

# Fernwood Cove

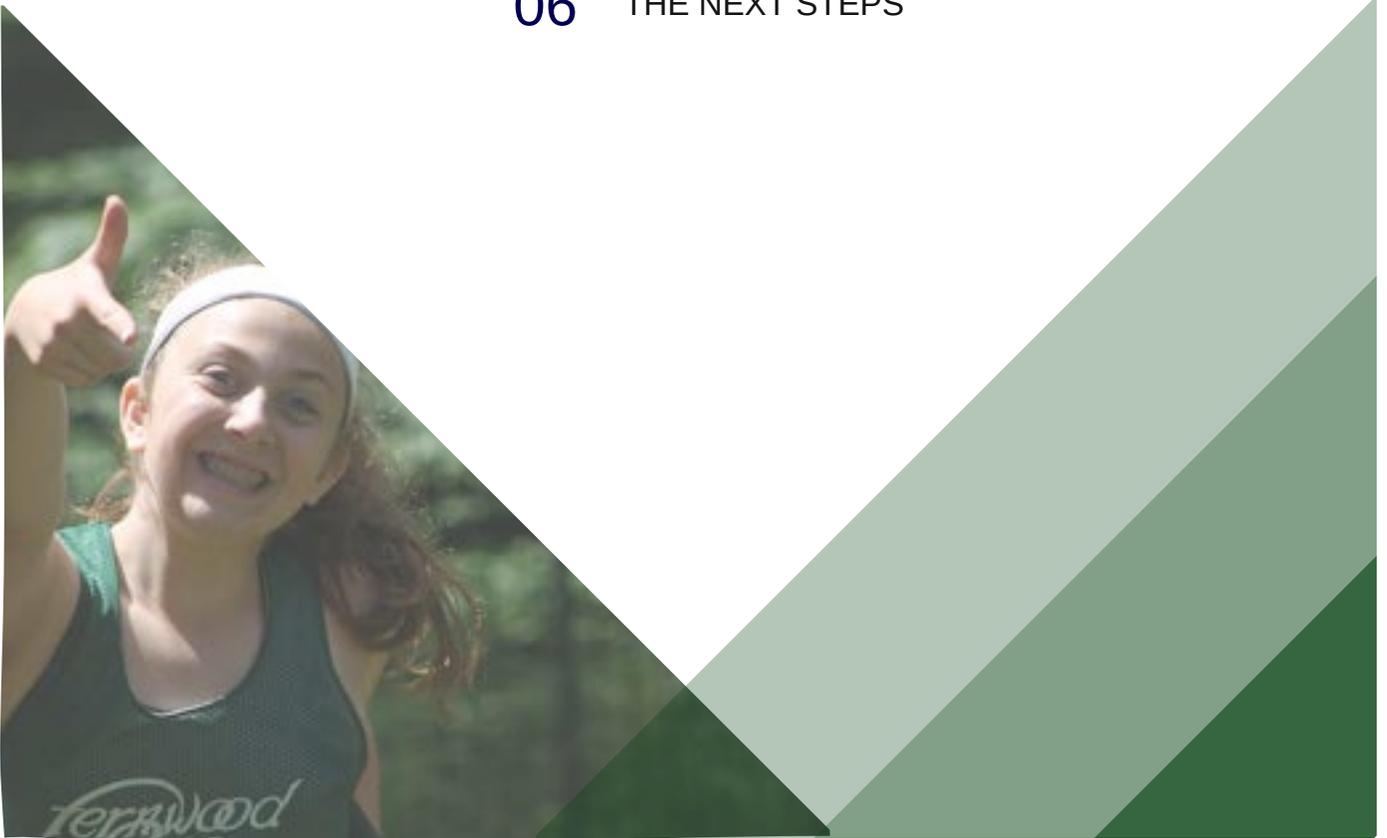
SUMMER 2023



PRE-INTERVIEW GUIDE

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# SUMMER 2023

## June

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

## July

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23	24	25	26	27	28	29
30	31					

## August

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20	21	22	23	24	25	26
27	28	29	30	31		

-  Summer Admin Team, Horsemanship, Ski Staff, Nurses Arrive
-  Pre-Camp Staff Orientation Begins
-  Session Two Opening Day
-  Office Staff, Support Staff Arrive
-  Session One Opening Day
-  Session Two Departure
-  All Other Staff Arrive
-  Session One Departure
-  Staff Departure

# 01

## Who we are



## Fernwood Cove Directors

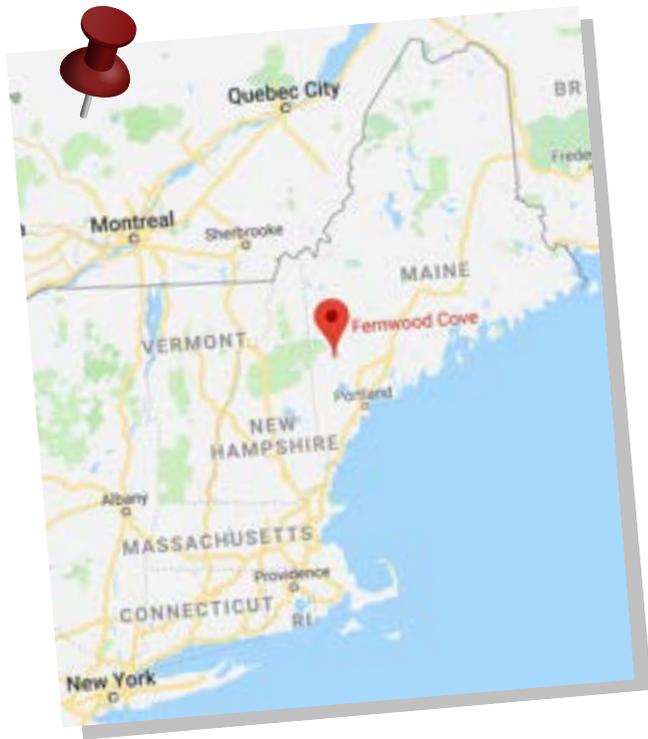


With over sixty years of combined professional camp experience, the Fernwood Cove Directors support each member of the Fernwood Cove community to become the best version of themselves. Owner/Directors Jim & Beigette Gill oversee all camp operations and live at camp year round. Associate Director Alicia and Assistant Director Stevie oversee recruitment, staff training, marketing, and summer operations. The Fernwood Cove Directors work as a collective team, providing consistency in leadership for the camp community.

## Fernwood Cove Girls

Since 1999 girls from across the United States and around the world have called Fernwood Cove their summer home. Fernwood Cove girls come from a variety of backgrounds and have a multitude of interests. Most Fernwood Cove girls return summer after summer, developing lifelong friendships and building a variety of skills. Since 2007 Fernwood Cove girls have had the opportunity to return to camp as Counselors In Training, focusing on leadership development in the familiar and supportive community of camp.





## Where We Are

Located an hour and fifteen minutes northwest of Portland, Maine, Fernwood Cove is ideally located to experience some of the best things Maine and nearby New Hampshire have to offer. In just over an hour you can be at the coast enjoying the Atlantic Ocean. Or you can be nestled in the mountains of Maine or New Hampshire enjoying amazing outdoor activities. The Fernwood Cove property is over 200 acres of rolling hills and greenspace. All of camp overlooks Island Pond, where we enjoy the crystal clear waters all summer long.

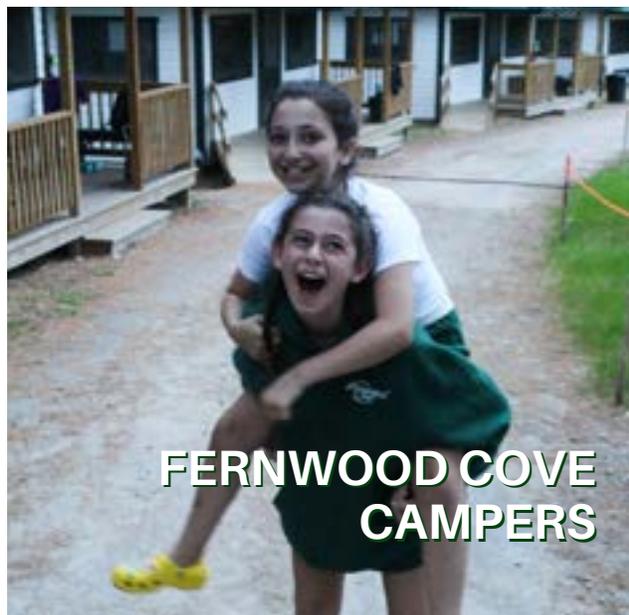
## What We Do

Under the guiding philosophy and values of Fernwood Cove, each summer we strive to help Fernwood Cove girls and staff develop into the best versions of themselves. With a strong focus on Simple Living, Personal Growth and Community, Fernwood Cove girls develop skills and greater self-awareness that contributes to their success long after they return home. Fernwood Cove staff provide a safe, supportive, and positive environment for Fernwood Cove girls to challenge themselves in new ways. Day after day, and summer after summer.



# 02

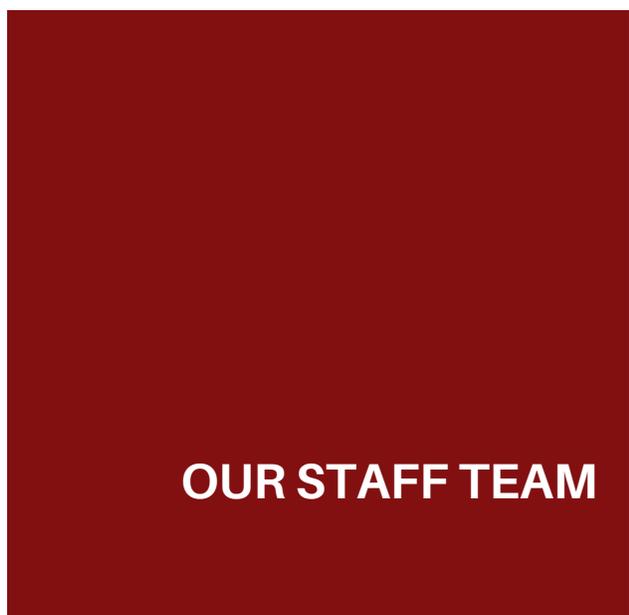
## Our community



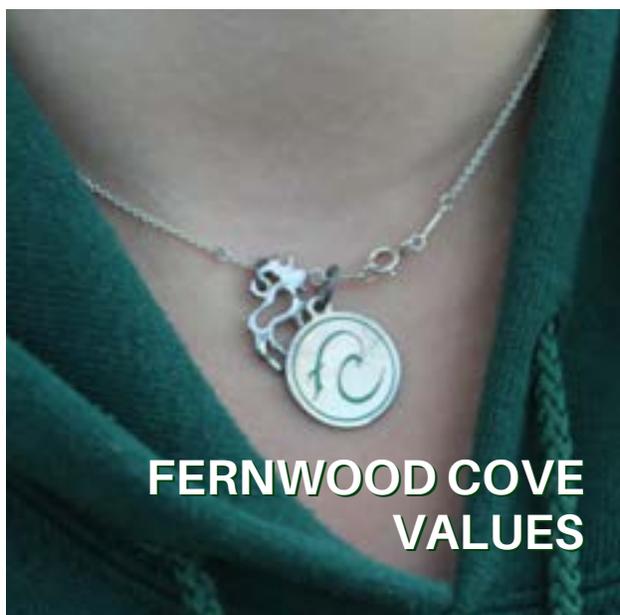
**FERNWOOD COVE  
CAMPERS**



**TEEN LEADERSHIP  
PROGRAM**



**OUR STAFF TEAM**



**FERNWOOD COVE  
VALUES**

# Fernwood Cove Campers

Fernwood Cove campers are girls ages 7-15 from throughout the United States and around the world. Campers attend one of our three and a half week sessions, often returning to the same session for the entirety of their camper summers. Fernwood Cove camper uniform is hunter/forest green bottoms and white shirts.



# Teen Leadership Program

Fernwood Cove girls who have aged out of the camper program can apply to participate in our Teen Leadership Program. First as Counselors In Training (CITs) former campers develop valuable health and safety, leadership and activity based skills. Upon successful completion of the CIT summer, girls are eligible to apply to become Junior Counselors, where they have greater responsibilities throughout the camp program and continue leadership skill development. CITs and Junior Counselors wear maroon bottoms and white shirts.



# Our Staff Team

Fernwood Cove staff come from around the world and work as either Counselors or Support Staff. Fernwood Cove Counselors are specialist instructors who teach one or more activities.

They are also bunk counselors, overseeing all aspects of bunk life throughout the camp session. Support Staff work in either the Healthcare, Kitchen, Housekeeping, or Maintenance departments. Support Staff are key to the overall success of camp operations.

All Fernwood Cove staff wear navy bottoms and white shirts.



# FERNWOOD COVE

# values



## SIMPLE LIVING

Without distractions like fashion, electronics, and media, at Fernwood Cove we connect in a more meaningful way.



## COMMUNITY

Inclusion, support, and respect lay the foundation of Fernwood Cove. Here everyone contributes and is valued.



## PERSONAL GROWTH

At Fernwood Cove we are lifelong learners. Each day offers us the opportunity to grow in a variety of ways.



## FRIENDSHIP

The relationships developed at camp are unique. The magic of camp creates bonds that last long past summer.



## RESPECT FOR THE OUTDOORS

Reducing our impact on the earth drives many of our practices and daily lifestyle.



## TRADITIONS

Century old traditions like songs and campfire are intertwined with new traditions focused on today's girls



## RESPONSIBILITY

All members in the camp community are empowered to take responsibility for themselves and their actions.



## DIVERSITY

Each summer we welcome international campers and staff. Cultural activities and events create a truly global experience.



## LOYALTY

Fernwood Cove is more than an experience. We remain loyal to camp, each other and ourselves well after our days in Maine.

# 03

## Our programs



# Half-Season Traditional Camp for Girls

Thoughts of summer camp often bring visions of happy friends, loads of silly songs, campfires, and many different activities. Fernwood Cove is that and so much more! Our half-season traditional program offers all of the experiences of a full-summer program in a convenient three and a half week summer.

Fernwood Cove campers can participate in over 60 different activities, enjoy Trip Day adventures, cheer for their team in our Green & White Games and roast many, many marshmallows! Our intentional program empowers Fernwood Cove campers to grow in ways that aren't often available at school, on sports teams, or at home.

## Juniors

The second oldest age group of campers, Juniors (8th grade) are growing leaders within the camper community. Living in a single, large bunk allows the girls to bond on a deeper level.

Working together to organize Services and coordinate Banquet at the end of the camp session are capstones of the Juniors' experience.

## Seniors

The oldest campers at Fernwood Cove, the Seniors, have just completed 9th grade. Most of these girls have multiple summers at camp and exude Fernwood Cove enthusiasm. They are leaders within the camp community, leading daily assembly and coordinating special events. They live in Flamingo bunk and love everything pink!



# Teen Leadership Development



The Fernwood Cove Teen Leadership Development Program provides a hands-on, immersive experience for Fernwood Cove girls who have aged out of the camper program.

Girls in the Teen Leadership Programs develop valuable life skills including leadership, organization, and time management as they assist in activities, help with bunk life and assist in leading evening programs, trips, and special events. CITs and Junior Counselors are a valuable resource for counselors due to their understanding of Fernwood Cove programs, values, and community.



## Counselors In Training

Counselors In Training (CITs) develop key leadership skills as well as valuable skills in health and safety and activity instruction skills.

Daily curriculum supports growth and provides guidance from highly experience counselors who coordinate and lead the CIT Program.

The CIT Program brings former Fernwood Cove campers from both sessions together in a full-summer program. CITs are chosen through an application process and limited positions are available.



## Junior Counselors

Upon completion of their CIT Summer, Fernwood Cove girls can apply to be Junior Counselors. This Fernwood Cove program provides past CITs the opportunity of continued growth with greater levels of responsibility, particularly focused on bunk counselor roles and responsibilities. Again, Junior Counselors are chosen through an application process for this full-summer program.

# 04

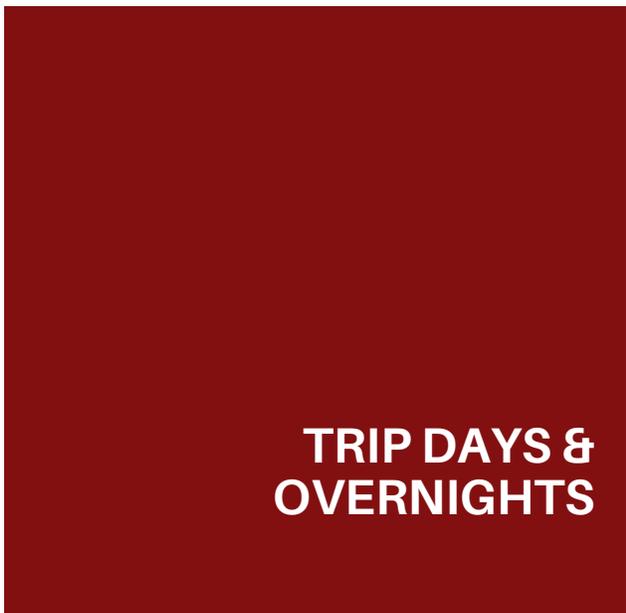
## Activities & Events



**FOCUS ACTIVITIES**



**EVENING PROGRAMS**



**TRIP DAYS & OVERNIGHTS**



**SPECIAL EVENTS**

# Activity Areas

## ADVENTURE



## PERFORMING ARTS



## WATERFRONT



Fernwood Cove's instructional activities are called Focus Activities. With over 60 individual activity options offered each week, Fernwood Cove girls have endless opportunities to experience new activities. Our "choice with structure" program allows Fernwood Cove girls to choose their weekly activities while including required activities and activity categories. Activity requirements decrease as campers get older, allowing greater freedom of activity choices for older campers.

Fernwood Cove counselors provide quality skill development to campers of all ages and abilities. Individualized instruction ensures every Fernwood Cove girl develops new skills through fun and engaging activities.



## HORSEMANSHIP & AGRICULTURE

## ATHLETICS

## CREATIVE & STUDIO ARTS

# Evening Programs

Each night the Fernwood Cove community enjoys an Evening Program. Most programs are all-camp events, with some programs occurring weekly. Other programs are organized by bunk or age group providing the opportunity to build closer bonds with bunkmates and friends.

Fernwood Cove Counselors lead Evening Programs throughout the camp session. There are a multitude of opportunities to help plan and facilitate Evening Programs. These are a great way to develop communication and group leadership skills!



# Special Event Days

Special Event Days occur once each week. This alternative day has a variety of unique traditions and is something everyone in camp looks forward to!

## LAZY BREAKFAST

Special Event Days begin with Lazy Breakfast! The camp community gets to sleep in and then come to a yummy buffet breakfast in their pajamas. Onesies are a fun Fernwood Cove tradition, as are the cinnamon buns and donuts.



## SERVICES

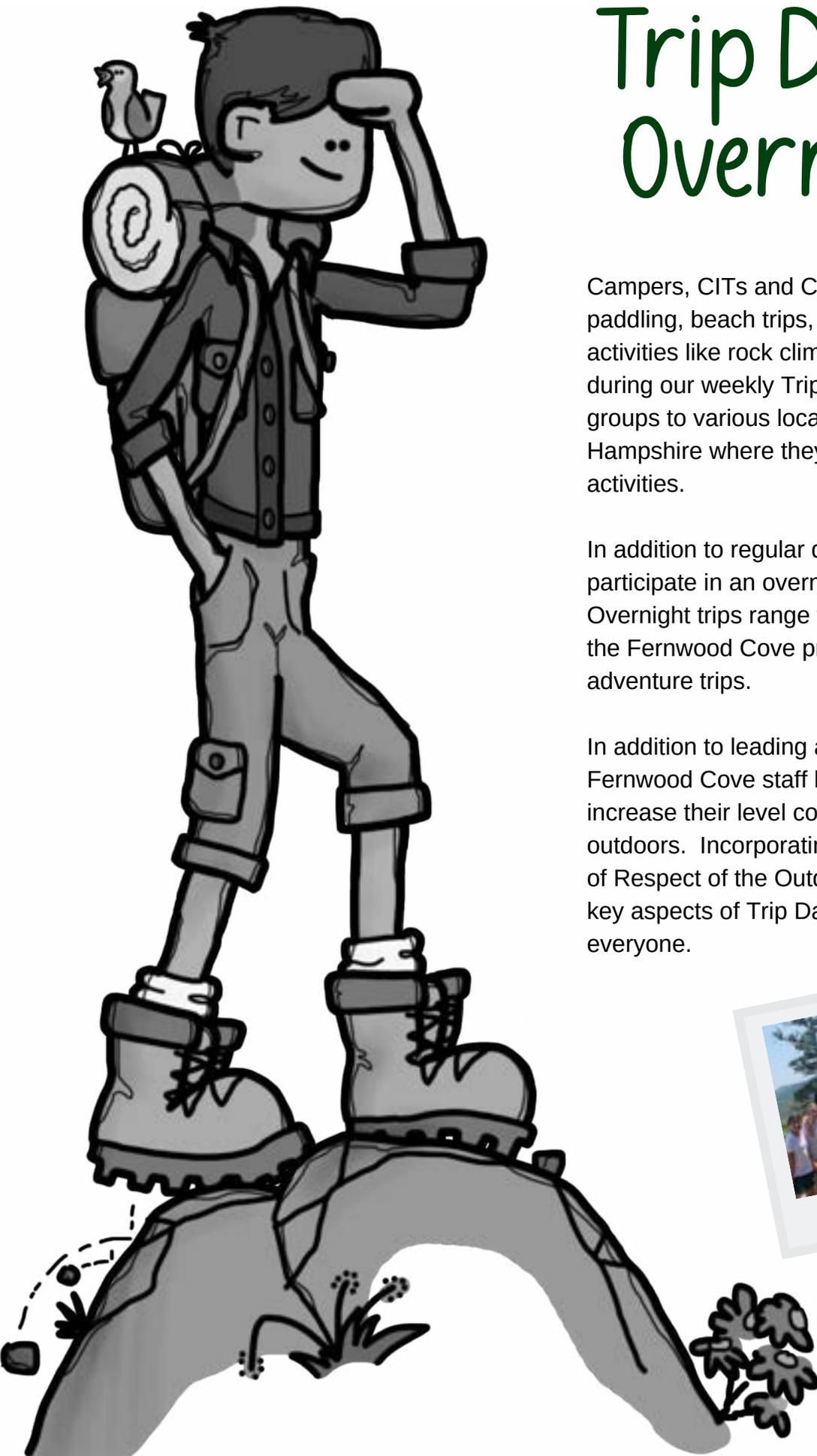
Weekly services are organized by 7th, 8th, and 9th grade campers and focus on various ethical topics related to Fernwood Cove values. This is a special time where campers express their love of camp and understanding of Fernwood Cove values in their lives.

## SPECIAL EVENTS

Special Events like Carnival and Color War occur during the afternoon. Counselors help lead activities that are organized by older campers and CITs. These events are full of fun and memories.



# Trip Days & Overnights



Campers, CITs and Counselors enjoy hiking, paddling, beach trips, and outdoor adventure activities like rock climbing and whitewater rafting during our weekly Trip Days. Staff lead small trip groups to various locations in Maine and New Hampshire where they participate in various outdoor activities.

In addition to regular day trips, all campers participate in an overnight camping trip during camp. Overnight trips range from camping at campsites on the Fernwood Cove property to backpacking adventure trips.

In addition to leading all aspects of out of camp trips, Fernwood Cove staff help empower campers to increase their level comfort and knowledge of the outdoors. Incorporating the Fernwood Cove values of Respect of the Outdoors and Personal Growth are key aspects of Trip Days and Overnights for everyone.

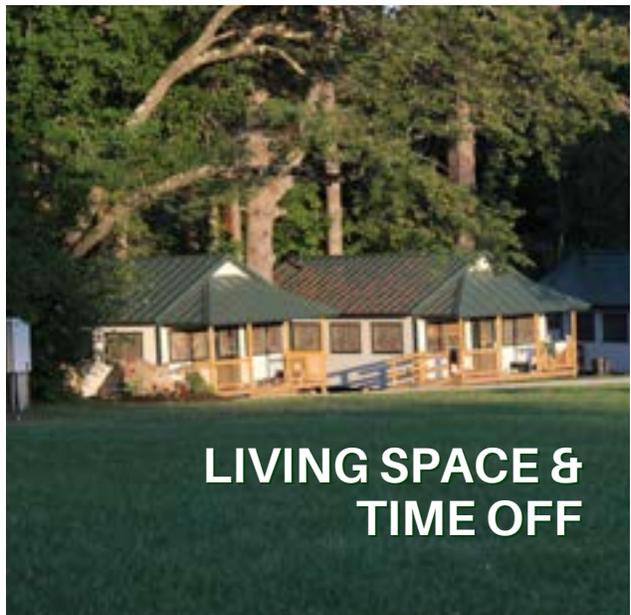


# 05

## Living & Working at Camp



**CAMP IS A  
REAL JOB**



**LIVING SPACE &  
TIME OFF**

# Camp is A Real Job

## FOUNDATION EXPECTATIONS



Working at camp is fun. Working at camp brings many adventures. Working at camp is a real job. And likely one of the hardest and most important jobs you could ever have. The care and development of Fernwood Cove campers is a large responsibility. Fernwood Cove staff need to be prepared to meet established expectations regarding professionalism, positive leadership, inclusion, and personal growth.

## CAMP COUNSELORS



Fernwood Cove counselors are responsible for all aspects of the Fernwood Cove program. Counselors are both bunk counselors and activity instructors. Counselors can also expect additional responsibilities related to leading Evening Programs, Special Events, Trip Days and Overnights. Fernwood Cove counselors work in a variety of team atmospheres allowing them to connect and work with people throughout the camp community.

## SUPPORT STAFF



The Fernwood Cove Support Staff are critical for the overall success of camp. Working in the Kitchen, Maintenance and Housekeeping departments, our support staff are responsible for a variety of tasks around camp.

## HEALTHCARE STAFF

The Fernwood Cove Healthcare Team is comprised of Registered Nurses and additional healthcare professionals. They work to ensure all members of the Fernwood Cove community are healthy and provide regular healthcare services to all members of the camp community.

## Living at Camp



Fernwood Cove staff are housed in cabins that are centrally located in camp. Female counselors live with campers in traditional cabins.

Following the value of Simple Living, Fernwood Cove camper bunks do not have electricity. Bath houses with shower and toilet facilities are nearby. There is a minimum of two bunk counselors per camper bunk.

Support Staff and Male Counselors live in similar cabins in the Staff Village. Staff Village bunks have electricity- with overhead lights and electrical outlets in the bunks. Shared, single-gender shower houses are nearby.

Bunks are equipped with bunk beds and have basic storage spaces for personal items.

Bunks typically sleep 8-12 people and staff are responsible for the upkeep and cleanliness of their bunks. Community living helps campers and staff to build strong relationships and friendships.

## Time Off

Work schedules and time off vary among the various staff positions at camp. All staff can expect regular time off throughout the summer.

Early Evenings and Days off are the perfect time to explore nearby Maine and New Hampshire. Popular destinations include Portland, Maine and North Conway, New Hampshire

Staff can enjoy outdoor activities and experiences such as lighthouse tours or baseball games in Portland. Shopping, hiking, and local restaurants are a favorite in North Conway.

Staff have access to camp vehicles to enjoy the various nearby locations. And you're always welcome to remain in camp to rest, relax and enjoy the camp day.



# 06

## The Next Steps



# The Interview



The interview helps us learn more about you, but it's also a time for you to learn more about Fernwood Cove and working at camp.

What to expect from a Fernwood Cove interview:

- a video call with a Fernwood Cove Director
- questions regarding your past experiences and how they are applicable to your success working at Fernwood Cove
- scenario-based discussion that focuses on childcare, youth development, teamwork, and living in a global community
- the opportunity to ask questions and clarify information in this packet and items discussed during the interview

# Reference Checks



Reference Checks are required for all new applicants and must be submitted for an offer of employment. References must be non-familial adults who know you in a professional, civic, or academic role. Please inform anyone you've included as a reference that you've submitted an application to Fernwood Cove. They can expect an email from Fernwood Cove including information for an online reference form.

\*Note that international applicants who have provided references for their J1 visa agency are not required to provide separate references.

# Background Check



A national level background check is required for all American applicants. A police check is required for all international J1 visa applicants and must be submitted to your visa agency as a part of the J1 visa application. A background/police check is required annually.

Additional driver record checks are conducted for anyone eligible to be a camp driver or operate camp vehicles.

# Extraordinary summers for girls



Maine's first half-season all girls' summer camp, Fernwood Cove provides today's girl with the ultimate overnight camp experience. Campers gain valuable 21st Century Skills through our traditional 3 ½ week residential camp program. Communication, collaboration, and creative thinking are integrated into bunk life and over sixty instructional activities. Each camper contributes to the inclusive camp community while growing under the safe guidance of experienced and knowledgeable staff members.

Fernwood Cove values of simple living, respect for the outdoors, and personal growth are incorporated into all aspects of camp. Our holistic program is more than an experience. It develops girls into the best versions of themselves, for today and for many years to come.