



# LEADERSHIP PROGRAMS

◆ 2019 ◆



## **CAMP KANDALORE LEADERSHIP PROGRAMS**

The purpose of Kandalore's 2-year Leadership Programs are to develop and train young leaders who are interested in developing leadership skills which they can apply to all areas of life and also to help them to becoming staff members at Kandalore.

In their 16th year, campers can apply to enter our leadership program with the option of participating in one (or both) of our programs: the in-camp Pathfinder Program or an extended wilderness canoe trip, the Explorer Program. In the following year Pathfinders and Explorers are eligible to apply to our Leader in Training (LIT) program and/or our Explorer 2 Program.

Kandalore offers high school credits for our Leadership Programs. This adds tremendous value to our Leadership Programs and sets them apart from other programs available. We are proud to offer those eligible participants in our Pathfinder, LIT and Explorer 2 programs an opportunity to obtain credits that can contribute to their Ontario Secondary School Diploma (O.S.S.D.). The credit courses themselves are outlined within their appropriate year of our Leadership Program.



# THE EXPLORER PROGRAM

## PROGRAM & ACTIVITY SKILLS

The Explorer Program is designed for campers with a passion for canoe tripping. All Explorer rivers are significant distances from camp and may require transportation by camp vehicle, school bus, train and plane to complete the journey. Typical rivers include the Moisie, Bloodvein, Albany, Attawapiskat and Duchef-Ashuapmushuan. Trips are led by two experienced trippers with one designated as the 'Lead Tripper'. Trip leaders have extensive tripping experience and hold a minimum of Wilderness First Responder, Swift Water Technician and Bronze Cross certifications. Each trip is equipped with all necessary equipment including a satellite phone and a SPOT satellite messenger device. Explorer trips are an incredible opportunity to see some of Canada's most renowned and remote rivers and to foster an appreciation for the great outdoors.

The Kandalore Explorer program is a unique and rewarding experience. Typically, Kandalore runs up to 7 Explorer length trips every summer. Please be aware that the Explorer program can be both emotionally and physically challenging, Explorer leaders should make sure that all gear (especially shoes) have been tested and worn in before arriving at camp. Explorer leaders will be required to arrive at camp with specific trip gear (a packing list will be provided). Kandalore partners with [MEC](#) in May to offer Kandalore families a 10% discount on gear.

Upon completion of the Explorer program, leaders who are turning 17 in 2020 may be invited to apply for our LIT or Explorer 2 Programs. When applying for second year leadership the information and feedback is considered from all aspects of the Explorer trip as well as from past experiences as a camper. Information is drawn from Trip Leaders, past Activity Heads, Cabin Counsellors, Section Heads, and the Directors. Upon successful completion of the second-year leadership program, LITs and Explorer 2s may be invited on as a Kandalore staff member.

Kandalore hosts two Explorer Information sessions, one in the fall and one in the spring once trip groups and river assignments have been made. Registered Explorer leaders will receive an Explorer request



form in December where they will be able to let Kandalore know if they have friend or river requests. Please note, creating Explorer groups can be very challenging and there are a lot of factors that are considered, Kandalore does its very best, however cannot guarantee requests.

**\*NEW FOR 2019!** A and B session Explorer leaders will arrive 2 days earlier than the rest of the campers. The goal for the additional time in camp is to give our Explorer leaders more time for preparation and to have them be more involved in the trip pack-out process. During these two extra days our Explorer leaders will participate in the following activities and sessions:

- Explorer leaders' goals
- Flat water progression and paddling practice
- Day at the Gull river for whitewater practice, including a controlled whitewater swim test and paddling (focus on stroke development, entering & exiting the current, basic rescue skills)
- Team building session
- Risk management session
- Self-care discussion
- Packing out food and gear for trip
- Mapping session and trip route overview
- Tripper & Explorer expectations

#### EXPLORER EVALUATION OF PROGRESS

Explorer leaders are evaluated through a series of informal evaluations. Written evaluations are provided at the end of the canoe trip by the Trip Leaders along with guidance from our Directors. Feedback is taken from all aspects of the Explorer trip. These evaluations are used when Explorer leaders' apply to the Leadership in Training Program or the Explorer 2 Program the following year.

Admission Requirements: Applicants must be turning 16 or older in 2019.

Cost: \$6,095.00 (not including HST)

International Cost: \$6,465.00 (not including HST)

Dates: A Session June 26 to July 26, 2019 or B Session July 27 to August 26, 2019



# THE PATHFINDER PROGRAM

## PROGRAM & ACTIVITY SKILLS

The Pathfinder Program combines an in-camp experience in activities, camper leadership and a 5-day whitewater canoe trip. Pathfinders will engage in instructional sessions as outlined below. During their stay at camp, Pathfinders will participate in many aspects of the in-camp program and will spend a portion of their time specializing in chosen activities in order to develop their skill set and teaching abilities. Pathfinders are paired with camper cabins and learn how to become a leader in a section.

All Pathfinders will work on attaining the following certifications:

- Emergency First Aid and CPR-C
- Bronze Medallion and/or Cross
- Paddle Canada Basic Flat-Water Certification
- ORCKA Flatwater Level 2

Upon completion of the Pathfinder program, leaders who are turning 17 in 2020 may be invited to apply for our LIT or Explorer 2 Programs. When applying for second year leadership the information and feedback is considered from all aspects of their Pathfinder experience as well as from past experiences as a camper. Information is drawn from Trip Leaders, past Activity Heads, Cabin Counsellors, Section Heads, and the Directors.

Upon successful completion of the second-year leadership program, LITs and Explorer 2s may be invited on as a Kandalore staff member.

## LEADERSHIP SKILLS

For two periods a day, Pathfinders will participate in leadership workshops to fulfill their course requirement as well as to gain important skills to apply to their work with campers at activities and in cabins. Workshops will be led by the Pathfinder Director and other members of the Leadership Team. Some examples of leadership workshops are as follows:

- Leadership Styles
- Effective Communication
- Being an Active Leader
- Team Work
- Group Decision Making



- Initiative & Participation

## ACTIVITY SKILLS

Pathfinders will participate in a number of different activities. One period a day, they will work with a swim instructor on their Bronze Medallion Lifesaving Society certification. Another period will focus on canoeing skills where they will work closely with an instructor to achieve their ORCKA Flatwater Level 2 certification. For the remaining two periods of activities per day, Pathfinders request a specific activity that they will spend a two week period mastering their skills and teaching abilities.

## CABIN PLACEMENTS

Pathfinder leaders will have the opportunity to work alongside camp counsellors in camper cabins. They will spend two weeks assisting with a PJ (age 7-11) cabin and two weeks assisting an Inter cabin (age 12-13). During this time Pathfinders will implement the leadership skills they have been learning and will work on their soft skills with a focus on mentorship, support, communication and building connections.

**CREDIT COURSE:** Healthy Living & Outdoor Activities, Grade 11, Open (PAD30) The course will help students develop the knowledge, skills, and attitudes needed to maintain a healthy lifestyle and a commitment to lifelong participation in physical activity.

## PATHFINDER EVALUATION OF PROGRESS

Each Pathfinder will receive ongoing, informal evaluations from the Pathfinder Director and Activity Heads. Formal, written evaluations are provided at the end of each two week session with our Pathfinder Director.

The Pathfinder Director compiles information and feedback from all areas of the Pathfinder Program including the Activity Heads, Cabin Counsellors, Section Heads, Trippers and the Directors. These evaluations are used to guide the Pathfinder to successful completion of the program. All domestic Pathfinders who are registered for the course will receive a final report card for their PAD30 credit.

**Admission Requirements:** Applicants must be turning 16 or older in 2019

**Cost:** \$5,020.00 (not including HST)

**International Cost:** \$5,800.00 (not including HST)

**Dates:** A Session June 28 to July 26, 2019 or B Session July 29 to August 26, 2019



# THE EXPLORER 2 PROGRAM

## PROGRAM

At Kandalore we recognize the need to attract, train and retain qualified and committed staff. There is no better place to develop these staff members than from within our current camper group. Explorer 2s are chosen almost exclusively from our Pathfinder and Explorer participants. The Explorer 2 Program is a continuation of our Explorer Program, designed for 17-year-old leaders who are interested in pursuing a canoe tripper role at Kandalore.

This is a 9-week course that is limited to 10 spaces. The Explorer 2 Program is broken into two components. There is an in-camp component and an on-trip component which will be 24 to 28-day long canoe trip. Explorer 2 campers will be given a 2-day changeover break once their canoe trip returns to camp (dates TBD). An outline of the summer program is provided below:

### A1 SESSION (2 weeks)

During the A1 session, Explorer 2s are paired with an Inter or Senior cabin group. They will assist the cabin counsellors during wakeup, meals, free time, evening programs and bedtime. During this time, Explorer 2s will be working on their soft skills with a focus on mentorship, support, communication and building connections.

In A1, during activity periods, time will be spent as follows:

- 4 full days to complete Wilderness Advanced First Aid certification.
- Periods 1-3 every morning will be spent in the Trip Centre with the Explorer 2 Director doing trip related sessions and trip preparation.
- Periods 4-6 every day will be spent at a specific activity where they will master their skills and learn how to teach.

### A2 & B1 SESSIONS (4 weeks)

Explorer 2s will be on their canoe trip during the A2 and B1 sessions. During this time they will develop the following skills:

- Hard Skill Development
- Group Dynamics and Communication



- Conflict Resolution
- Problem Solving
- Risk Management

## B2 SESSION (2 Weeks)

During the B2 session, Explorer 2s will be paired with a PJ (ages 7-11) cabin group and support in a similar way to A1.

During activity periods, Explorer 2s will spend half of the day taking one-week PJ campers on an activity rotation, guiding them through all of the activities at camp with the support of Kandalore's activity staff. The other half of the day, Explorer 2s will be preparing to facilitate Ghost Island overnight canoe trips for the one-week PJ campers. Each Explorer 2 will lead approximately 4 trips during the two week period.

**CREDIT COURSE:** Explorer 2s will be able to register to complete a course credit during their time at Kandalore. The course offers is Recreation and Healthy Active Living Leadership, Grade 12 (PLF4M). This course consists of the following units, for more information on the course curriculum please click [here](#) (pg. 187):

- A. Leadership
- B. Facilitation of Recreation and Leadership
- C. Mentoring Development

## EXPLORER 2s EVALUATION OF PROGRESS

The Explorer 2s will be evaluated through a series of evaluations. They will receive written mid-summer evaluations which will focus on their in-camp and on-trip experiences and a formal written evaluation at the end of the summer focusing on their whole summer progress and contribution.

## SUCCESSFUL COMPLETION OF THE PROGRAM

If an Explorer 2 successfully completes the program in the opinion of their Trip Leaders and the Directors, they are invited to apply for either a counselling position or Tripper Apprentice role on Kandalore staff the following year.

### Admission Requirements:

- Participants must be turning 17 or older in 2018.
- Participants must be able to commit to the 9-week duration of the program.

Cost: \$4,995.00 (not including HST)

International Cost: \$5,500.00 (not including HST)

Dates: June 25 to August 26, 2019





# THE LEADER IN TRAINING (LIT) PROGRAM

## PROGRAM & ACTIVITY SKILLS

At Kandalore we recognize the need to attract, train and retain qualified and committed staff. There is no better place to develop these staff members than from within our current camper group. LITs are chosen almost exclusively from our Pathfinder and Explorer participants.

LITs will spend three sessions paired with cabin groups and shadowing activity instructors and one session working with the LIT Directors, organizing All Camp Activities, going on a 5-day canoe trip and lesson planning.

**CREDIT COURSE:** LITs will be able to register to complete a course credit during their time at Kandalore. The course offers is Recreation and Healthy Active Living Leadership, Grade 12 (PLF4M). This course consists of the following units, for more information on the course curriculum please click [here](#) (pg. 187):

- A. Leadership
- B. Facilitation of Recreation and Leadership
- C. Mentoring Development

## SESSIONS WITH CAMPERS (6 weeks)

During three of four two week sessions, LITs will have the opportunity to be paired with all three camper age groups (PJs, Inters and Seniors). They will assist the cabin counsellors during wakeup, meals, free time, evening programs and bedtime. During this time, LITs will be working on their soft skills with a focus on mentorship, support, communication and building connections.

During the day, LITs will be scheduled on a morning and afternoon activity. They will spend their time mastering their skills, supporting the activity staff and learning how to teach the activity. LITs will have the opportunity to specialize in a minimum of six activities over the summer.

## OUTGROUP (2 weeks)

LITs will be divided into four groups. Each group will do their Outgroup during a different session. During Outgroup, LITs do the following:

- Organize and all camp game or event
- Prepare for and participate in a 5 day white water canoe trip
- Bronze Cross swimming lessons
- Work on the LIT project (giving back to camp)



- Plan, write and deliver an activity lesson
- Participate in leadership workshops
- Support camper evening programs

## CERTIFICATIONS

Additionally, in order to fully equip our LITs for a potential staff position at Kandalore, LITs may be offered the opportunity to obtain the following certification courses while at Kandalore:

- Bronze Cross
- Emergency First Aid
- ORCKA Flatwater Certifications

If an LIT already has a certification listed above, they will work towards developing their skills in other activities at camp or assist in teaching their peers. LITs will also develop their skills in canoe tripping through active participation in the Kandalore canoe tripping program.

## LEADER IN TRAINING EVALUATION OF PROGRESS

As our LITs progress through the program, they are evaluated through a series of formal and informal evaluations. Formal, written evaluations are provided at the end of each month by the LIT Directors.

Our LIT directors obtain their information and feedback from all aspects of the LIT program including the LIT Directors, Program Directors, Activity Heads, Cabin Counsellors, Section Heads, Trippers and the Directors. These evaluations are used to guide the LIT to successful completion of the LIT program. All LITs who are enrolled in the credit course will receive a final report card for their PLF4M credit.

## SUCCESSFUL COMPLETION OF THE PROGRAM

If an LIT successfully completes the program in the opinion of the Directors, they are invited to apply for a counselling position on the Kandalore Staff the following year.

### Admission Requirements:

- Those participants who are enrolled in Recreation and Healthy Active Living Leadership (PLF4M) must have the proper prerequisites. Please visit: [www.edu.gov.on.ca/eng/curriculum/](http://www.edu.gov.on.ca/eng/curriculum/)
- Participants must be turning 17 or older in 2018.
- Participants must be able to commit to the 9-week duration of the program.

Cost: \$4,195.00 (not including HST)

International Cost: \$4,900.00 (not including HST)

Dates: June 25 to August 26, 2019



## LEADERSHIP PROGRAM APPLICATION PROCESS

### PATHFINDER, EXPLORER, EXPLORER 2 & LIT PROGRAMS

Applicants to any of our Leadership programs should complete the application form associated with the program of interest on our website and submit it to our Toronto office via email ([camp@kandalore.com](mailto:camp@kandalore.com)) or by mail.

### APPLICATION DEADLINES

The application deadline for the LIT and the Explorer 2 Programs is November 19, 2018 for consideration in the 2019 program.

There is no deadline for the Explorer and Pathfinder Programs however there is limited space for each program and admission is based on both the application and on a first come, first serve basis.





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