



Leadership Program Description 2023

When camp closed for summer 2020, we did some creative thinking about our leadership program. After much thought, in 2021 we welcomed returning and new campers who completed ninth grade to a redesigned older camper program as the first-year of the leadership program. As a staff team in 2022, we confirmed that we continue to like the redesign, and simultaneously agreed to continue to evaluate and tweak the program annually as needed. For 2023, a significant change is renaming each year of the Leadership program. The BC Leadership program will continue to include challenges, training, and ample opportunities for camp fun! We are excited to share them!

BC Leaders are completing 9th grade and will live in lower level cabins that have always been for older-campers. Leaders can join camp for any session or combination of sessions. The Leader schedule will be the same as the camper day-four choices of activities daily. In order to support the Leaders in thinking about the activities they might want to develop more skills, Leaders will choose three activities to focus on more deeply. The program also includes a five-mile hike challenge, an off-camp overnight, a service component (on site or in the local community), and participation in a BC Leadership conference on site. As always, the program is flexible enough to add other activities that we might design or that the leaders suggest. Like all camp community members, each Leader has a daily cabin or community job. Some additions to the program: 1) special evening programs may be designed 2) activities may be open after regular activity hours for advanced instruction. 3) a later evening routine including time to socialize in the lodge with others in the leadership levels 4) optional opportunities to meet up socially with their Sangamon peers in supervised evenings settings.

People finishing 10th grade may apply for a spot in the **Apprentice** program, the new name for the traditional Muggie program. Like the Muggie Leaders in the past, Apprenti and their staff will live in Grotto and Ficklebump. This program is designed to be an 8-week commitment. For Apprenti whose schools begin early, we are willing to discuss a 5-week option, but 5 weeks is the *exception* not the rule. With advanced discussions before camp opens, arrangements for up to a week-long special opportunity (*i.e. creative/performing arts/sports camp, special family reunion*) may be able to be planned. The Apprentice program offers skill-development and instructor training in a different activity each week. Additionally, senior staff members and other Camp staff offer leadership training sessions around building community, activity skills, and working with campers of different ages in cabins. They will gain skills to allow them to join staff teams in cabins on weekly rotations. Apprenti will take an overnight hike to one of the tallest mountains in Vermont. As always, Apprenti will help with cabin and camp community jobs and will receive a stipend for their work. There are other perks and benefits including optional supervised time with Sangamon peers and dedicated time as a program group.

People finishing 11th grade and who have completed the Muggie/Leader (now Apprentice) program may apply to participate in the **Staf** program. The Staf program is designed to be an 8 week commitment. It includes 6 weeks on-site at Betsey Cox for S1 and S3, and during Session 2, Staf participate in a service-learning travel experience either domestically or abroad. At BC, Staf live in camper cabins as part of staff teams. Staf choose two activities in which to work/learn alongside the activity staff. They will participate in training to support their work alongside activity and cabin staff and travel experience. And of course, they contribute to all-camp jobs and receive a stipend. Staf often facilitate Sunday Seminar planning and design our Saturday all-camp theme days. Staf earn structured time off site in recognition of the responsibilities they have as part of our activity and cabin leadership teams, and there is organized optional time with their Sangamon peers.

Our Camp and accreditation standards allow us to hire staff who are high-school graduates and who are 18 years old, or turning 18 in that calendar year. After three years of the Betsey Cox Leadership program, these strong camp people will be ready to join our staff team and we are lucky to have them!

We are very excited about the shape and content of our leadership program. We are committed to creating unique and wonderful opportunities for them and welcome the energy and excitement these young leaders bring to Betsey Cox.