each other, and once you've participated in the basic orientation, and settled in, a meal will be served.

It can be overwhelming at first as you are arriving to a new location, in a new country with all new people and a new culture. Many have done this before you and almost always experience tremendous success and love for this truly positive and life-changing experience. The main thing to remember is all of the new international staff are feeling the same way as you. Most of you will arrive on your own, from your respective countries but everyone is looking to make friends and have a great summer together. Don't ever lose sight of the fact that many of the local Canadian staff are new to this experience as well so jump in, be a leader and help to set the tone for a great summer.

The first couple of days will include a camp tour, a basic swim assessment, head lice checks (make sure you do this at home first to avoid any embarrassment or charges for remediation), emergency procedure drills, group bonding activities, some down time in the sun, and three meals a day, plus many, many snacks. This week will be enjoyable, and allow you to get into a routine before the campers arrive.

Don't forget, both local and international returning staff will be more than happy to help with any questions you might have. Your first few days at camp can be a rollercoaster of emotions, however soon after arriving, you will make plenty of new friends and co-counsellors, both new and returning staff – just in time for the camp to be filled with excited children.

## Camp Life

Camp Northland is split into boys and girls areas for sleeping, washing, showering, and toilets and then further divided by age groups. There are several sets of gender neutral washrooms in main areas of camp to supplement the main washhouses. The senior shift campers are older (completed grades 7-9), therefore have a later wake-up, later meal times and certain activities later at night. Junior shift (grades 1-6) wake up, eat meals and go to sleep a little earlier. For more details regarding a typical day at camp, please see our website; [www.campnbb.com](http://www.campnbb.com).

	GRADE	BOYS	GIRLS
Junior	Grades 1 - 4	Section I	Unit 1
Shift	Grades 5 & 6	Section II	Unit 2
Senior	Grades 7 & 8	Section III	Unit 3
Shift	Grade 9	LTP Boys <small>Leadership Training Program</small>	LTP Girls <small>Leadership Training Program</small>
Counsellors in Training	Grade 10	CIT Boys	CIT Girls

Camp days are long; however this is to allow us to pack as much fun into the day as possible. Junior shift and senior shift will have separate set times for wake up, bedtime,

meals, activities, etc.; however the camp comes together as a whole usually once a day for “Flagpole”. This allows the campers to interact with each other, the specialised program counsellors and spend time with their siblings who may be in separate camp shifts.

After a full day of scheduled programming, the staff will take turns sitting Night Duty, however if you are not on Night Duty, you are invited to attend a late-night snack and staff (just for fun) program once the kids have gone to bed.



Other than keeping busy with the campers, there are opportunities for your days off to be spent at camp or if you want, you are able to travel 20 minutes into the nearby town of Haliburton. The cost of a one-way fare is \$45 per taxi which can hold and be shared by up to six people - (remember Canadian dollars are not quite as painful as US or EU currencies). Your days off are arranged in advance therefore you can usually find other staff members to share this cost with you. Keep in mind the drivers only accept cash, so it is always a good idea to have some small denomination notes with you for your days off. Bring this small change with you as well as some cash to spend so you can avoid the need to seek cash advances against your salary.

## **First Day with Campers**

This is one of the most exciting days of camp, as suddenly the whole place comes to life. This is the day you’ll meet the campers that you’ll be living with. It’s quite a busy day with campers coming together after time apart, or perhaps coming to Camp Northland for the first time. This day is made easier by the fact that the staff have already spent some time with each other prior to the campers arriving. The camper’s bags will arrive the day before, in which time we will know the cabin placements and can move their baggage into the correct cabins. The returning staff are very experienced with the whole camp routine, and will be able to help you. It is important to just have fun and use the first day to get to know your campers.

Campers arrive by bus around midday; there will be a big group introduction and welcome to camp. The campers will then be told their cabin placement, and if the weather is good, they will have swim assessments, cabin photos, a tour of camp, unpack bags, set up cabin time, cabin bonding time and ice breaker activities. The weather at camp can be unpredictable. You can expect many warm/hot days (22-30 Celsius) and cool nights at times (possibly as cool as 6-7 degrees Celsius).

## **Jewish Shabbat Dinner**

The majority of our international staff are not Jewish, and we like to welcome staff from around the world, from different backgrounds and religions. In doing so we promote

diversity and inclusivity within our camp. Most of the campers are Jewish but typically come from secular (non-observant) backgrounds. The camp celebrates Jewish tradition, sense of pride and identity more so than ‘religiosity’.

Most Jewish households come together every Friday night for a dinner called ‘Shabbat dinner’. Shabbat is to celebrate the beginning of the Sabbath (day of rest), which in the Jewish calendar begins early Friday evening (just before sundown) and ends just after sundown on Saturday. You will learn more about what is involved during your time at camp, but don’t be worried as most international staff are coming to camp with little to no knowledge of Jewish culture. This learning is part of what makes the experience so engaging and rewarding. The camp does not judge or try to change anyone – Jewish or not.

We suggest bringing nice, dressier clothes to be worn on Friday night, preferably in the colours of blue and white. The campers and staff usually come to dinner every other night in their casual comfy clothes, but Friday nights we encourage everyone to dress up a bit nicer.

In general terms, the camp does not have a dress code except to say that you must always be dressed appropriately for the activity or event. Don’t wear a bathing suit to rock climbing or sandals to tennis! Shabbat dinner is the same idea, come with a respect for the tradition – nicer blue/white clothing is the preferred choice here.



## Special Events

- *Socials*

There are many opportunities to dress up with the campers and other counsellors for a fun event, or an evening Social. Socials are basically a dance party or disco held usually on a Saturday night. The staff and campers typically dress up in crazy costumes, goofy or colourful clothes and have a fun couple of hours dancing to a DJ and disco lights. The returning staff will have plenty to share around, but if you want to bring a specific outfit from home, it's always encouraged.



- *Maccabiah & Olympics*

Both the Olympics and Maccabiah are special event days held during the summer. They are similar to a school sports carnival where the whole of camp is divided into different teams for the day. The teams are competing against each other in sports and non-sports challenges throughout the day and placed for first, second and third medals. As a general rule, you are there in a counsellor's role to supervise, motivate and participate in different events. Help out wherever you can, and ask for things to do during these events. There is no preparation needed, but it has been recommended to give you some information prior to camp so you are aware. Maccabiah teams are Israeli city names (there is a connection between the Jewish people and Israel) and Olympic teams are different countries.



- *Visitors Day*

This can be a difficult day at camp for staff and campers as the homesickness kicks in for a lot of international staff as you're going to see a lot of people with their families. Many of the local staff might have younger siblings, therefore their parents are visiting too. It's important to know that it's coming up, but it's really easy to keep yourself busy during that time. It is towards the end of camp for first period campers (there are two main periods), so you will feel a change in the campers who are also feeling a bit homesick.

You will get to meet the parents of all of your campers, which is nice. Most of the parents will come and thank you, there will be some who have comments, and you may get

update from your supervisor afterwards. The parents visiting for the day can be a good opportunity to take feedback and alter things to give the campers an even better experience for the remaining few weeks.

## Packing List

Our recommendation is to pack for camp life, where things will likely get sandy and dirty. Dress comfortably every day, to allow you to participate in camp activities. The numbers shown below are only guidelines. We recommend you bring as many items as you can fit into your luggage. Also, keep in mind, laundry is done offsite approximately every 10 days; therefore to save space in your luggage you will need to be prepared to re-wear the same shirts and shorts over a couple days.

Packing List			
t-shirts	5	underwear	10
singlet tops	5	socks	10
shorts	5	swimwear	2
track pants	3	rain jacket	1
sleepwear	2	flip flops	1
hoodies	2	sneakers	1
hat	1	sunglasses	1
beanie	1	dressy clothes*	1
rain boots (optional)	1	costumes*	2

*\*We recommend you bring some costumes for such times when the staff want to dress up and the dressy clothes may come in handy for a night off when you go into town, or for a Friday night Shabbat Dinner at camp.*

## Toiletries

To avoid overweight charges on your checked baggage for international travel, it might be good idea to purchase some of these items when you arrive in the city of Toronto. You may also be able to replenish your toiletries on your days off if you chose to go into the nearest town, Haliburton.

Packing List	
toothbrush	toothpaste
shampoo	body wash
deodorant	sunscreen
bug spray	bug afterbite

Bug spray is most effective with the higher percentage content of a chemical called 'Deet'. While we can't say this is best for the environment or long term on skin – it is unquestionably the most effective tool to keep bug bites under control. Most local staff will not hesitate to use this protection.

## Bedding/Towels

You will want warm options for night time (long pyjamas are great). If you have the room, bring a sleeping bag, in addition to a comforter, sheets, and a pillow. Alternatively, you can buy these items here in town or accept a loan from the camp for one or more of these items which have been previously used but have been laundered.