

CAMP CODY

2009 Staff Guide

For

Junior Officers Adult Staff

*"The Best Backwoods
Camp in the Sierra"*

WELCOME!

Welcome to the 2009 Camp Cody staff.

You will meet new friends, have a great Camp Week, and contribute to the growth of the Scouts you'll serve. Welcome to the great tradition that is Camp Cody.

Policies, not rigid rules, guide Camp Cody's Junior Officers (the J.O.), and the Adult Staff. Approved by both the Senior Camp Director (S.C.D.), Troop 1 Scoutmaster(S.M.), the Cody Chairman (C.C.) and the Junior Camp Director (J.C.D.), the "Camp Staff Policies" flow from some very simple goals that have guided Camp Cody for more than 50 years:

- o Scouts come to Camp Cody to have fun learning.**
- o Staff comes to Camp Cody to serve the campers.**
- o All of Camp Cody's staff share these goals.**

Mutual respect among Camp Cody's entire staff --- J.O.'s and the Adult Staff --- is well known.

Each staff member has specific duties and responsibilities. Every J.O. and Adult Staff member knows his own job, but all staff share others' duties whenever and wherever necessary.

The principles of the Scout Oath and the Scout Law guide Camp Cody. We are the prime examples to the Scouts on how to live our lives according to our Oath and Law.

Many of us set aside a moment each day for a silent examination of our lives. At Camp Cody, you might think about how you live your life according to the Scout Oath and Scout Law.

Yours in Scouting,

**Gerry McIntyre
Soutmaster**

**Mike Baker
Cody Chairman**

**George Morrow
Troop Sponsor's Rep.
Chief Cook**

THE SCOUT LAW AND CAMP CODY

A SCOUT IS TRUSTWORTHY. Staff members learn quickly that trust and success go hand in hand. The Senior Camp Director (S.C.D.) and the Junior Camp Director (J.C.D.) trust you to carry out your specific duties. Your attitude when you accept assignments directly reflects on the Scouts you serve.

A SCOUT IS LOYAL. Loyalty to Camp Cody and to your fellow staff members is essential for a successful experience. You should be constantly observant and concerned about matters affecting the harmony at Camp Cody. If there are problems, J.O.'s need to talk to the J.C.D., Adult Staff should talk with the S.C.D.

A SCOUT IS HELPFUL. It begins with an attitude of helpfulness to the newly arrived Scout. It's not just your service, it's the first impression of welcome helpfulness that really counts. A Scout's problem, if you see it, becomes your problem until you tell the J.C.D. or S.C.D. about it.

A SCOUT IS FRIENDLY. As you pass a Scout, a J.O., or Adult Staff member on the trail, even if you've never met before, say "HI, SCOUT!" A friendly word costs you nothing but it gives good will. Be a friend to all. Be a brother to every Scout.

A SCOUT IS COURTEOUS. You represent the Boy Scouts of America every time you deal with visitors and the Scouts' parents. When outsiders come into Camp, act in ways that reflect credit on yourself, your patrol, Camp Cody, and the B.S.A.

A SCOUT IS KIND. One aspect of kindness is your relationship to the natural world, especially the animals that live around Cody Lake. Kindness and consideration for others, however, is of even greater importance.

A SCOUT IS OBEDIENT. J.O.'s, and Adult Staff carry out their duties with excellence. They accept direction from the J.C.D. and S.C.D. This is not unquestioning obedience, but prompt action after a legitimate request. But if something bothers you, get it off your mind quickly by talking to the J.C.D. or S.C.D.

A SCOUT IS CHEERFUL. A happy Camp Cody is a successful Camp Cody. Happiness spreads quickly at Cody when the J.O.'s, and Adult Staff take a cheerful approach to their work. Motivate yourself and you motivate the rest of the Camp.

A SCOUT IS THRIFTY. J.O.'s, and Adult Staff share a responsibility to protect Camp Cody. Our gear, the lodges, and the tools, were donated by families who believed in Scouting. You can save these resources for the Camp Weeks in future years.

A SCOUT IS BRAVE. You are part of the world's largest organization for young men. You serve at "The Best Backwoods Camp in the Sierra." You believe in the Scout Oath and Law. If you didn't, you wouldn't (or shouldn't) be at Camp Cody this year.

A SCOUT IS CLEAN. Where you live and how you look during Camp Week is an example to the Scouts at Camp Cody. When your quarters are a mess and your uniform is dirty, you can't expect the campers to do any better. Look sharp and they will follow you.

A SCOUT IS REVERENT. Being faithful to our religious duties is important not only for our personal lives, but also for the example we give to the Scouts at Camp Cody. Sunday evening's chapel service is an excellent opportunity to live out this part of our Scout Law.

CAMP CODY'S STAFF MEMBERS

Between the wild eyed eagerness of a Tenderfoot Scout and the gray haired dignity of a former Scoutmaster, all campers fall under the influence of a great group called "Camp Cody Staff."

Camp Cody's staff comes in three basic types: Junior Officers (called "J.O.'s"), and Adult Staff. The Junior Camp Director leads his J.O.'s, while the Senior Camp Director, Operations Director and the Programs Director lead the Adult Staff. Between them, the J.C.D. and S.C.D. are responsible for the successful operations and programs of Camp Cody.

J.O.'s, and Adult Staff come in assorted sizes, weights, shapes, colors, and types. They have varied backgrounds, hobbies, religions, and personalities, but they share one common creed. They live by the Scout Oath and Law. And they have fun doing it.

Staff members need the energy of a volcano, the power of a rocket, the memory of an elephant, the patience of a saint, the wisdom of a judge, the tenacity of a spider, the compassion of a nurse, and the common sense of your favorite uncle.

We must come to understand the campers who have the energy of a puppy, the squeal of a pig, the stubbornness of a mule, the an-tics of a monkey, the quickness of a grasshopper, the curiosity of a cat, and the slyness of a fox.

J.O.'s, and Adult Staff need leadership and know how to cope with someone who "knows it all." There is always someone who can bring your temper to a boil and tempt you to yell like a dictator. Remember, if he gets you to yell at him, you've lost it.

Staff members need a keen eye to spot many things: the younger Scout's first sign of homesickness, the Patrol Leader who doesn't quite get it, a poorly prepared instructor who could use a little extra help, the J.O., or Adult Staff who needs some time off. Staff members need to know how to handle their own day-to-day problems: who to go to in case of trouble, which decisions are theirs to make, and which decisions belong to the J.C.D. or S.C.D.

Camp Cody is not your personal Sierra vacation. It's an opportunity for service to others. No matter how much your back aches, you give your best to make Camp a success. Despite long hours, you keep smiling when that same Scout asks the same question time and again. You put aside your own personal likes and dislikes to remain truthful and understanding of others' needs. You keep plugging along because Scouts will remember what you do this summer long

after Camp Week is over. Someday, somewhere, some young man will come up and say, "Hi! Remember me from Cody?"

JOB DESCRIPTIONS

Camp Cody's staff is composed of both older Scouts called Junior Officers (J.O.'s) and Adult Staff. They are led by a Junior Camp Director (J.C.D.) and a Senior Camp Director (S.C.D.).

THE JUNIOR STAFF

Appointed by the S.C.D., C.C., S.M. and J.C.D., older Scouts serve as Camp Cody's Junior Officers, running the Camp's daily operations and programs. In a successful program, the campers see the J.O.'s running Camp Cody because the Adult Staff's influence is rarely visible. Depending on the size of camp the S.C.D. may determine that a few or number of positions are appropriate.

The quantity and positions held by J.O.'s are:

	Junior Camp Director (1)	
Assistant J.C.D. (1)		Assistant J.C.D. (1)
<i><u>Operations</u></i>		<i><u>Programs</u></i>
Maintenance (1)		Water Front (4)
Sanitation (1)		Camp Fire / Activities /
Trail Boss (2)		Editor (2)
Kitchen Police (1)		Cody Pioneer (4)
<u>Climbing 1</u>		

JUNIOR CAMP DIRECTOR. Under the general supervision of the S.C.D., the Junior Camp Director (J.C.D.) and the Assistant J.C.D. run the daily operations and programs of Camp Cody through the Junior Officers (J.O.'s), and the Patrol Leaders. The J.C.D. and his Assistant exemplify that Camp Cody is a "boy run camp."

- A. Responsible for smooth operation of all events.
- B. Assists the S.C.D. in setting Camp policies.
- C. Closely supervises J.O.'s, and Patrol Leaders.
- D. Solves problems, including disciplinary questions, referred to him by J.O.'s, W.O.'s, and Patrol Leaders.
- E. Refers major decisions to S.C.D.
- F. Helps the S.C.D. select J.O.'s.
- G. Leads and trains J.O.'s by his own example.

CAMPFIRE DIRECTORS. A J.O. and an assistant organizes and runs the evening campfires. During the day, they help the Patrol Leaders prepare for their performances. The Campfire Director keeps them singing, laughing, and having a great time. The Camp Program Director is their advisor.

CODY PIONEERS DIRECTORS. Four J.O. 's organize and direct the first year camper program called the Cody pioneer Program. They coordinate scheduling the Cody Pioneers by recent Troop Leadership Training Scouts. The Cody Pioneer Director is their advisor.

EDITORS. The "Cody Cannon" is the Camp's official newspaper which comes out at least twice (preferably three times) during Camp Week. The "Cody Cannon" is written, edited, produced, and distributed by a J.O. who serves as the Editor. The Camp Program Director advises them.

MAINTENANCE DIRECTORS. A J.O. serves as the Maintenance Director with a W.O. as the Assistant Maintenance Director. They repair equipment, perform routine maintenance chores, (such as keeping propane tanks filled) and undertake any special projects requested by the J.C.D. and the Camp Cooking Staff. The Camp Standards Director is their advisor.

SANITATION DIRECTORS. Up to two J.O.'s serve as Sanitation Directors. One J.O. and assistant are responsible for the kitchen area where their tasks include clean up, after each meal served (dishes, garbage, tables, etc.). They will also pack up all garbage into sealed boxes and place them at the designated spot at the trailhead. The other J.O. and assistant are responsible for the twice daily cleaning of the Camp's latrines, ("bloops"). They apply lime

to the pits, clean the area, and keep the supplies stocked. They ensure that water and soap are in the immediate area for hand washing. At the close of camp they are responsible for taking down the bleeps for storage. The Camp Standards Director advises them.

SCOUT ACTIVITIES DIRECTORS. A J.O. serves as the Scout Activities Director with two W.O. as his Assistant Scout Activities Directors. They organize the after dinner activities: horseshoes, volleyball, and other games. They organize the olympic activities on Saturday. The Camp Program Director is their advisor.

Maintenance. A J.O. is responsible for the Camp's tools which are stored in Silvius Lodge: shovels, axes, saws, and other hand tools. He is assisted by Adult Staff, and campers who need tools for their projects borrow them from the Store Clerk. The Camp Standards Director is their advisor.

TRAIL BOSSES. A J.O. serves as the Trail Boss and is advised by the Camp Standards Director. They organize the packing in and out of all Camp supplies, much of which they carry themselves. Food comes in; garbage goes out.

WATERFRONT DIRECTORS. Working closely with two Adult Staff members, a J.O. serves as the Waterfront Director and as the Assistant Waterfront Directors. They direct the activities at the Waterfront: swimming, rowing, canoeing, and sailing. Safety is a paramount concern and they especially enforce the buddy system.

THE ADULT STAFF

Adult Staff attend Camp Cody at the invitation of the S.C.D. S.M. and C.C. The Adult Staff:

- o Fill special assignments, like Camp Physician.
- o Teach merit badge classes, as assigned.
- o Advise J.O.'s and on their duties, as assigned.
- o Assist with Wednesday night backpacking trips.

The specific jobs held by Adult Staff are:

Cooking Staff
Camp Program Director
Camp Standards Director
Cody Pioneers Director
Overnight Director
Rock Climbing
Shooting Sports Director
Waterfront Director and Assistant Waterfront Director

SENIOR CAMP DIRECTOR. The Senior Camp Director (S.C.D.) is Camp Cody's chief executive. Although he shares leadership with the Junior Camp Director (J.C.D.), final responsibility rests with the S.C.D. Success may be measured by his invisibility in the direct management of Camp Cody by the J.C.D. and the Junior Officers.

- A. Completely responsible for operation and management.
- B. Sets Camp policies, with assistance from the J.C.D.
- C. Maintains health and safety standards.
- D. Supervises Adult Staff.
- E. Serves as Camp Cody's chief morale officer.
- F. Decides all final disciplinary questions.
- G. Represents Camp Cody to all outside organizations.
- H. Responsible for pre-camp and post-camp evaluations.
- I. Responsible to Troop 1 Committee and its Camp Cody Committee, through their respective Chairmen.
- J. Appoints the J.C.D. and selects J.O.'s.
- K. Appoints Adult Staff.
- L. Must be CPR trained.

COOKING STAFF. Under only the most general supervision of the S.C.D., the cooking staff plans, organizes, prepares, and serves three balanced meals to all

campers and staff daily, except for special days. The cooking staff strives for high standards of health and safety in the preparation and storage of food.

CAMP PHYSICIAN. A trained physician, licensed to practice in California, serves as the Camp Physician, and reports directly to the S.C.D.

- A. Responsible for medical exams and health records.
- B. Examines all campers when they arrive at Camp Cody.
- C. Operates and maintains a medical office.
- D. Treats injuries and ailments, as needed.
- E. Arranges for outside medical help, as needed.
- F. Helps S.C.D. and J.C.D. with campers' special needs.

CAMP PROGRAM DIRECTOR. Reporting directly to the S.C.D., this Adult Staff member manages Camp Cody's programs and activities.

- A. Helps Adult Staff and J.O.'s with merit badge classes and their advancement activities.
- B. Helps organize evening programs: campfires, chapel, etc.
- C. Advises these J.O.'s and: Campfire Directors, Editors, Scout Activities Directors, and Bugler.

CAMP STANDARDS DIRECTOR. Reporting directly to the S.C.D., this Adult Staff member manages Camp Cody's physical facilities.

- A. Responsible for pre-camp preparation and testing of Camp Cody's essential equipment.
- B. Arranges the annual maintenance repair of equipment.
- C. Coordinates any needed physical improvements with the Cody Committee.
- D. Inspects the facilities and reports his findings to S.C.D
- E. Keeps the Camp policy and operations manuals up to date.
- F. Helps the S.C.D. with pre-camp and postcamp inspections.
- G. Advises these J.O.'s: Maintenance Directors, Sanitation Directors, Store Clerks, and Trail Bosses.

Cody Pioneers Director. Reporting directly to the S.C.D., this Adult Staff member manages Camp Pioneer First Year Campers.

- A. Responsible for total organization of intensive program for first year campers.
- B. Ensures that all "Cody Pioneers" are kept busy during scheduled activity periods.

- C. Appoints Troop Leadership Trained Scouts as leaders of various groups of Cody Pioneers.
 - D. Advises the J.O. Cody Pioneers Directors **COUNSELORS**. Their work coordinated by the Camp Program Director, these experienced Adult Staff members teach the 21 Merit Badges offered at Camp Cody.
- A. Before Camp Week, prepares and outlines his lessons.
 - B. If needed, contacts students before Camp Week to re-view any special requirements; especially written work.
 - C. At Camp, starts and ends classes promptly.
 - D. Helps campers complete their assignments.
 - E. Keeps track of "partial's", if campers don't finish.
 - F. Must be C.P.R. trained if teaching water sports.

NATURE PROGRAM DIRECTOR. Reporting to the Camp Program Director, this Adult Staff member supervises the Camp's nature programs.

- A. Helps the counselors who teach astronomy, environmental science, fishing and wildlife, forestry, nature, and soil and water conservation merit badges.
- B. Sets up the nature trail.
- C. Monitors the Camp to minimize environmental damage.
- D. Sponsors environmental restoration projects.

OVERNIGHT DIRECTOR. Reporting to the Camp Program Director, this Adult Staff arranges the Wednesday night overnight outings.

- A. Should have Council's "Backpack Awareness" training.
- B. Before Camp Week, arranges USFS campfire permits for the Adult Staff who will lead the overnight.
- C. Before Camp Week, obtains sufficient USFS Wilderness Permits for the Adult Staff who will lead overnight into the Desolation Wilderness (north of Highway 50).
- D. On Monday, sign up the Scouts for their overnight trips.
- E. On Monday evening, checks Cody Pioneers' backpacks.
- F. On Tuesday, briefs the overnight leaders.
- G. On Wednesday, check each trip out of Camp.
- H. Inform S.C.D. how many on each group and their destination so that food can be arranged by Monday night.

ROCK CLIMBING. This experienced Adult Staff member teaches climbing on the Cody Rock.

- A. Must be CPR trained.
- B. Controls all climbing equipment.
- C. Opens, closes, and directly supervises all climbing.

RUNNER. One adult staff member will be designated to run all errands out of camp. Such things include picking up the mail, getting propane or milk from the store, etc. This staff member works very closely with the Cooking Staff.

SHOOTING SPORTS DIRECTOR. Reporting to the Camp Program Director, this Adult Staff is responsible for the safe operation of the Rifle Range and the Archery Range.

- A. Must be CPR trained.
- B. Before Camp, inspects and tests all rifles.
- C. Safely secures all rifles and bows when not in use.
- D. Opens, closes, and directly supervises the ranges.

WATERFRONT DIRECTORS. Reporting to the Camp Program Director, the Waterfront Director and Assistant Waterfront Director supervise the safe operation of the water sports merit badge classes and the recreational use of the waterfront.

- A. Must be C.P.R. trained.
- B. Must have Council's "Paddle Sports" Awareness" training.
- C. Directly supervises the J.O. and Waterfront Staff.
- D. Helps these merit badge counselors: Canoeing, Lifesaving, Rowing, Small Boat Sailing, Swimming.
- E. Opens, closes, and directly supervisors the waterfront. Advises the Waterfront J.O.

CAMP CODY STAFF POLICIES

So that all Camp Cody staff understand what kind of behavior is expected of them, they have agreed to follow these policies:

ADVANCEMENTS. Scouts like coming to Camp Cody because it's a fun way to advance in rank and earn different merit badges. J.O.'s and Adult Staff serve the campers by teaching new skills and serving as merit badge counselors.

ALCOHOL. California state law prohibits the possession and use of alcohol by anyone under the age of 21. Scout policy reinforces this law. Drinking results in dismissal from Camp. The S.C.D. will strictly enforce this policy.

AUTOMOBILES. Minors do not drive to/from/at Camp Cody. Adult Staff may leave their vehicles in the Camp's parking lot during Camp Week. Except for transporting hikers to trailheads, Adult Staff do not drive their vehicles during Camp Week, except in emergencies when directed by the S.C.D. or the Camp Physician.

DINING POLICY. Feeding over 100 people at each meal, three times a day, requires cooperation. As he dismisses the campers from the Assembly before the meal, the J.C.D. selects the order in which the Patrols will go through the line. The J.O.'s often go first and then eat at their own table. Adult Staff usually go through the line after the Patrols. The Adult Staff take turns sitting with different Patrols at each meal. When the Adult Staff seats have been taken at the Patrols' tables, other Adult Staff sit at their own tables.

DRUGS. Illegal drug use is not permitted at Camp Cody. The S.C.D. will strictly enforce this policy.

GAMBLING. Gambling is not permitted at Camp Cody.

HAZING. Hazing, physical intimidation, and secret initiations are not allowed under Scout policy.

KITCHEN POLICY. No camper, J.O., or Adult Staff enters the kitchen unless invited by the Cooking Crew.

LANGUAGE. Swearing and gross language are not appropriate at any Scouting event, including Camp Cody. Respecting all people, racial or ethnic "humor" is inappropriate at Camp Cody. J.O.'s and Adult Staff set the example for the other campers.

MANNERS. Respect for others is a basis for good behavior. J.O.'s, W.O.'s, and Adult Staff treat each other with the mutual respect that they deserve. Campers, and J.O.'s refer to Adult Staff as "Mr. LAST-NAME". The common courtesies of "please" and "thank you" are expected of everyone.

PUNCTUALITY. Being on time is being considerate of others. Making others wait, especially making nearly 100 campers wait is just plain selfish. J.O.'s, and Adult Staff set the example for campers by being on time and ready for each event. If there is a repeated or serious problem, the J.C.D. may award the deserving camper the dubious honor of wearing "The Clock" until the next Assembly.

QUARTERS. J.O.s' quarters are at "J.O. Flats." Adult Staff may visit "the Flats" only by invitation of the J.C.D. However, the S.C.D. may visit at any time. Adult Staff quarters are the roped off area adjacent to the dining area. J.O.'s and other Scouts may visit inside the area by permission of an Adult Staff member. In keeping with Scouting policy, J.O.'s and Scouts who visit the Adult Staff quarters shall not enter any Adult Staff member's tent.

RELIGIOUS SERVICE. A Scout is reverent. **Everyone** attends the Sunday evening religious service after dinner, up on Chapel Rock. Respecting all people, the prayers, songs, and reflections are nondenominational and do not focus on a specific religion.

REVEILLE. Reveille is at 6:30 a.m., announced by both the Camp Cody cannon and bugler. Everyone at Camp Cody, including J.O.'s and Adult Staff, attend the Breakfast Assembly at 7:00 a.m.

SHOWERS. Everyone takes at least one shower during Camp Week. To respect their personal privacy, Scouts, J.O.'s and Adult Staff use the showers at separate times. The S.C.D. and J.C.D. will arrange the times of use. Please practice water conservation and limit your shower so that all may enjoy the hot water. The best time to get a shower is after dinner.

STAFF USE OF EQUIPMENT. Staff are encouraged to use the Camp's equipment: boats, canoes, pioneering, and the ranges at times which do not conflict with scheduled courses. Consult the J.O. and Adult Staff responsible for each area to determine when the use is convenient. Of course, all the same safety policies (e.g., buddy system, life jackets, range rules) remain in effect.

SWIM TESTING. Just as all Campers take a swim test to gauge their water skills and strength, all staff members will take the same test. Documenting swimming skills and strength helps the Waterfront staff's safety procedures. J.O.'s take their swimming tests during Work Week or on the first day of Camp Week. Adult Staff will take their swimming tests on the first or second day of Camp Week. The Waterfront staff will not allow staff members to swim until they take the swimming test.

TAPS. At 10:00 p.m., after the evening's Campfire program, the Camp bugler plays Taps. J.O.'s and campers stay in their own quarters, in bed, with lights out. Each night the S.C.D. (or an Adult Staff he asks) walks through the Camp for a bed check.

TIME-OFF. Camp Week is always busy. But everyone needs a little time to himself each day. J.O.'s and Adult Staff need to set aside time each day away from the campers and other staff. A nap, some reading, even just a shave and a shower, is important to keep your day balanced. Arrange your quiet time so it does not conflict with your assigned duties. The 5th period is often a good time to take your break. The S.C.D. and J.C.D. will insure that their staffs get the time off they need and deserve.

TOBACCO. Tobacco use is not permitted in Camp Cody: no smoking, chewing, or snuff. Adult Staff who smoke go outside of Camp, usually to the parking lot.

UNIFORMS. J.O.'s wear full Scout uniforms (shirt, neckerchief, shorts, and long socks) along with their distinctive campaign ("Smokey Bear") hats at the Dinner Assemblies. At the Breakfast and Lunch Assemblies and during the workday, J.O.'s wear their staff T-shirts, shorts, and long socks. While teaching or during heavy work, J.O.'s may wear more appropriate clothes (swimsuit's at the waterfront; jeans while bushwhacking). Adult Staff follow the same uniform policy, including the Adult Staff cap. However, if an Adult Staff member does not have a Scout shirt, he can simply substitute his staff T-shirt.

VISITORS. Visitors are welcome at Camp Cody during Visitor Day which begin after 1:00 p.m. on Saturday. Alumni and others may visit Camp Cody during Camp Week with the prior permission of the S.C.D. **NOTE:** Visitors do not stay overnight at Camp Cody, except for the final Saturday night. Visitors will not stay in the Scout camping areas, but may stay in the general vicinity of the Adult Staff quarters.

STAFF RESPONSIBILITIES AND CONFLICT RESOLUTION. We take pride in CAMP CODY as a "Scout Run Camp". With approximately 120 Scouts and Adult Staff expected to attend Camp Week, a certain protocol is required to ensure a smooth running camp. Minor disagreements as to class teaching techniques between a merit badge instructor and a staff member not involved in the class, differing ideas in general operating methods, or just plain personality conflicts may occur between JO's or Adult Staff.

By following the general chain of command as described in the JOB DESCRIPTIONS section of this manual, we hope to avoid any conflicts.

If a Scout has a misunderstanding with an Adult Staff member, the Scout should avoid a direct confrontation with the Adult and take the situation to his JO or the JCD, who will then notify appropriate Adult Camp Director. Likewise, if an Adult Staff member has a misunderstanding with a Scout, instead of direct intervention by the Adult with the Scout, the Adult should contact the appropriate Adult Camp Director to work with the JCD and his staff for a solution.