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CAMP

KANDALORE

LEADERSHIP PROGRAMS 2021



CAMP KANDALORE LEADERSHIP PROGRAMS

The purpose of Kandalore's 2-year Leadership Program is to develop and train young leaders who are interested in developing leadership skills they can apply to all areas of life and also help them to become 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. 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 to our Leadership Program participants. 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, LIT Hybrid 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/or 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 Rescue 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 2022 may 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, Section Heads, and the Directors. Upon successful completion of the second-year leadership program, LITs and Explorer 2s may be invited to become a Kandalore staff member.





Kandalore will host two Explorer Information Sessions, one on August 4th, 2020 before registration opening and one next Spring once trip groups and river assignments have been made. Registered Explorer leaders will complete an Explorer request form upon registration 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. An Explorer specific handbook will be available and circulated to families in November.

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 instruction with a 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 by Trip Leaders through a mid-trip oral check in and a written evaluation at the end of the program. Feedback is taken from all aspects of the Explorer trip. These evaluations are used when Explorer leaders apply to the Leader in Training Program or the Explorer 2 Program the following year.

Admission Requirements: Applicants must be turning 16 or older in 2021.

Dates: A Session June 23 to July 23, 2021 or B Session July 24 to August 23, 2021

Availability: Explorer A and Explorer B will each have 20 spaces available

Cost: \$6550.00 (not including HST)

International Cost: \$6940.00 (not including HST)

2020 registered campers before Sept 1, 2020:

Cost: \$6,400.00 (not including HST)

International Cost: 2020 \$6,785.00 (not including HST)



PROGRAM & ACTIVITY SKILLS

The Pathfinder Program combines an in-camp experience in activities, camper leadership and a 5-day or 9-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
- ORCKA Flatwater Level 4

Upon completion of the Pathfinder program, leaders who are turning 17 in 2021 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 to become 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, the Director team and members of the Senior Staff. Some examples of leadership workshops are as follows:

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





CANOE TRIP - New for Summer 2021

Kandalore will offer two canoe trip options for the Pathfinder program. Pathfinders will have the choice of going on a 5-day white water trip down the Madawaska river, or a 9-day trip down the Coulonge river.

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 work towards achieving their ORCKA Flatwater Level 4 certification. For the remaining two periods of activities per day, Pathfinders request specific activities that they will spend a two week period mastering their skills and teaching abilities at.

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 eligible to receive an O.S.S.D credit and have registered for the course, will receive a final report card for the PAD30 credit.

Admission Requirements: Applicants must be turning 16 or older in 2021.

Dates: A Session June 25 to July 23, 2021 or B Session July 26 to August 23, 2021

Availability: Pathfinder A and Pathfinder B will each have 20 spaces available

Cost: \$5445.00 (not including HST)

International Cost: \$6230.00 (not including HST)

2020 registered campers before Sept 1, 2020:

Cost: \$5,320.00 (not including HST)

International Cost: \$6090.00 (not including HST)



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. 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 consist of a 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:

EXPLORER 2 ORIENTATION (4 days)

During the Explorer 2 Orientation, Explorer 2s will have the chance to get to know each other and their Explorer 2 Directors as well as get a good understanding of what the summer will look like for them. They will also participate in leadership sessions to prepare them for the summer ahead.

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 will 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 offered 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 evaluations after A1, B1 and B2 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 Counsellor or Tripper Apprentice role on Kandalore staff the following year. The Tripper Apprentice role fast tracks staff to becoming Trippers in their second year on staff instead of the usual third year.

Admission Requirements:

- Participants must be turning 17 or older in 2021.
- Participants must be able to commit to the 9-week duration of the program.
- Completion of the Explorer 2 Application form and acceptance letter from the Director.

Dates: June 22 to August 23, 2021

Availability: There are 10 spaces available for Explorer 2

Cost: \$4855.00 (not including HST)

International Cost: \$5395.00 (not including HST)

2020 registered campers before Sept 1, 2020:

Cost: \$4,745.00 (not including HST)

International Cost \$5,275.00 (not including HST)



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 offered 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

LIT ORIENTATION (4 days)

During the LIT Orientation, LITs will have the chance to get to know each other and their LIT Directors as well as get a good understanding of what the summer will look like for them. They will also participate in leadership sessions to prepare them for the summer ahead.

SESSIONS WITH CAMPER (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 at random by the LIT Directors. Each group will do their Outgroup during a different session. During Outgroup, LITs do the following:

- Organize an 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
- Participate in lessons specific to PLF4M course



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 by supporting trips. LITs will go on their PJ canoe trip (one or two night flatwater trip). LITs may be asked to support Inter and Senior trips as well.

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 Counsellor role on the Kandalore Staff the following year.

Admission Requirements:

- Those Participants enrolled in Recreation and Healthy Active Living Leadership (PLF4M) must have the proper prerequisites.
Please visit: www.edu.gov.on.ca/eng/curriculum
- Participants must be turning 17 or older in 2021.
- Participants must be able to commit to the 9-week duration of the program.
- Acceptance letter from the Director

Dates: June 22 to August 23, 2021

Spaces: There are 20 spaces available in the LIT program

Cost: \$3990.00 (not including HST)

International Cost: \$4750.00 (not including HST)

2020 registered campers before Sept 1, 2020:

Cost: \$3,900.00 (not including HST)

International Cost: \$4,645.00 (not including HST)



PROGRAM & ACTIVITY SKILLS

***NEW FOR 2021** – Kandalore recognizes the extreme disappointment that our campers faced due to the closure of camp for Summer 2020. Our 2020 Explorer leaders faced a unique disappointment, having had their Explorer trip cancelled – an experience that many had been looking forward to for years. For this reason, we have created the LIT/Explorer Hybrid Program for Leaders born in 2004 who were registered for the 2020 Explorer program. This program includes:

LIT/EXPLORER ORIENTATION (4 days)

During the LIT Orientation, LIT/Explorers will have the chance to get to know each other and their LIT Directors as well as get a good understanding of what the summer will look like for them. They will also participate in leadership sessions to prepare them for the summer ahead.

LIT EXPERIENCE - SESSIONS WITH CAMPER (4 weeks)

During 4 weeks of the program, those in the Hybrid program will have the opportunity to be paired with two of the three camper age groups (PJs, Inters or Seniors). They will assist the cabin counsellors during wakeup, meals, free time, evening programs and bedtime. During this time, those in the Hybrid program will be working on their soft skills with a focus on mentorship, support, communication and building connections.

During the day, those in the Hybrid program 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. They will also have the opportunity to specialize in a minimum of four activities over the summer.

EXPLORER TRIP (4 weeks)

To offer the Hybrid program, Kandalore will be adding more Explorer trips in 2021 than usual. These trips will likely overlap our A2 and B1 sessions. Our LITs participating in the Hybrid program will leave for 4 weeks on their canoe trip. During this time they will participate in our usual Explorer type program (see The Explorer Program on pg. 1).

OUTGROUP

LITs participating in the Hybrid program will not participate in an Outgroup.

CREDIT COURSE & CERTIFICATIONS

Kandalore will facilitate the credit course as well as all certifications offered in the standard LIT program (see pg. 6 & 7 of this handbook).

Admission Requirements:

- Participants Must be turning 17 or older in 2021.
- Participants must be able to commit to the 9 week duration of the program.

Dates: June 22 to August 23, 2021

Spaces: There are 40 spaces available for the LIT/Explorer Hybrid program

Cost: \$6,950.00 (not including HST)

International Cost: \$7645.00 (not including HST)



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