Memorandum

AMERICAN FRIENDS SERVICE COMMITTEE
INCORPORATED
20 SOUTH TWELFTH ST., PHILADELPHIA 7, PA.

To: Camp Joy File
From: Hermann Roether

Subject: Report on my visit to the project.

I think this is the best leadership team that I have seen functioning in a high school work camp. Norm Wilson is a past master in relating to this age group and has a wonderful understanding than ability to relate to the rest of his staff. Claire is a full member of the project. Her reactions in camp situations have a sharper edge than Norm's but they are not completely off key. They have a wonderful relationship with each other and the close tie they have as a family permeates and transfers easily to the whole work camp.

Mary Young has been working out well as a dietician I think. The circumstance is not easy under which she has to function. It is hard to keep the kitchen area clean with a substantial leak in the sink in which they wash the dishes. The wooden floor boards of the building get flooded quite easily. I did not have the chance to check in her personnel folder but according to Norm and Claire something apparently went wrong in communicating with Mary. She had not been aware of the fact that her trip and participation in the Pendle Hill conference would be paid for, nor did she know that she should arrive at camp a day or so early. This was the reason why she didn't come to the Pendle Hill conference and her arrival at the same time with the campers did not help very much in setting up the work camp. However, she pitched in very easily and relates very well to the high school campers and is doing a creditable job.

Ann Preston is very good. She has a wonderful way to synthesize discussions, as Norm put it. She relates very well to the girls as well as the fellows. There is no feeling of competition at all within the counselor team. She has a very even personality with the extra spark that is necessary.

Kent Peacock, I suppose, is an exception to prove the rule. Even though I gather he was picked up rather late, he is a very good boys' counselor. He has taken over the work project and would be doing even a better job if he had the backing of a professional person that the community should have provided. He relates easily and well to the fellows in the work camp. To emphasize the marvelous spirit in this camp, I might just mention that Kent has a romance going with one of the campers (Laurie Lisle) and it does not disturb the camp's atmosphere at all from what I could gather, and from what Norm mentioned to me.

The living conditions are rather primitive. The campers and leaders live in tents. However, the tents are rather comfortable in that they put in a wooden floor and they actually sleep on beds. The tents were not particularly rain-proof, so after some fixing I think they protect a little better than what was the case at first. I think we had reports on the building of the showers, etc. The campers, in order to escape the midday heat, introduced JUST THE, which stands for Joy Instant Saving Time. This way, when they get up at six o'clock in the morning it is actually five o'clock but it doesn't sound so bad. There is a good agreement within the group about light-outs. It does not seem to be discussed very much and is accepted well as a necessity if you want to put in a full day's work the next day. Again a sign how well the leadership team was able to interpret this aspect in this particular camp. There are quite a number of romances going on within the work camp. None of them are exclusive and at a dance we had in the evening the dating campers switched
easily partners. I was very proud since one of the campers who had hurt his leg and couldn't dance loaned me his date so I would have a partner!

The work project is meaningful to the work camp. It is a good work project in that the camp in the course of time actually sees what they are doing. The great disadvantage of the set-up which worried me considerably is the fact that there is no professional person supervising the actual work that is being done. I talked to Jolene Fritz about this and she really did not know what to do about it since she had mentioned it to Reverend McCracken again and again that this was necessary and the AFSC had been promised that this would be the case but there is just no professional person who continually supervises the work of the work camp. Therefore, a very heavy responsibility rests on the leadership team. It rests mainly on Kent Peacock, who has taken responsibility for the work project. While he has grown up on a farm and is a very good and creative jack-of-all-trades, I had the feeling that this responsibility was not particularly welcome on his part. He enjoyed the arranging of the work crews, etc., but I felt that he did not feel easy also to carry responsibility for the supervision of the actual work being done. The lack of such a professional person has been felt several times. I therefore don't blame Kent or anybody else in the work camp at all if they feel uncomfortable. For instance, they are building cabins for the day camp and the work camp can select the sites. They have selected very beautiful sites, one of which are slopes overlooking a valley with a small rivulet in it. The beauty of the site, however, is quite matched by difficulties in construction. Since some of the cabins are built on a slope the front doors have to be of considerable height in order to level off the cabin. Norman and Kent got all the advice they could as to how the pillars are to be constructed. Some of the advice they received I felt they must have misunderstood. But perhaps I just know little enough about bricklaying and working with cement to be concerned about it without really being able to give them any help. In any case it happened that one or two of the pillars they built collapsed when they removed the form and when somebody leaned against it. In this kind of work without a professional person supervising it, the camp, and therefore the AFSC has taken a responsibility that weighs heavily on us I think. I did not see any reason why I should get the camp all worried about it, at the same time I did speak to Kent and to Norman suggesting that perhaps one counsellor or a particularly mature work camper should really continually supervise the building of these pillars. I observed some of the work campers who were on the pillar-building crews and I felt that they had little concept of the absolute importance in this work which begins with the care of mixing cement, the pouring of the concrete, and the continuous working of the concrete in the form, pushing it down so that it settles right, etc. In other words, it was by no means the irresponsibility of the high school work campers because all of them were doing a very good job and they were working as responsibly as they could with the limited knowledge they have. But it is perhaps the only disadvantage of this work camp that there is no prominent work supervisor and I hope Camp Joy will not suffer for it in the long run.

The two work campers that come from Reverend McCracken's church fit in very well with the work camp. They are the type of Negro volunteer that we should get much more into our work camp. The foreign students are a great addition, even though Jean-Max Sauvel is a little withdrawn and has, I think, a considerable language barrier.

It was a complete joy to visit this work camp and a wonderful conclusion to a trip visiting projects. I don't believe this is the strongest high school group that we have assembled, but the group is getting the best leadership that I have seen and therefore I think the camp is reaching as much its potential as I have ever seen it in an AFSC project.
July 29, 1960

Norman Wilson
Friends Work Camp
c/o Camp Joy
Clarksville, Ohio

Dear Norman:

I have read your letter to the Chamber of Commerce with deep appreciation. I think undoubtedly it is one of the finest letters I have read. You state the problem, tell about the work camp and point up the positive associations you have had in Wilmington in unusual manner.

I have shared this letter with many who are here and it has helped us all.

Naturally, I will be interested in knowing the response you receive, although this in no way relates to this understanding letter.

It is so good to have both you and Claire at camp and I hope that both of you amid all the lack of hot water and a few other things are finding real pleasure as you share your lives with the campers this summer. I feel the campers have an unusual privilege as they work with your leadership.

Sincerely,

Thelma N. How

THH/afe

cc: Jolee Fritz
Camp Joy Workcamp
Clarksville, Ohio

July 23, 1960

The Chamber of Commerce
Wilmington, Ohio

Dear Sir:

This afternoon four participants in our workcamp at Camp Joy, near Clarksville, went into Wilmington to get badly needed haircuts. After a short wait at the D & J Shop, three of the boys were quickly taken care of. The fourth was refused service because he has dark skin — he is a citizen of Haiti — and because, the barber contended, he has the kind of hair which barbering school omitted from its curriculum.

The boys went to another barber shop, the proprietor of which is a Mr. Brunner. This elderly gentleman said he does not choose to cut Negro hair. He directed our boys to a shop which subsequently did treat our Haitian participant as just another customer.

Following my return from several errands, I visited the two discriminating barber shops and was told by the respective barbers that they would not cut Negro hair. They said that there are two barber shops in Wilmington for Negroes.

During this first month of this two-month workcamp, this marked the first departure from the warmth and hospitality of Wilmington merchants. Mr. Ryers' appliance store, the Fairley hardware store, and Sabina's wholesale grocery have been among those which have accorded our camp and its campers great courtesy and helpfulness.

I am writing you to ask 1) whether your organization has any policy regarding equal treatment of all customers; 2) whether segregation does prevail in most Wilmington barber shops; 3) whether you could use your influence to dissuade discriminating barber shops from this practice.

Our twenty-two high school work campers are here to construct a permanent overnight camp for the West Cincinnati-St. Barnabas Church. Our campers represent various regions, various religious, various cultural backgrounds. We are not interested in raising a public outcry about injustice, but we are concerned that these students experience equal opportunities to serve and be served.

Sincerely yours,

Norman H. Wilson
**WORK ACCOMPLISHED** - Construction work was begun on the first cabin this week. We were able to lay the floor boards and build the frame on one camp site, while cement piles were poured at four other sites and numerous post holes dug.

Since Mr. Kingery's hay was harvested these past ten days, several campers volunteered to assist with this task.

Our supply tent was cleaned and the field in front of it cut, also.

**PROBLEMS ENCOUNTERED ON PROJECT AND PROPOSED SOLUTIONS** -

Joy Instant Savings Time (JIST) was instituted this week in an attempt to overcome fatigue caused by several hours work in the hot sun. We have set our clocks ahead one hour, which permits us to rise at 5:00 A.M. and complete most of our work in the morning, with a two and a half hour work period after 3:00 P.M.

We have continued experimenting with meditation. At present we have reserved a half hour after lunch for meditation, and several campers have expressed the opinion that at this time they are more clear-headed than immediately after breakfast.

We have made an effort to become acquainted with the local teenagers of Morrow and Clarksville. This policy has been quite successful, since two nights this week, we were hosts to several boys. We may, however, have to adopt a policy which would encourage local visits by invitation only, and thus avoid embarrassment caused by unexpected visits during Camp Joy family affairs such as business meetings.

Concern for our own and others safety was responsible for the driving tests which were conducted this week. We have set our own speed limit of 15 M.P.H. on the dirt road leading to camp and visiting youths from Clarksville and Morrow will also be familiarized with our new policy.

Work is being done on a volunteer basis now, in an attempt to promote greater efficiency.

**EXTRA-CURRICULAR ACTIVITIES—DISCUSSIONS, TRIPS, RECREATION, ETC.**

Saturday evening we participated in a combination square dance and rock and roll session at the Kingery's farm. We were introduced to many local teenagers.

We attended a county fair in Lebanon on Sunday, and spent the day visiting livestock and other exhibits.

Two evening visits to Lake Cowan this week were a pleasant way of relaxing and cooling off after a hot day's work.

The Entertainment Committee planned Wednesday evening's program of a "Day in Camp Joy" in which we all participated, acting out the various facets of camp life including meditation, work, and cooking.
We have planned a square dance for Saturday night with music provided by the camp's string band.

**LOCAL CONTACTS, VISITORS, SPEAKERS, DISCUSSION LEADERS--THEIR ADRESSES-- AND EVALUATION OF THEIR CONTRIBUTION**

Our AFSC visitors this week were Gerry Brown of the Daton office and Hermann Roether from Philadelphia. Gerry worked with us for two days digging post holes and mixing cement. Although he didn't speak with us formally in the evening, several of us had an opportunity to speak to him about the activities of the other U.S. work camps. Hermann Roether spoke with us Thursday evening about U.S. and European work camps, and our own evaluation of service work.

Kent Peacock's brother, Mark, and his friend Jan Keys of Winchester, Indiana worked with us this week and expressed surprise at the enjoyment they derived from their tasks.

Counselors in Training from the YWCA in Cincinnati lunched with us Wednesday afternoon and observed our work program.

Although Mac has continued to be our most frequent visitor, we no longer treat him as a guest, but rather as a fellow work camper.

Three students from the Peace Caravan stopped at Camp Joy to introduce themselves and they have been invited back to speak to us at a future date.

**CAMP PERSONNEL NOTES: PROBLEMS AND PROPOSED APPROACH: OUTSTANDING CONTRIBUTIONS**

A lackadaisical attitude toward work which was prevalent this week among some campers was responsible for Kent's new policy of assigning work instead of asking for volunteers on each job. People found shirking under this new policy will be assigned the most menial tasks on the following day. There have been no announcements yet as to whether this will be a temporary policy.

**APPRAISAL:**

**EVIDENCE OF THE GROUP'S AWARENESS OF COMMUNITY LIFE AND PROBLEMS**

Since last Saturday night's dance at the Kingery's, the group has made a more concentrated effort to become acquainted with the local teenagers. The youths of Clarksville and Morrow appear to have no place where they can meet for planned activities during the summer. This past week they seem to have adopted Camp Joy as grounds where they may meet new people and exchange ideas. They seem interested in the work we are doing and we have been encouraging them to help us in their free time.

**EVIDENCE OF COMMUNITY'S ATTITUDE TOWARD THE WORK CAMP**

The majority of the people in the communities of Clarksville and Morrow have been extremely cooperative. Religious leaders in both communities have shown interest in speaking with us after services. As previously mentioned several teenagers have shown an interest in our work and have promised to lend us various types of machinery and equipment as we need it.

Unfortunately, we encountered our first prejudices of the encampment Saturday, when four of our boys went into town for haircuts and were turned down by the barbers since one of the boys was a Negro. After much persuasion, they finally convinced a barber to cut their hair. Norm has informed the Wilmington Chamber of Commerce of this incident.
EVIDENCE OF GROUP'S RELIGIOUS EXPERIENCE AND AWARENESS

Several of us have enjoyed visiting churches of various denominations each Sunday as a type of personal survey of the religions in the United States. Last weekend approximately ten campers visited the Church of God in Morrow and were able to speak to the pastor after services and have our questions answered.

This Sunday the group will take a trip to Grailville, which is a Catholic community in Loveland.

EVIDENCE OF DEVELOPMENT OF GROUP LIFE AND EXPERIENCE

Group unity among campers has seemed more pronounced lately than in previous weeks. Perhaps our frequent contacts with the "outside world" is responsible for the tighter bonds within our group and the development of a family feeling for one another.

SUGGESTIONS FOR EXTENSION AND CONTINUANCE OF AFSC EXPERIENCES AFTER WORK CAMP FOR CAMPERS: FOR COMMUNITY

Gerry Brown, Spahr Hull, and Hermann Roether have all evoked interest in the campers, concerning the activities of the other work camps, the various AFSC seminars and weekend work programs. Several of us have inquired about the possibility of receiving reports on the activities of the other work and seminar groups.
July 25, 1960

Bennett Price

Thelma How

Camp Joy Report

Thank you for your excellent report of activities at Camp Joy. We look forward to these reports and they really help us feel part of camp even though this takes some doing when we are here in dirty old Philadelphia.

I am very glad that your work has commenced on the cabins because I imagine that you will find great interest in this. All that you have been doing has been so very, very essential, but I can understand from your point of view much less interesting. I imagine that you will take the various tasks that come your way in good spirit, even though you may have preferences. It's rather fun to see cabins come into being and you have an idea of being more creative.

I am very glad that the State Health Inspector came, even though he may not have approved of all your procedures. However, it is important that we come up to standards, because when we don't it merely means in a camp upset stomachs, diarhœa and all the rest of the things that come from lack of sanitation. I hope that all the campers help maintain as much as possible, because it must be decidedly difficult to function in the fairly primitive situation which is yours. Certainly, you are in a camp situation.

Your scavenger hunt sounds like fun, and I hope you will have other good recreation together. In addition, I hope that people from the community and from Cincinnati do have some real contributions to make to stretching your ideas and thinking.

I don't think that there is a community that really understands what work camping is about. The one point that they can not get over is why you come to do work and pay for the privilege. You should know, however, that this increases your contribution in the community as they try to fathom the reasons behind your service.

I am very much interested in your comments on business meeting by consensus. There is no doubt about it this may be a slower method, but we have to ask ourselves whether it is better to take a longer time in order to arrive at a decision which may be nearer the truth than one obtained through voting, or whether we should save time and vote and be done with it. In a business meeting by consensus the whole idea is that you are confronted with a problem and that you want to as a group find the best solution. You are not interested in lining up those for and those against or even interested in maintaining what you thought when you came in to the meeting if comments made by other campers change your ideas. Please don't get discouraged with this method because I think it is a method you will really learn to respect if you give it a chance. Of course, you won't want to spend too much time on the decisions that are not important, just little things. But on the things that are important wait until your group is ready for a decision. Perhaps by having committees crystallize some of their ideas before meeting you can cut down on the total length. Long business meetings can be deadly, I know. Certainly, your leaders are well versed in using the meeting by consensus and I know they help you understand. The wonderful thing in this kind of a business meeting is that there is opportunity for everyone to express his opinion if he feels his opinion is different from those already expressed. Consideration is given to even a most minority opinion. However, there comes a time when it becomes rather clear where the consensus or "weight" of the meeting is, and then the clerk should state this. Campers still have an opportunity to disagree with the consensus as stated by the clerk if they feel this is not correct. However, each person in the group should be in a very positive frame of mind helping toward a solution of what is being discussed.
I hope that you will find the form of meditation that will have most meaning for your own group. It well may be that you could ask a camper from time to time to bring some reading to the group to set the stage of thinking or just to stimulate thoughts in general. This might be an answer for the people who read books during meditation. In it all, no matter what form you take I do hope that all of you will give some time to quiet and silence. As you share your ideas with each other, however, you will get to know each other on a level much deeper than in your day-by-day relationships. Remember when you share in a meditation period you don't have to say anything remarkable or profound but just share any simple ideas that come to your mind. In any case don't be afraid of new ideas this summer and of trying new things. I am sure you are not.

The best to all of you in the weeks ahead.
WORK ACCOMPLISHED - The clearing of brush from cabin sights was continued as well as clearing of brush for power lines. The construction of latrines was completed as were the connection of the showers and the sink. More time was spent on improving our own living conditions. Tents were patched, the kitchen sink raised, etc. Our well water has finally been O.K.'d and is nowfit to drink. The wiring of our main building for electricity has now begun. Finally the work has finally commenced on the cabins. With the aid of Mr. Fowler the first cabin was surveyed and the digging of holes for the cement foundations begun.

PROBLEMS ENCOUNTERED ON PROJECT AND PROPOSED SOLUTIONS - Many of the same problems mentioned on last weeks report were encountered (fatigue and lack of tools) but to a lesser extent due to cooler weather and addition of new tools respectively. One major problem was the addition of the state health inspector to our kitchen. We found that most of our kitchen procedures had to be amended. Our dietician, Mary Young, has put up a list of procedures to be followed in food preparation and cleanup. We hope these measures will enable us to get a better report on the inspectors next visit. In our business meeting last Friday a good deal of concern was shown pertaining to the structure of the committees in their amount of rotation. After much deliberation the group decided to maintain the committees as they were for one more week and then have members change weekly. In addition the clerk of the committee would leave a written report for the new committee - as well as having one member of the old committee work with the new committee for one meeting. Interest was also shown in changing the work schedule in order to make the work day easier but still maintain the same length. The group decided to keep it as it was with lunch from 12 to 1:30.

EXTRA CURRICULAR ACTIVITIES--DISCUSSIONS, TRIPS, RECREATION, ETC.

The group has participated in a scavenger hunt and parlor games. A trip to Lake Cowan for a swim after dinner was a welcome addition. as was a trip to the Indian Mounds at Fort Ancient. Reverend McCrackin supplied us with tapes of the Weavers and Pete Seeger and much enjoyment has been obtained from listening to these. In addition-- a more educational visit we have had readings by the education committee from books in our library and Rev. McCrackin gave us the history and motives behind his case. Seven or our group had a very enlightening talk with a Catholic priest for an hour or so after his Sunday service.

LOCAL CONTACTS, VISITORS, SPEAKERS DISCUSSION LEADERS--THEIR ADDRESSES AND EVALUATION OF THEIR CONTRIBUTIONS -- Jack McKay of 320 North 9 St., Hamilton Ohiio, a good friend of Rev. McCrackin helped us for 3 days in the kitchen and on the work crews. He has pitched in with the work, and been just like a member of the group. Jolee Fritz came up Thursday and like the first time joined in the work with a good deal of energy. Reggie Jenkins sister Gloria and her boy friend Jim Stewart came out to work for one day. As mentioned above Rev. McCrackin visited us Thursday evening.
CAMP PERSONNEL NOTES: PROBLEMS AND PROPOSED APPROACH: OUTSTANDING CONTRIBUTIONS - As Norm mentioned last week Mary Young's work in the kitchen, in organizing supplies and making menus with the aid of the kitchen committee has been wonderful and extremely important.

Appraisal:
EVIDENCE OF GROUP'S AWARENESS OF COMMUNITY LIFE AND PROBLEMS - The group enjoyed talking to the linesmen who were putting up the electric lines. At times a camper would bring out a pitcher of water to the linesmen which they were grateful for even though they had their own water cooler.

EVIDENCE OF COMMUNITY'S ATTITUDE TOWARD THE WORK CAMP - The linesmen were very friendly with us. They chatted amiably, lent us tools, sharpened our axes and installed poles for us. They could not, however, understand why we paid to work. A group of us on a hike met a farmer who due to the circumstances of the meeting was quite hostile towards us until he learned we were from Camp Joy upon which he became quite hospitable and friendly.

A local grocery store, (McVey's) has been friendly and quite obliging for as Mr. McVey said, "it's a worthy cause".

EVIDENCE OF GROUP'S RELIGIOUS EXPERIENCE AND AWARENESS - The first business meeting showed a good deal of struggle with the idea that voting was not allowed. It slowed down the meeting considerably in that people were voting and not saying "no objection". The number of people who read books during meditation has steadily increased. It is now up to 3 or 4 people.

EVIDENCE OF GROUP'S DEVELOPMENT OF GROUP LIFE AND EXPERIENCE - At the last meeting Norm suggested that we in the next week get to know 2 people much better than we had previously. The steering committee agreed that the group had gotten closer to some extent but that Norm's proposal had not been followed to any great extent.

Suggestions for Extension and Continuance of ARBO Experience after Work Camp -- For Campers: For Community:

There are no suggestions for this, either from myself, the Steering Committee or the whole group.