
Consultants' Camp



Carmel Valley, California

Editors' Note

1998

To produce this book, we collected together Camp notes and documents that were developed by Camp Committees and during Camp Sessions in 1996 and 1997. This collection is intended as a means to communicate our sense of what Camp is to all Campers.

For the most part, this collection is verbatim as Camp approved it in 1997. There are some minor changes. We corrected an omission from the invitations policy, changed parts of the policy's language from past to present tense, and added a description of the Social Director.

Naturally, we expect the content of this collection to change as Camp changes.

1999

Minor editorial changes were made to reflect recommendations from reviews at Camp in 1998. For example, the word "spouse" was largely replaced with the word "partner," and 1997 specific procedures were omitted.

2000

Policy was changed for confirmation of Leader and Board and invitation policy was clarified.

2001

The invitations policy was changed to clarify Camper responsibility when inviting new people.

2002

Explicit fees were removed from the invitations policy. Board approval of the Camp budget was added.

2004

Campership was added to the invitations policy.

2005

We added a principle regarding collaboration. We also clarified the qualifications for Leader.

2010

Removed location specific references, made definitions of CLC and revisions to this handbook explicit, changed some syntax without changing semantics, and added Leader responsibility for selecting venue and dates.

2017

Switched the responsibility for choosing a venue from the Leader to the Board.

Brian & Bill

2022

LEADER

Lisa Sorensen

BOARD

Eduard de Jong

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SOCIAL DIRECTOR

Boudewijn de Kerf

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Mission

Camp provides an ongoing setting where consultants support each other in learning and growing.

Vision

We celebrate our individual gifts by helping each other grow as people and consultants in voluntary interdependence in which everyone values and respects each other. We share a special sense of community and joy that brings us back in the spirit of the natural beauty and historical associations of the Nordic Inn and nurtures us in our lives away from Camp.

Principles

These principles are not intended to be laws, but rather a mechanism for Campers to agree as a body, “This is how we want Camp to be.” As such, they are confined to concerns that are beyond the practical reach of individuals to negotiate for themselves.

- Campers manage Camp.
- Camp is a sanctuary from commercial enterprise.
- Camp is a safe environment for experimenting, learning and growing.
- If one Camper has a problem with Camp, the community has a problem.
- Camp procedures are established openly, and the community trusts decision-makers to act in accord with Camp values.
- All Camp sessions are open to all Campers.
- Campers freely make choices in a way that allows others in the community to freely make choices.
- Congruent interaction—behavior that respects self, context, other—is a core Camp value.

Community Operating Procedures

The camp community embraces all those who have ever attended the annual gathering. The community exists all year round.

- The Camp Leadership Council (CLC) comprises Campers present at the CLC meeting.
- The CLC meets at every annual Camp gathering.
- Any Camper may raise any community grievance at CLC.
- Changes to this Handbook are by open consensus of the CLC.
- Camp Committees document and make public their procedures at Camp.
- Any Camper may join any Camp Committee at any time.
- Camp is not for profit, but it pays its expenses.
- Campers pay the Camp Administrative Fee before attending.
- Camp only proceeds when a budget is approved by the board.

Invitations Policy

The basic policy is very simple: “Those with the most desire to attend Camp, as signified by the action of signing up, get to go to Camp, with returning Campers from the previous year having first right of refusal. After that, it’s an open game.” All registrations are accepted in the order received. When the ceiling is reached, no more Camper registrations are accepted. If there are cancellations, the next Camper registration in line will be accepted.

Camp is by invitation only. Only Campers may invite others to come to Camp. An invitation is for that year only. The act of inviting someone to Camp is an act on behalf of the Camp community and should be taken with due respect and consideration for both the community and the invitee.

Ceiling

The Camper attendance ceiling is 52.

First Priority

The previous year’s Campers have first priority.

Second Priority

All Campers from earlier years who were not at the last Camp and all suggested new Campers have second priority. Registrations from this group will be accepted after first priority Campers have had a reasonable opportunity to register.

Partner/Children Policy

The Invitations Committee defined three ways in which Campers may choose to bring along a spouse

or significant other who is not already a Camper.
These are:

Roommate:

Partner is coming, and will share Camper's room, but has no intention of participating in anything, or getting a garment. No Camper status for partner.

Guest:

Partner is coming, will share Camper's room, would like a garment, and might attend a few sessions. No Camper status for partner. Guests may not vote in CLC meetings.

Camper:

Partner is coming, will share Camper's room, and would like to participate fully in all Camp activities. Partner pays full Camp fee and has full Camper status. Camper takes responsibility for partner fitting in.

In all cases, all of our friends who are present are welcome to attend all events and programs, and we encourage all Campers to make all Roommates and Guests feel welcome. Minor children of Campers who share their Camper's room are welcome. Campers intending to bring minor children should inform the Leader in advance and specify proper garment sizes.

Roommates, Guests, and Children do not count against the Camper numerical ceiling, since they are not Campers.

Campership

- Sponsor nominates campership candidate.

- If more than one candidate, sponsors (also candidates if desired) self-select a single candidate.

Campership includes:

- Camp Administrative Fee,
- Room,
- Lunch donation.

Campership candidates attributes:

- Different perspective from the majority Camp population (Geographic, Industry, Discipline)
- New Camper.

Role Descriptions

Leader

- is empowered to act in the best interests of Camp,
- must have attended two Camps,
- serves a term of 1 year, with no term limits,
- may delegate tasks to other Campers,
- establishes mechanisms for Camp communication,
- oversees operations between Camps,
- authorizes expenditures of funds,
- hires vendors and executes contracts,
- has no authority over the Board, nor any ability to dismiss Board members,
- receives no financial compensation,
- may be reimbursed for receipted Camp operational expenses,
- presents an income and expense budget and fees to the board for its approval. This budget includes a prudent fiscal reserve.

Board

- represents Camp in the absence of Camp,
- advises the Leader,
- has three members,
- members commit to attend all Camps for which they are responsible,

- members serve one-year terms, with no term limits,
- is solely responsible for filling Leader or Board vacancies,
- is empowered between Camps to replace the Leader,
- establishes its own procedures,
- makes public its Camp procedures and proceedings,
- members receive no financial compensation,
- may be reimbursed for receipted, Camp operational expenses,
- approves the Camp budget,
- secures an appropriate venue and dates for the next Camp after the board's term.

Social Director

- presides over Camp's opening and closing events,
- coordinates Camp sessions,
- arranges Camp dinner,
- recruits next year's Social Director.

Selection Procedures

Leader

- Campers may post their candidacy for the Leader position on the schedule wall during Camp.
- If there are excess persons, the set of candidates decide among themselves who the final candidate is.
- The CLC confirms or rejects the candidate by open consensus.
- Failure to confirm a Leader results in the incoming Board appointing a Leader.

Board

- Campers may post their candidacy for Board positions on the schedule wall during Camp.
- If there are excess persons, the set of candidates decide among themselves who the final candidates are.
- The CLC confirms or rejects the set of candidates by open consensus.
- Failure to confirm a new Board will result in no Camp the following year.

Notes