

Volunteer Behavior Expectations

Out of Bounds. No going to the Rock Gardens at night. No skinny dipping anywhere. If you sleep in a cabin with campers, go to bed by lights out. Leave snakes alone. No alcohol, illegal drugs, smoking, or personal firearms.

Watch. Please wear a working watch at all times. We go by the clock, so this is important.

Attendance. Attendance is mandatory at Morning Meeting, Cabin Bible Study, Campfires, and rotations or activities that staff are leading or expected to attend unless you have permission to be away or another staff/volunteer member has replaced you.

Cell Phone We value a digital detox from technology during your time at camp. Adult volunteers should restrict their use of cell phones to the Lodge office area. Please use your cell phone as little as possible. You will connect better with those around you by disconnecting from your phone.

Kitchen food. Only take food from the Freedom Fridge in the kitchen. You may not rummage around in the other fridges, freezers, or storage shelves. That food was purchased for specific meals.

Unnecessary Risks. We are an outdoor adventure camp. Adventure is full of risks. We manage risks carefully by following proper procedures. It is quite possible to get seriously hurt or injured while at camp. Slow down and think through your actions. Be smart. Remember you will be held accountable for your actions. Camp Hemlock could be held accountable for your actions too.

Customer Service. Adult volunteers demonstrate excellent customer service and professionalism in their attitudes and behavior. Be good stewards of camp property. Maintain good hygiene habits. People, especially campers, are your priority. Smile and greet campers and guests. Show people you care about them.

Pray. Prayer is a powerful tool that God has given us. Working at camp can be hard. Pray about different parts of camp. Pray through deep issues and ones that are close to your heart. Use the quiet place that camp provides. Use this time to ask God to open your heart and allow him to speak into it.

Incident Reports. If there is an incident, accident, or near miss, you must fill out an incident report and give it to the program director or executive director. Incident reports can be found in the camp office.

Raiding Cabins and pranks on cabins are **prohibited**. Too many problems arise from this kind of activity.

ROLE OF ADULT CABIN COUNSELOR

Adult Cabin Counselors work directly with younger campers and a Junior Counselor throughout each day. Responsibilities include:

- a. Pray for the Jr. Counselor and campers in your cabin.
- b. Be an example in everything you do.
- c. Check on lost clothing each day.
- d. Check to see that the campers are washed before each meal.
- e. Consult with the Jr. Counselor and PD about problems.
- f. Assist as a table leader in the dining hall.
- g. Help clean up the cabin for inspection each day.

Typical responsibilities include:

- Keeping track of all campers at all times.
- Staying on schedule throughout the day.
- Holding a daily-extended devotional which is led by a junior counselor.
- Being involved in the evening game and pool time.
- Helping the rotation leaders maintain a safe and controlled environment.

CONDUCTING BIBLE EX

How to Conduct a Bible Ex Devotional. Once a day there is a time set aside for the Junior Counselor (JC) to give a longer devotional. The adult cabin counselor's role in this is to support the JC in leading, provide crowd control, help get discussions going. Your job is not to lovingly monologue or take over the discussion. During this time it is important to settle the campers down, ask questions that get them thinking, and also to make sure to clearly present the message. It is your responsibility to look over and be familiar with the material.

Find a good location. If the bugs are bad or there is a group playing nearby, the campers aren't going to be paying attention to you. Make sure you have given everyone a chance to use the bathroom beforehand. Set an expectation of behavior each session.

Bible Ex Do's:

- Do make sure everyone has a Bible
- Do make sure everyone has a chance to talk
- Do make sure campers feel comfortable to share their ideas
- Do pray for guidance and wisdom
- Do ask your senior counselor what he or she thinks on the topic

Bible Ex Don'ts

- Don't assume everyone knows where to find the story in the Bible
- Don't assume everyone likes to read out loud
- Don't assume everyone knows the story or related stories in the Bible

- Don't assume everyone knows big Christian words
- Don't assume everyone is a Christian or has grown up in church
- Don't feel like you have to talk the most. Campers should talk more than you do

Dress Code

Camp Hemlock believes the scriptures teach that a believer is to dress in such a way that attention is not drawn to the body (I Peter 3:1-4). Modesty is the believer's rule of thumb.

- The camp reserves the right to define and enforce the meaning of the term "modest".
- Swimming attire: Girls must wear a swimsuit that covers the torso. Boys are not permitted to wear bikini trunks. The camp reserves the right to restrict swimming privileges if a modest swimsuit is not worn.
- Shorts should not be too short.
- Clothing with objectionable slogans, logos, or pictures is not allowed.
- All clothing is to be modest in style and not draw attention to the body.
- *Flip-flops or Slides* should not be worn at camp except in the shower. This is for foot and ankle safety.

Additional information can be found in the [Adult Volunteer Manual](#) or on the [Volunteer Page](#).