

FREQUENTLY ASKED QUESTIONS: Leadership and Rank

What is the difference between serving in a leadership position and getting rank?

Serving in a leadership position is an opportunity for certain campers to develop their skills and capabilities to become successful future leaders at ORPR Camp. The length of time a camper serves in a position varies from camper to camper (in addition to other factors). Once a camper has demonstrated that he/she has attained the skills, characteristics, and qualities necessary, he/she will be given rank to acknowledge this success - showing that he/she is prepared to go on to the next level.

Does every camper get a chance to serve in a leadership position? "It's my turn! I have been coming to camp for years!"

No, not every camper will be asked to serve in a leadership position. Just as in sports, there are a limited number of positions and not everybody can be the Captain of the team. ORPR Camp looks to put the best candidates from the pool of applicants into positions of leadership. In years past, it was the norm for a camper to attend camp for a number of years and still remain a camper. There is nothing wrong with that. There should not be an expectation that a camper has a "right" to a leadership position because it is "their turn".

What if there are more good applicants than positions?

If a number of campers are equally qualified or show equal potential for leadership, ORPR Camp may rotate their positions from year to year. This means, that even though a camper served in a position one year, he/she may be put in a different position the following year, so as to allow other good candidates the opportunity to serve. This rotation prevents good applicants from being "locked out" of leadership positions.

"I was a zven last year - so I am going to be a zven this year!"

No. No position is guaranteed from year to year. If you have the rank of "pom" - you have been deemed to be qualified to serve as a "pom", not as zvenyevoi/aya. You may or may not (see above) be put in a zven position, but REMEMBER, you are still technically a "pom". You should not have any more expectation other than to serve as your given rank.

Can I be removed from my leadership position?

Yes, ORPR Camp can and will remove any camp leader who they deem is not adhering to the rules of camp, upholding their responsibilities as a leader, has exhibited any behavior which is unacceptable to our standards, has endangered the well being of other campers, or for any other reason we determine necessitates removal.

Who decides which campers are put into positions of leadership or get rank?

The process is similar in both cases. ORPR Camp Senior leadership makes the final decisions for leadership placement and issuance of rank. This decision is reached by a consensus, and not solely determined by one individual.

What are the steps I need to take to be considered for a leadership position? What are the traits that are important to be considered for a leadership position?

To be considered for a leadership position - you must apply by filling out an application for leadership (found on the ORPR Camp website). All applications must be submitted by the due date posted.

Fundamentally, as ORPR Camp is a church based program - we look for all of those qualities which are taught in the church to live as good Orthodox Christians.

Beyond that, we look for campers that:

- have a positive attitude, who are "gung ho!" and enthusiastic
- are willing to do more than what they are asked to do (self motivated)
- can handle any situation which might arise (make good decisions)
- are respectful to fellow campers, volunteers, clergy, guests, etc.
- are good role models to the other campers
- have a good temperament and behave consistently
- can function well when they are tired or overwhelmed
- are "problem solvers"
- are "inclusive" of all campers
- understand that their job is to make sure that each and every camper has a very positive experience at ORPR Camp.

Does my age matter?

It depends. Older campers tend to be a bit more mature and experienced. However, we have had some young campers who have proven to be very effective leaders.

How can I improve my chances to be selected for a leadership position?

Be the best camper you can be!

Is there an evaluation process so that I can get feedback on how I am doing in my leadership position?

Yes, you will be evaluated by the Nachalnik each week. This will be based on his/her personal observations, discussions with nachall'stvo, feedback from clergy, campers in your cabin, and also any comments from volunteers (including kitchen staff!). This will go in your camp file. If you wish to discuss your progress, you can request a meeting with the Nachalnik.