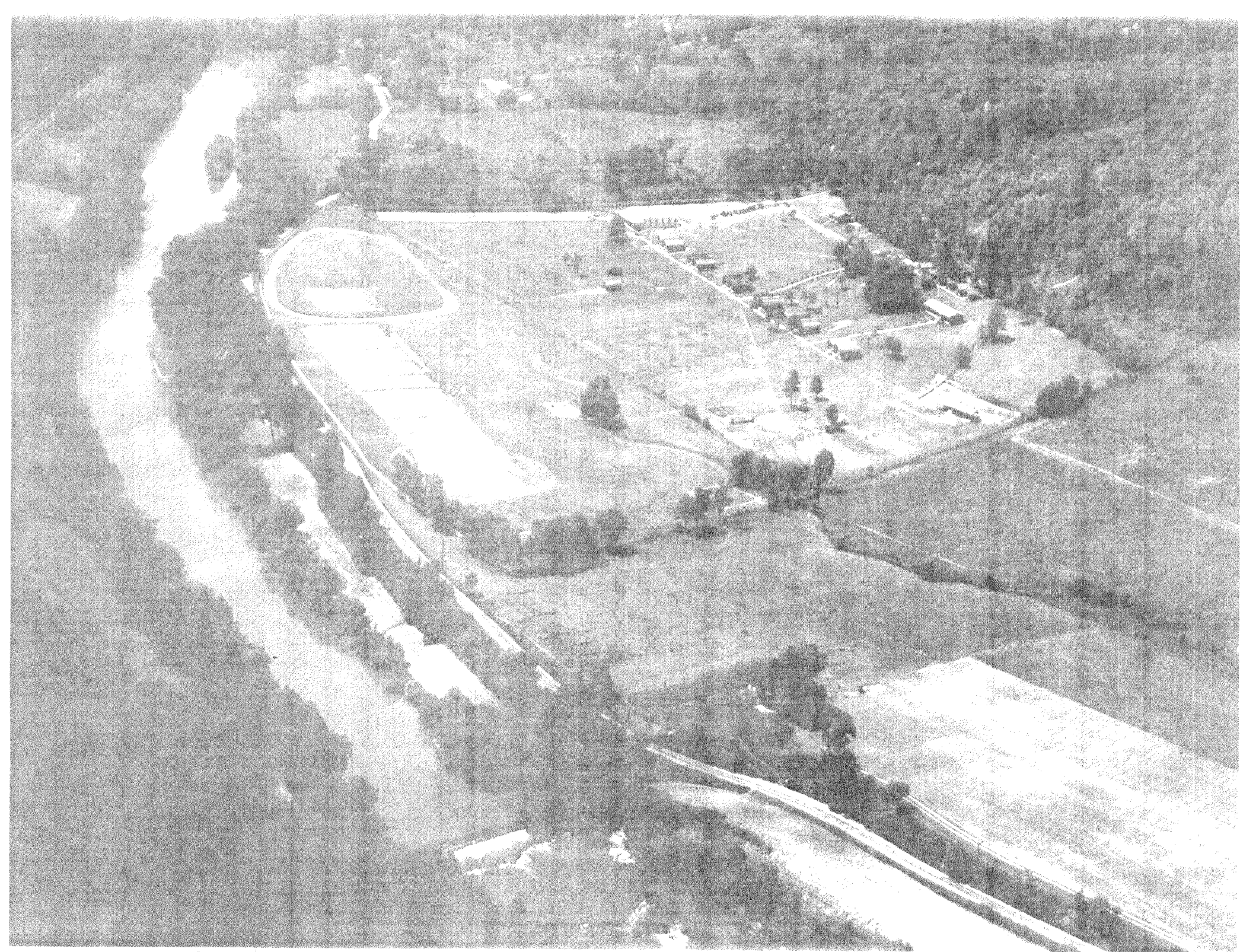




Cliffside

SUMMER
1946

INDUSTRIAL RELATIONS DEPARTMENT
CARBIDE AND CARBON CHEMICALS CORPORATION
SOUTH CHARLESTON, WEST VIRGINIA



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CLIFFSIDE

A SUMMER CAMP

FOR

CHILDREN OF CARBIDE EMPLOYEES

CLIFFSIDE

"CLIFFSIDE" was unknown six months ago. It was only the germ of an idea then to a handful of people in the Carbide family - most of them in the Industrial Relations Department - a germ that rapidly grew and developed into a tradition which promises to become as important to CLIFFSIDE alumni as the word Carbide is to their parents and to the people of the Kanawha Valley.

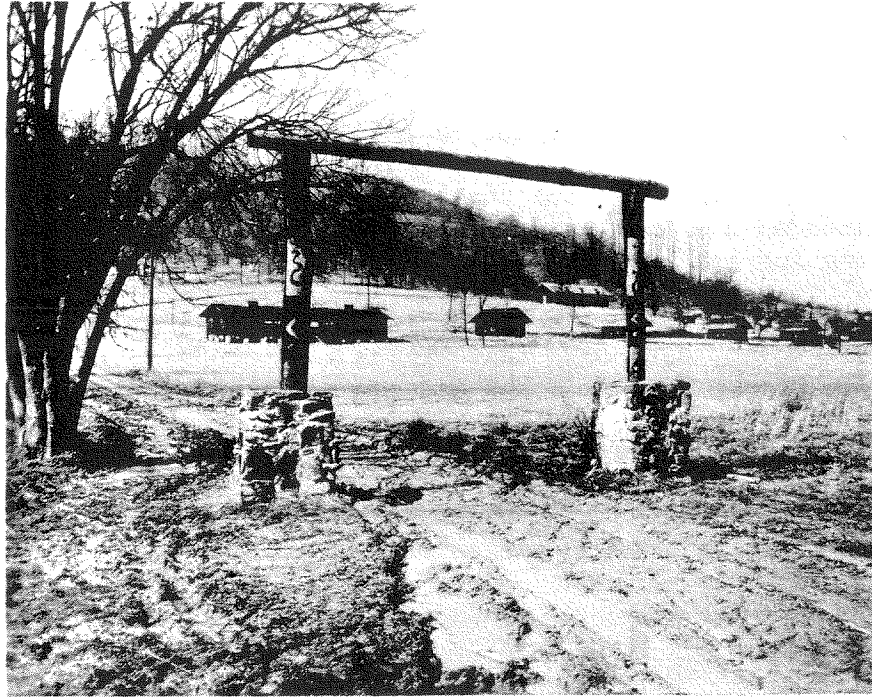
Yes, "CLIFFSIDE" and "CARBIDE" are synonymous. To the boy or girl who wears one, the CLIFFSIDE shirt, is just as important as the Carbide pass which permits entrance into the plant or obtains credit at the local stores. As Carbide is the Alma Mater of the parent, so will CLIFFSIDE be the Alma Mater of the Carbide kid.

In its three short months of operation, CLIFFSIDE has far exceeded all that was expected of it in the early months of planning for its opening. During the two months available for its development, the ten persons who, night and day, nursed it into being could hardly expect too much interest in a project which had never been tried, nor could they expect too much results in competition with proven private camps and camps which had been running successfully for years. To have had enough campers to open for a couple of months would have justified its existence for the first year in order to lay the groundwork for full camps in coming years. To have obtained, on such short notice, suitable personnel of the type required was a big question mark in itself. And with present day shortages to construct out of the available facilities the kind of a camp which would be worthy of Carbide, seemed in itself insurmountable.

After the first letter telling the employee of the camp, the quick and numerous letters of application, the many questions asked, and the general display of interest in the camp served as a stimulus to those working on the project, and all efforts were directed to getting the job done and the camp ready for opening. Nights and weekends were spent in completing the many details incidental to a job of this sort. Planning for the next day's work often ran well into the night, and Sundays were the big days because all day could be spent at work. Wives of the members of the group spent weekends at the camp, cooked the meals and helped with the work. Even the workmen doing the carpenter work and painting caught the spirit of things, worked hard and fast, and took pride in making the camp all that it should be.

To the group who spent their weekends between camps cleaning up in preparation for new campers, welcoming parents and campers, carrying luggage to the cabins, and showing parents around the camp, the remarks of parents and children, and the happy faces of the campers were ample reward for the long hours spent in preparation. Equally gratifying are the complimentary comments of employees and even business men and residents of the area, which, even now, continue to come in about the thought behind the project as well as the project itself.

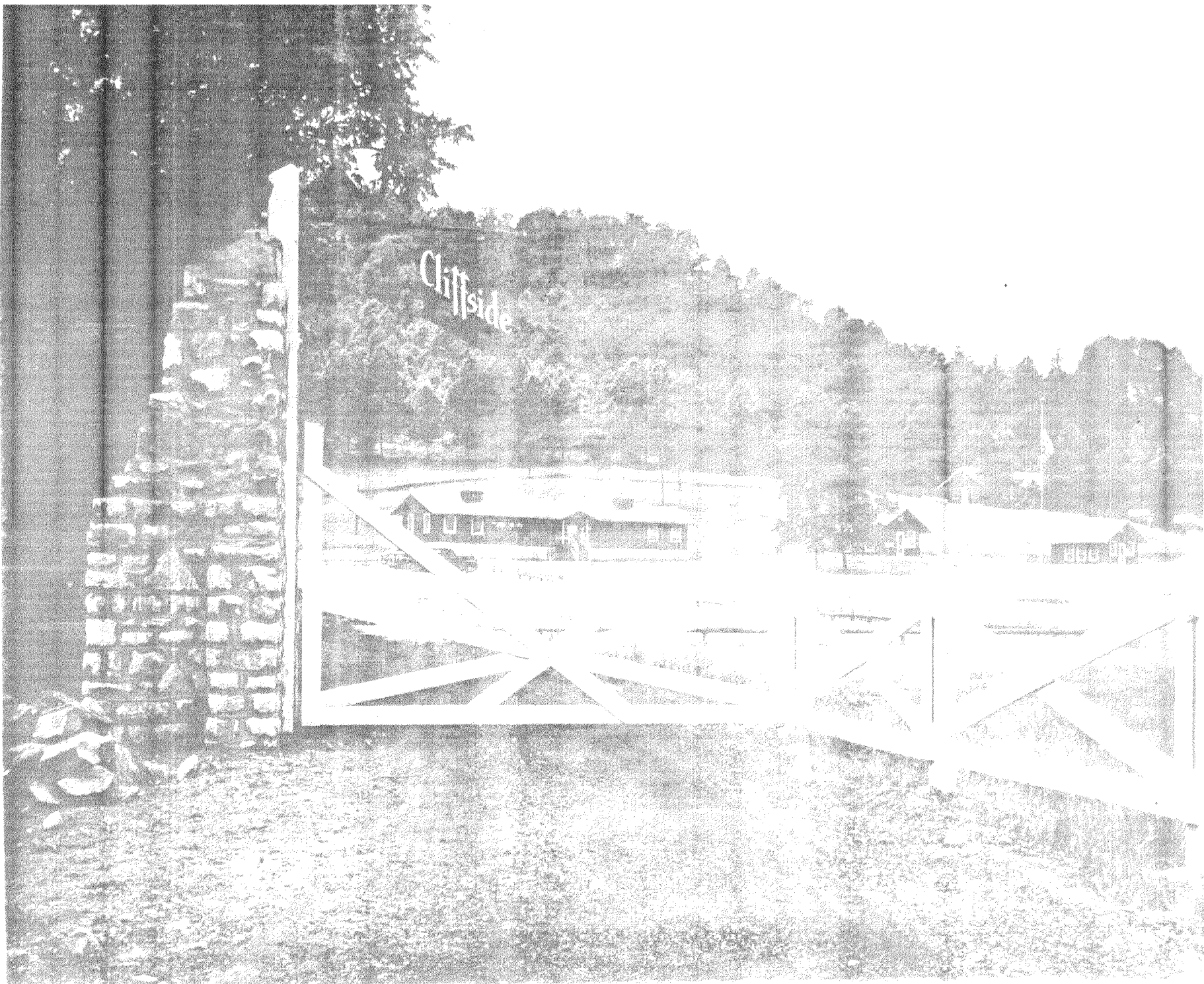
There is little doubt that CLIFFSIDE and the tradition behind it will continue to grow in the years to come.



Entrance to Cliffside as it
looked prior to renovation.

Cliffside

CLIFFSIDE CAMP, CLIFFSIDE, N. J.

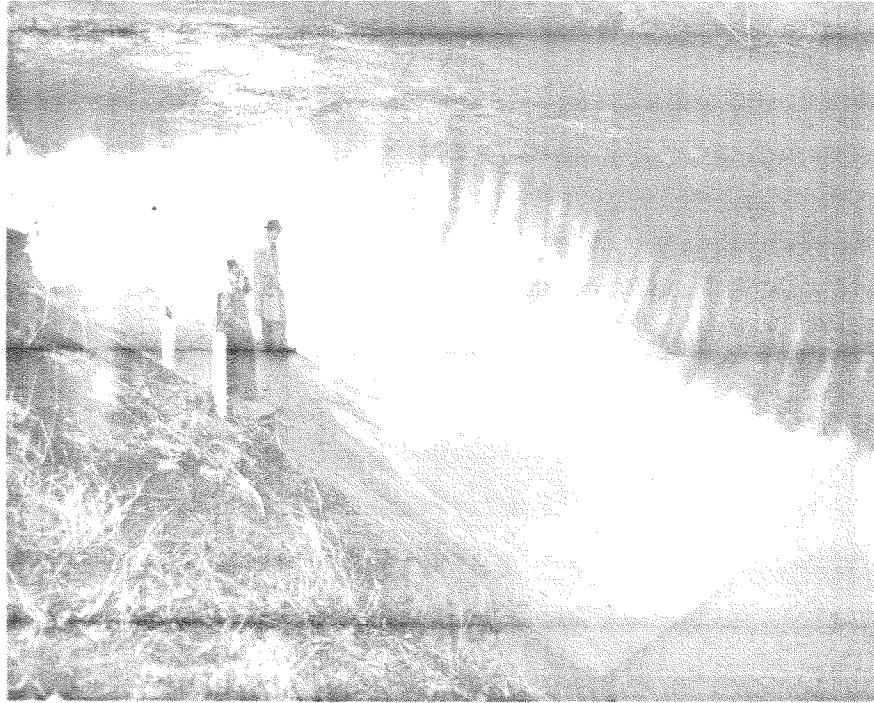




Bottom land fronting the Camp
as it looked prior to renovation.

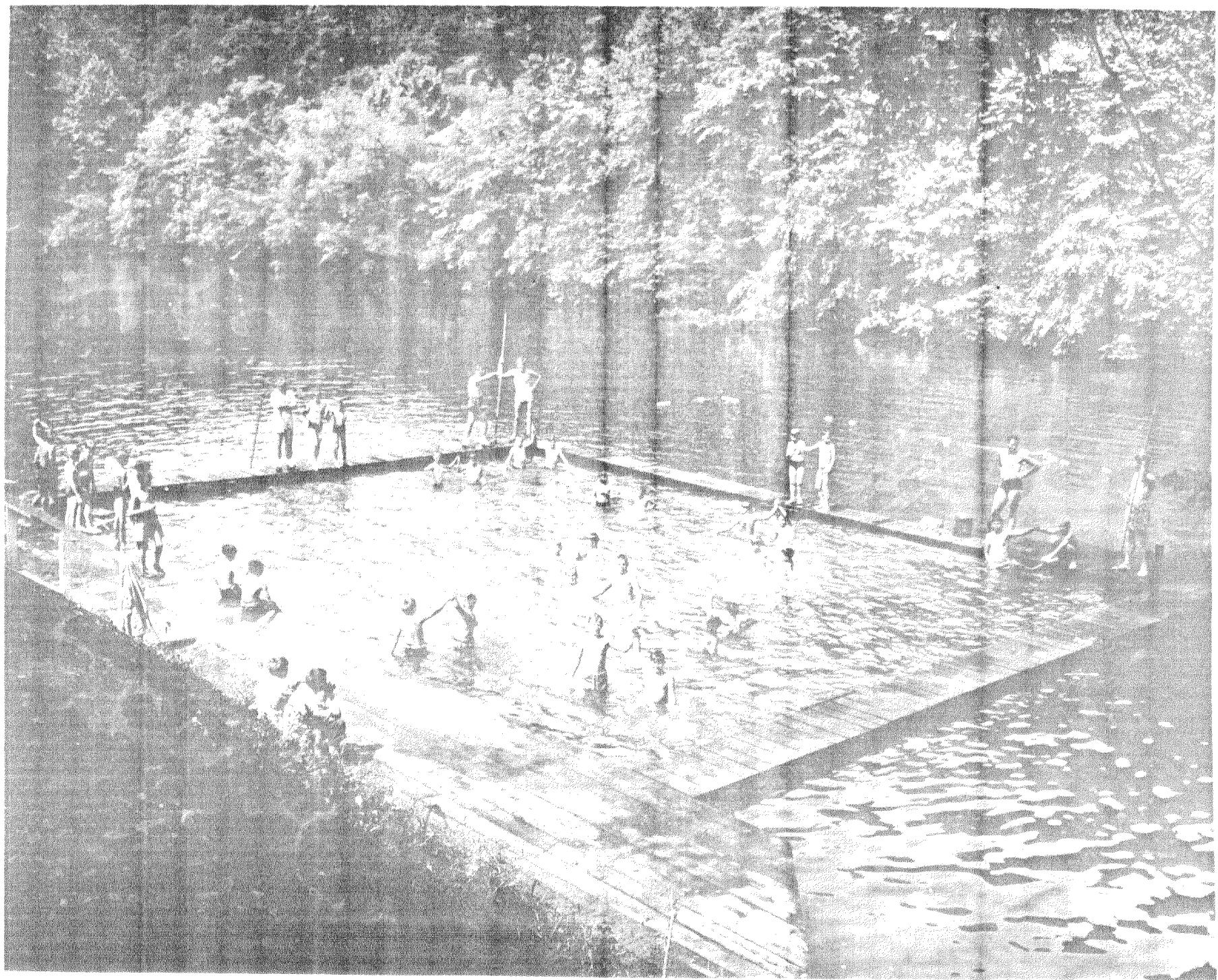
1. The first of the two photographs shows the





Swimming pool as it looked
prior to renovation.

swimming pool



CLIFFSIDE'S BEGINNING

In March, it was learned that the Boy Scout Camp, known as Walhonde, was to be disposed of as the Scouts had received a grant of land in Greenbrier County on which to erect a new facility.

Negotiations were started at once to purchase both land and facilities with a thought to establishing a summer camp for children of Carbide employees. In April, the purchase was consummated and work was started immediately on the camp.

During the war years, the Scouts had run their camp for one month each summer and buildings and grounds were in a run-down condition because of the curtailed camping season.

The camp is located on a 50 acre tract of land along Alum Creek approximately 13 miles from the plant. The front half of the tract is level, open and grassy. The back half begins with a slightly rolling, partly wooded area, gradually rising and becoming more thickly wooded until it reaches a rocky cliff which, in places, extends straight up for 50 feet. On top of the cliff a needle strewn pine grove forms a plateau across the width of the property and extends back 75 to 100 feet to the end of the property line.

The Scouts had placed six cabins and an administration building on the slope in front of the rising ground and had located the dining hall a little further up the hill. The level area spread out in front of the cabins was used as a sort of compound and for a limited amount of activities.

The layout of building and grounds was so suitable for a camp of the type desired that little change was made. However, a large amount of work was needed on both grounds and buildings.

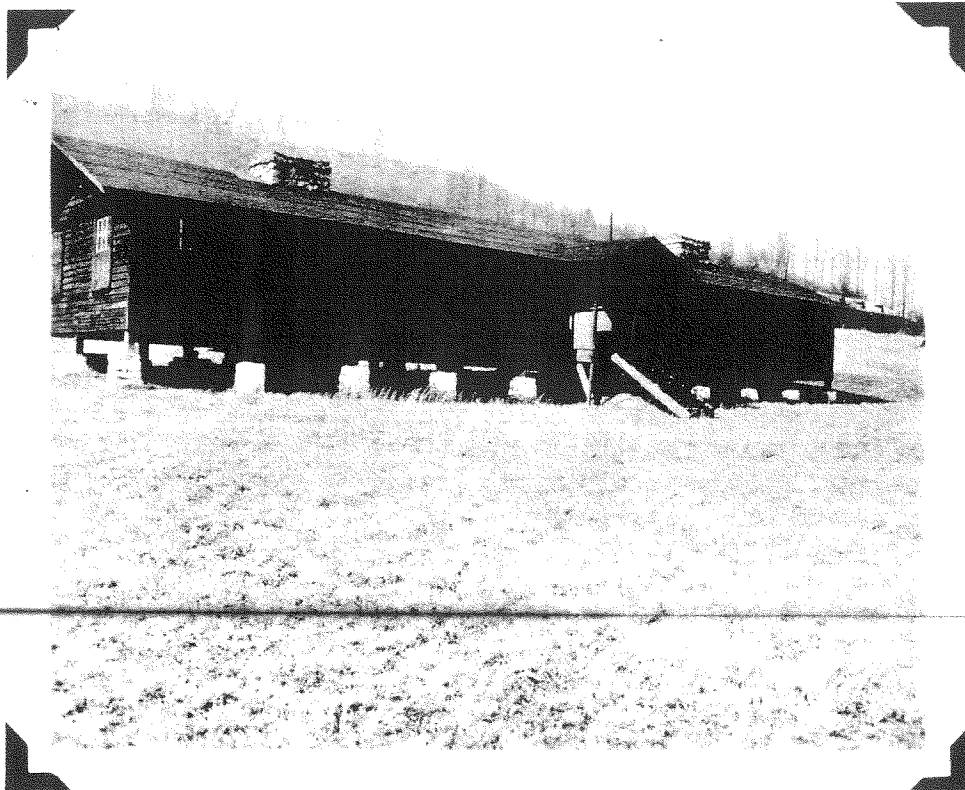
First, the front and approaching sides were fenced with a white Kentucky Barnyard type fence. This served to set off the camp and at the same time to segregate it from the surrounding area.

Next, the six cabins were practically rebuilt. The scout cabins were mere frameworks with roofs and screened in sides. Roofs were repaired, window frames and sash were substituted for the screened openings, and lavatories with toilet bowls and wash basins were provided on the back of each cabin. A coat of paint, new doors and rebuilt steps greatly improved the appearance of each cabin.

The Administration Building was renovated to provide a suitable office and living quarters for the director in one end and a medical dispensary and living quarters for the nurse in the other.

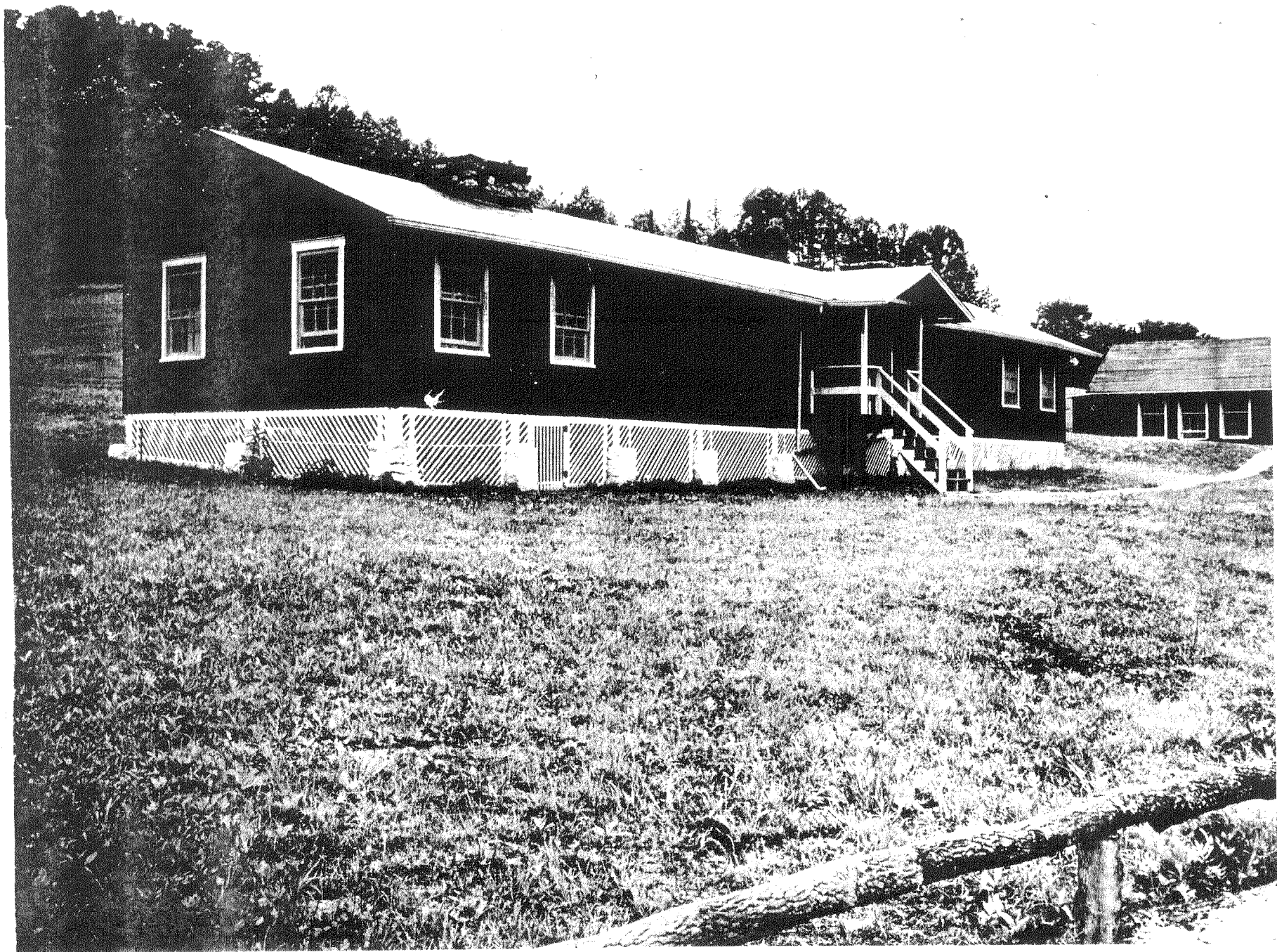
A flagstone walk was laid along the front of the Administration Building and cabins were heretofore had been only a dirt path.

The dining hall and kitchen required considerable repair and renovation. A thorough paint job here plus new plumbing and modern equipment made this building one of the show places of the camp. A set of slag steps outlined with shrubbery greatly improved the approach to this building and took the place of a dirt path



Administration Building as it
looked prior to renovation.

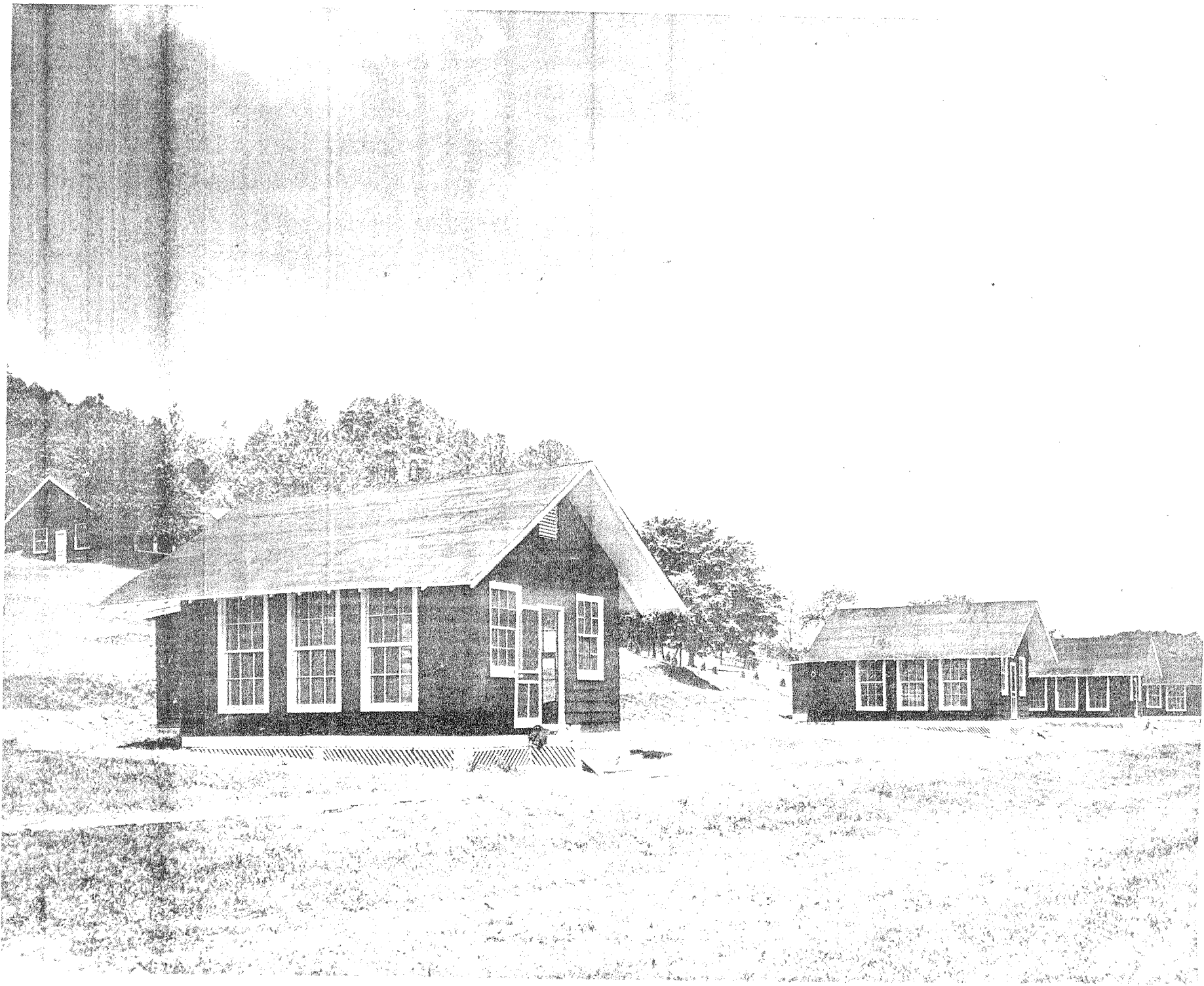
Administration Building





Camp cabin as it looked prior
to renovation.

Camp cabin as it looked after
renovation.



which had developed into a sandy wash from the drainage off the hill. Five tent cabins were constructed to house the dining hall personnel.

A parking lot to serve visitors was laid out in front of the Administration Building. This was covered with white slag and outlined with a rustic log fence. Adjacent to this, a flagpole was erected with a circular flower bed at its base.

In the compound rustic swings were erected and rustic bridges were placed across a depression which ran along its length. Courts for the various activities were laid out and scraped.

The swimming facilities which heretofore had consisted of a small dock built into the river required quite a bit of improvement. A makeshift dam built some years ago had practically washed out, making the river too low for swimming. A new crib dam was constructed at the site of the old dam to raise the water to approximately 3 foot level.

The dock was enlarged and a rectangular catwalk was built to form a pool-like enclosure for non-swimmers. A floating dock was built across the river for advanced swimmers and the bank leading to the pool was dressed up with suitable steps, a sand area, seats for spectators and picnic spots for parents.

To round out these preparations, the deep well, which served the camp with its water supply, was put into first class condition, a council circle was built in the woods halfway up the slope to the cliff the lawn was cut and seeded, electrical facilities were put in first class condition, drinking fountains were installed, and an appropriate gate with the camp name over it was erected at the camp entrance.

By June 1st most of the preparations had been completed, personnel had been selected and hired, and campers had been allocated their camping periods. The personnel for the boys' camp reported one week before camp started to become acclimated to the camp, to discuss and arrange programs and, in general, to get acquainted with one another.

THE FIRST DAY OF CAMP

On Sunday June 9, all was ready for the first camper. Everything was shined up to perfection. Director and counsellors were dressed up in their camping togs, the kitchen help was clothed in spotless white, and the members of the Industrial Relations Department were running around picking up bits of hardly visible paper and stray twigs.

Plans were to have everyone in place at 1:15, fifteen minutes before the opening of registration. The director was to be sitting at his desk, each counsellor was to be at the door of his cabin, the nurse at the door of her dispensary, etc. But the best of plans go awry. The first camper showed up shortly after 12 o'clock. From then on a steady stream of campers kept things humming. The parking area filled up several times over with parents' cars and those of visitors and cabins took on new life, CLIFFSIDE was officially open.

As each camper appeared, he and his parents were introduced to the camp director by a member of the Industrial Relations Department. He was then given the materials incidental to his induction into camp and turned over to the nurse in the dispensary. After his check up, a member of the Industrial Relations Department picked up his luggage and walked with him to his cabin. Here he was introduced to his counsellor who assigned him to his bunk and taught him how to make up his bed. After these preliminaries were over with, he got acquainted with his buddies, joined his parents in looking over the camp, or generally amused himself until the swim period and dinner.

Bus time, about 2:40, was always a busy time, for then between 25 and 35 campers arrived all at once with their mountains of luggage. One could hear the bus before it appeared down the road because the trip consisted of one camp song after another, led by the counsellor in charge. As the campers poured out of the bus everybody pitched in and carried luggage up to the Administration Building.

As the camper and parents got together again after the camper's induction, a member of the Industrial Relations Department took them in tow and conducted tours around the camp, pointing out the places of interest and the improvements made to facilities. In many instances relatives and friends accompanied the family and were taken on the tours.

Every two weeks, or at the beginning of each camp period, the same procedure was carried out. This proved to be one of the principal factors in selling CLIFFSIDE to parents and children and served to assure parents, many of whom had never been to camp, that their children would be well taken care of.

CLIFFSIDE DAY BY DAY

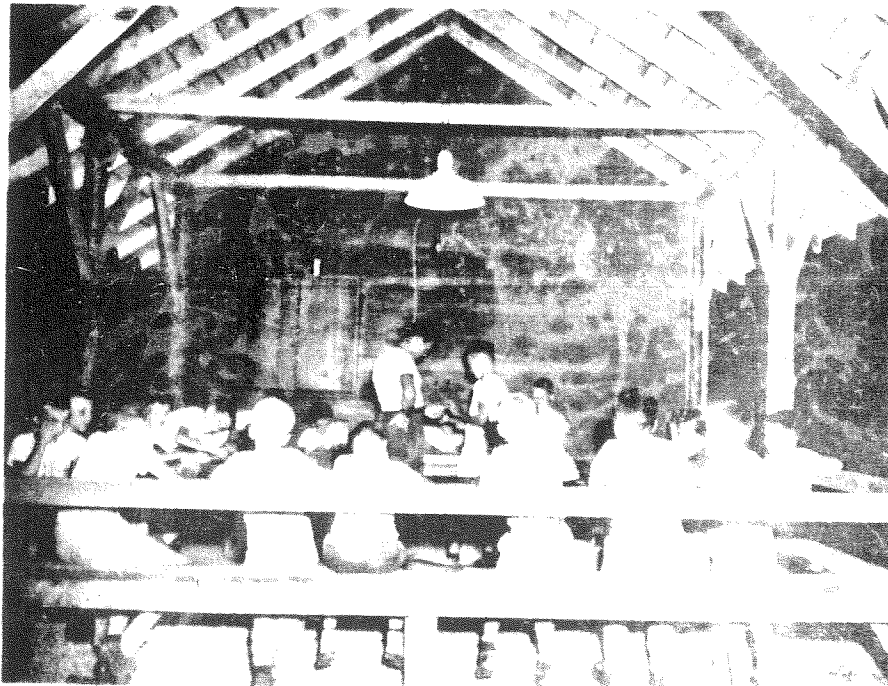
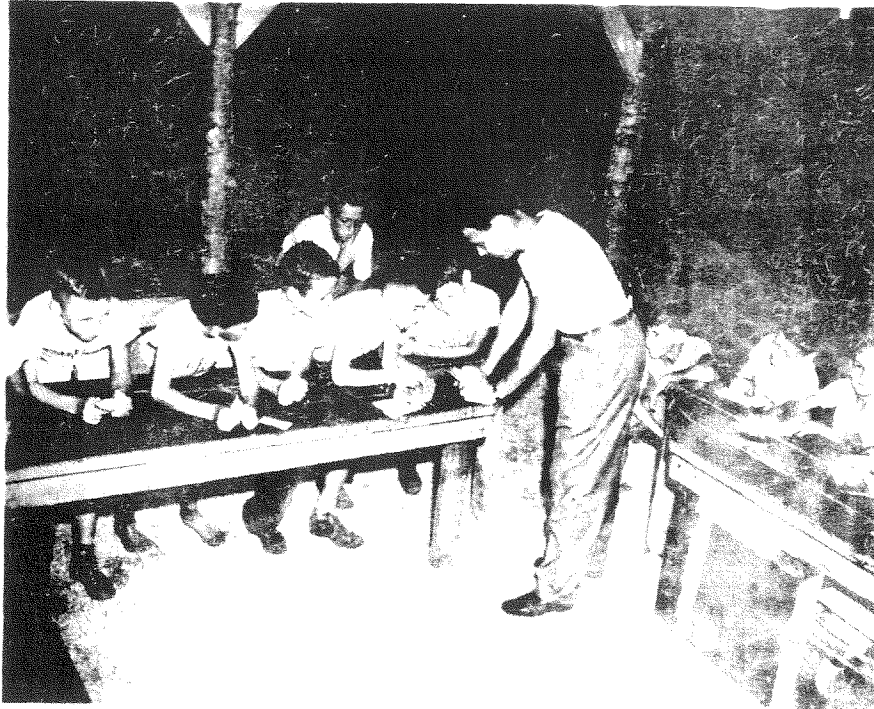
In planning a program for CLIFFSIDE several things had to be taken into consideration if the camp was to accomplish all that it was intended for. The health of the child was the foremost consideration. Good wholesome meals were an essential. Judging from reports being received from campers who had attended other camps in the area and elsewhere, a camp can succeed or fail in its dining hall. Before too many days of operation, CLIFFSIDE became well known for its "good eats" and the weight record of its campers bore this out. Careful and constant attention to the physical condition of its charges was required of camp attendants and cleanliness was the keynote throughout the season.

A variety of activities was provided in the daily program with no one activity predominating. Instruction and participation in outdoor athletics, such as softball, basketball, volleyball, tennis, badminton, touch football, and track provided competition, teamwork and good sportsmanship. Games and contests, such as horseshoe pitching, marbles, archery, and boxing taught skills, coordination and self-reliance. And swimming - well, sufficient to say that no one left CLIFFSIDE without learning to swim.

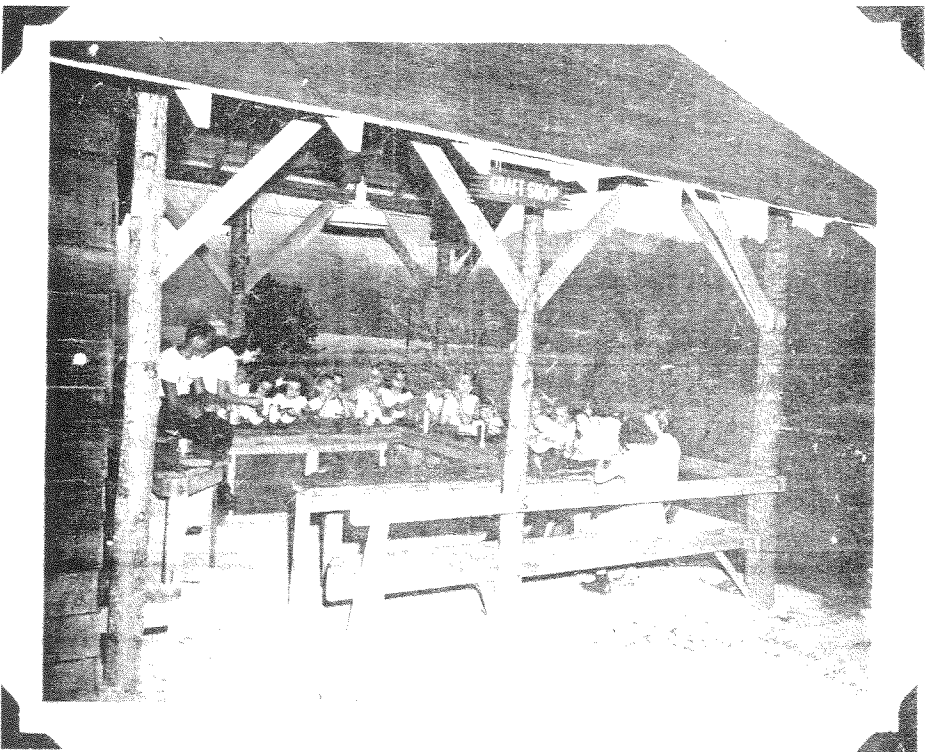
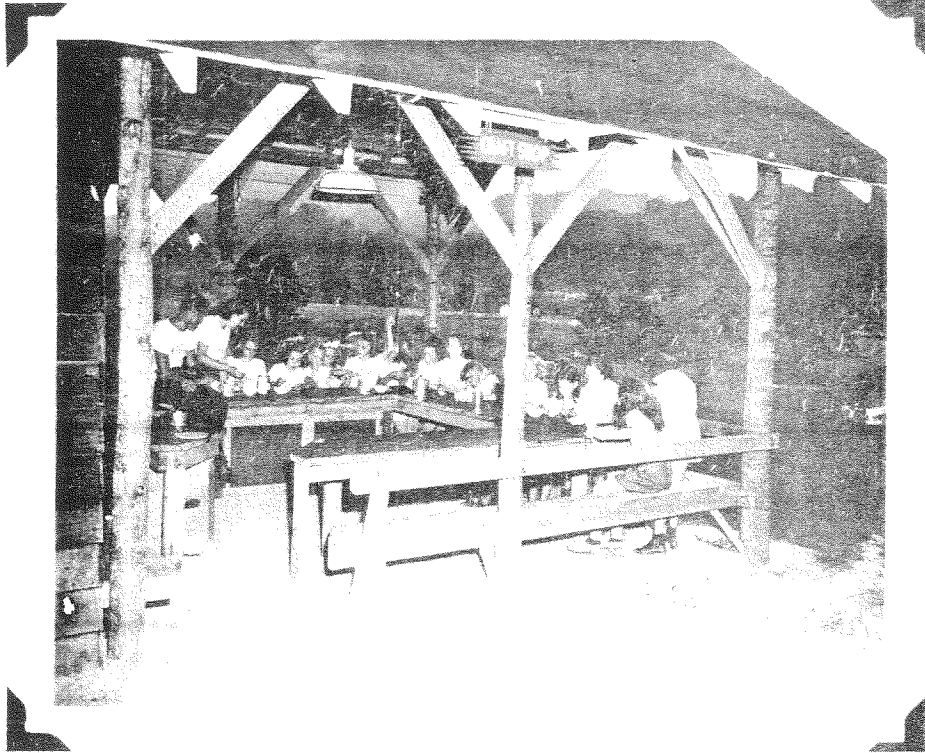
Nature study, handicraft, stunts, group singing, dramatics and folk dancing provided the educational part of the program. This was supplemented by movies and demonstrations in archery, boxing and marble shooting put on by experts among the plant employees who came to the camp to entertain.

A healthy, enjoyable two weeks was planned for its campers in a pleasant setting among wooded hills far away from the city. An active program which would permit release of pent-up energy and, at the same time, teach the camper how to play no matter where he might be.

Boys' Craft Shop



Girls' Craft Shop



CLIFFSIDE ENROLLMENT

The approximately 500 CLIFFSIDE campers came from families of employees in practically all occupations in the plant. Laborers' and superintendents' sons and daughters occupied the same cabin and sat side by side at the dining table. Truck drivers' sons cheered for department heads' sons on the ball diamond and foremens' daughters buddied with janitors' daughters in swimming. In fact the camp staff, in most cases, did not know, nor could they tell from the campers attitude, the occupation of the parent.

Over fifty parents' occupations were represented in the camp, but none predominated. Salary and hourly employees were about equally represented and length of Company service seemed to have little bearing on whether or not an employee registered his child. Only 17% of the total camp enrollment were from families of supervisory employees.

It was assumed in the planning stage that more boys than girls would be interested in camp because it was thought that girls lead a more sheltered life and only a small proportion of parents would give their girls into the care of others until the camp proved itself. Therefore, four camping periods were set aside for boys and two periods for girls. Final enrollment disproved this thinking because over 40% of the campers turned out to be girls. In fact, just before the girls' camp opened it was thought that several would have to be turned down. The large enrollment of girls seems proof that parents have confidence in the conduct and accomplishments of projects sponsored by the Company.

Ages of campers were well distributed over the eligible range of eight years to twelve years. More eight to ten year olds registered than eleven to twelve year olds, an added indication of employee trust.

Frequent requests by parents for permission to continue their children in camp for an additional one or two weeks was balm to the ears of those who worked hard to keep the camp on the highest possible level. However, because of full enrollments at each camp, these requests had to be refused.

CLIFFSIDE ACCOMPLISHMENTS

Results can be calculated in a variety of ways. Some will choose dollars and cents received as a criterion for success. Others will look for numbers served and records produced.

To we who conceived and developed CLIFFSIDE, its accomplishments are wrapped up in a package of intangibles, each of which, if considered alone would not be too significant, but when taken as a whole, present a cluster of gems of inestimable value in industrial relations, factors which have already produced and will continue to sponsor good will, future prestige, and that ingrained loyalty which is so characteristic of the individuals in the Carbide family.

No better proof of this can be found than in the thoughts expressed in the two hundred letters written by children and parents after the end of the camping season. In these letters not only was appreciation shown for the camp and its activities and the benefits derived by its participants, but sincere gratitude was expressed that the Company should provide a CLIFFSIDE for its employees.

The expressions of appreciation and sometimes of surprise from parents, relatives and even friends who visited CLIFFSIDE portray a result which could only be achieved through a project which permeates the home. A result of this sort produces lasting effects and covers a range which is limited only by the extent of the families' influence in the community.

The impression that CLIFFSIDE left on the thinking of the community is demonstrated by the favorable comments received from church officials, school teachers, businessmen and industrial employees and executives.

All of these are invaluable products which cannot be purchased, nor can they be obtained by increased wages and improved working conditions, important as these last can be to the workman. No newspaper advertisement, no speech, no letter can produce these results. Only through the child, the heart of the home, can these be achieved.

This was the target set up for CLIFFSIDE and we think it hit the bullseye.

CLIFFSIDE'S FUTURE

There is no doubt that CLIFFSIDE has a rosy future. No project that received the enthusiastic and all-out support and commendation this one did could do anything but grow in size and prestige.

What proportion of children eligible to do so participated this year is being determined now by survey. We know that many who did not attend are now interested in signing up for next season. We know that many who had committed themselves to other camps long before CLIFFSIDE was thought of are now looking forward to CLIFFSIDE next summer. We also know that those campers who have outgrown the age limits established for the 1946 season, and many who could not attend because of ages just beyond the limit, are very emphatic in saying that the age limits should be raised. Equally emphatic are those who say that the camping period should be lengthened.

The survey of employee's children ages now being made will determine to what extent CLIFFSIDE must be expanded to take care of requirements for the 1947 season. But expand it must, because at times during this summer the camp was bulging at the seams.

Additional cabin facilities must be provided. The cafeteria must be expanded. Swimming, handicraft and activity areas are going to require more space. Additional activities will be needed for a larger variety of campers.

It doesn't take much imagination to picture CLIFFSIDE more than double its size in the coming season and to see it continue to grow year after year. Imagination created CLIFFSIDE and imagination will have to be at its best to provide for a thousand kids. But think of those thousand kids spending the best part of their summers at CLIFFSIDE, and then growing up and bringing their kids to camp.

There's your tradition.