



Camp Arrah Wanna is a true non-profit organization started in 1941. We are committed to “providing a beautiful, peaceful and safe environment where people can experience the transforming power of God’s love and find support through healthy relationships and activities.” We strive every day to make this the foundation of every service we provide. Our Summer and Winter Camp programs are sponsored by the American Baptist Churches, but we invite ALL Campers and Volunteers to come and enjoy a summer week and winter weekend in the beautiful outdoors with our amazing leaders, staff and campers.

In order to provide the best program possible, during the summer we require that all of our Volunteers arrive on the Sunday afternoon before Campers arrive on Monday mid-morning so that we can come together as a team for training and orientation. Volunteers then depart on Friday after the Campers have been checked-out by their parents/guardians. We expect Volunteers to attend Training & Orientation sessions as offered, as many as possible throughout the year. We try to offer multiple opportunities, both in-person, virtually and in various locations around the region in order to make it as easy as possible for our Volunteer Team to gain continuing education as well as be knit together as a team with the same vision and purpose.

2021 Sessions:

WINTER CAMP (Students CURRENTLY IN Grades 1-12):

Friday, February 12—Monday, February 15

SUMMER CAMP (Students who JUST COMPLETED Grades 1-12):

Monday, July 5—Friday, July 9

(Students who just COMPLETED Grades 9-12 will have the option to stay until Saturday)

Are you interested and available to serve in our Program Camps in 2021?

Step #1:

Fill out an Application. You can download and print the Program Volunteer Application, Personal Reference, Volunteer Conduct Agreement, and Pastoral Reference from our website:

<http://www.camparrahwanna.org/staff--volunteers.html>

Return completed Application & References NO LATER THAN FOUR WEEKS prior to the Session start date, to:
24075 E. Arrah Wanna Blvd, Welches, OR 97067 **OR** program@camparrahwanna.org

Step #2:

Once we have reviewed your application and references, and we have completed a background check, if we have an open Volunteer position, we may set up a time for a virtual, phone, or in-person interview.

At that time we may or may not be prepared to discuss specific roles in which you may be a fit.

Step #3:

Continue to monitor your email. Much of our communication among our Volunteers in the months and weeks leading up to a Camp Session is done via email. You will need to stay in touch with the Program Director and up-to-date with the information coming thru those emails.

Specific assignments or needs will be given there.

Step #4:

If you are invited to serve in a role during one of our Program Camp Sessions, you will be expected to attend the training/orientation/gathering opportunities that are offered, including arriving on Sunday afternoon during the week of Summer Camp. Come to Camp rested, healthy and in a good space to serve and show love to our amazing Campers and fellow Volunteers!

Questions, email Corey: program@camparrahwanna.org

REFERENCES (Do not list relatives. References need to have known you for at least six months):**Pastor or Pastoral Leader**

Name: _____ Title/Role in applicant's life: _____

Phone #: _____ E-mail: _____

Personal Reference

Name: _____ Title/Role in applicant's life: _____

Phone #: _____ E-mail: _____

Vocational Reference (work/job/volunteer)

Name: _____ Title/Role in applicant's life: _____

Phone #: _____ E-mail: _____

Volunteer Positions

We have a range of Volunteer Positions that need to be filled in order for us to run a safe and successful program. Please check any positions and roles in which you are willing to serve. Also please only check camp sessions you are willing to commit your availability for. Please share any previous and professional experience that will help you to serve our Campers and other Volunteers in that role. Each of these roles are crucial in order for us to run our program camps. We are committed to providing a full team of Volunteers, with each position filled, in order to not have to cancel a camp session. That means that we will need to assign Volunteers to whichever roles we deem most fitting of each individual.

____ Winter Camp (February 12-15, 2021)

____ Summer Camp (July 5-9 or 10), 2021)

____ Camp Pastor Experience/Credentials: _____

____ Music Worship Team Experience/Credentials: _____

____ Camp Grandparent Experience/Credentials: _____

____ Camp Medic Experience/Credentials: _____

____ Wellness Counselor Experience/Credentials: _____

____ Cabin Counselor (Grades 3/4) Experience/Credentials: _____

____ Cabin Counselor (Grades 5/6) Experience/Credentials: _____

____ Cabin Counselor (Grades 7/8) Experience/Credentials: _____

____ Cabin Counselor (Grades 9/10) Experience/Credentials: _____

____ Cabin Counselor (Grades 11/12) Experience/Credentials: _____

____ One-On-One Buddy Experience/Credentials: _____

____ Counselor-In-Training (CIT) Experience/Credentials: _____

____ Arts & Crafts Coordinator Experience/Credentials: _____

INTERESTS & SKILLS:

Please mark the following on a scale of 1 to 4:

- | | | | |
|--|---|---|---------------|
| 1 = This scares me | 2 = I have no experience, but I'm willing to learn | 3 = I can help here | 4 = I'm a PRO |
| <input type="checkbox"/> Archery | <input type="checkbox"/> Leading Bible Study | <input type="checkbox"/> Low Ropes Course | |
| <input type="checkbox"/> High Ropes Course | <input type="checkbox"/> Lifeguarding | <input type="checkbox"/> Kitchen Crew | |
| <input type="checkbox"/> Cabin Counselor | <input type="checkbox"/> River Tubing | <input type="checkbox"/> Heavy Lifting | |
| <input type="checkbox"/> Arts & Crafts | <input type="checkbox"/> Leading Group Activities/Games | <input type="checkbox"/> Building Campfire | |
| <input type="checkbox"/> Leading Group Games | <input type="checkbox"/> Sharing About My Faith | <input type="checkbox"/> Mediating Conflict | |
| <input type="checkbox"/> Trail Hiking | <input type="checkbox"/> Canoe/Boat operations | <input type="checkbox"/> Campfire Songs | |
| <input type="checkbox"/> Administration | <input type="checkbox"/> First-Aid/CPR | <input type="checkbox"/> Other: | |

OTHER INFORMATION:

Smoking cigarettes, vaping, and use of alcohol and non-prescription drugs is prohibited while at Camp Arrah Wanna. Will you abide by this regulation and uphold it?

Circle: YES NO

CAW's mission statement is "to provide a beautiful, peaceful and safe environment where people can experience the transforming power of God's love and find support through healthy relationships and activities." Are you willing to contribute to that goal by upholding a high standard of work ethic and attitude as a Program Volunteer?

Circle: YES NO

For the safety of yourself and others, do you agree to follow written and spoken instructions given by the CAW Staff and leadership while participating in our programs?

Circle: YES NO

I agree to sign the VOLUNTEER CONDUCT AGREEMENT before I am released to work with Campers.

Circle: YES NO

Please answer the following questions briefly on a separate sheet of paper:

- 1) Describe prior positions of leadership that you have held (work, school, sports, church, extra-curriculars, etc.).
- 2) What do you think it takes to be an effective Volunteer serving Campers at Camp Arrah Wanna?
- 3) Give a brief summary of the story of your personal faith journey.
- 4) Tell us what you think it means to be a Christian and share your faith with others.
- 5) How would you respond to a Camper who asked you what you thought about a topic that was controversial in our current world (i.e.: sexual orientation, marijuana use, political viewpoints, etc)?
- 6) How do you seek to be a peace-maker while serving alongside folks who may have different views, styles, personality than yourself?

To the best of my knowledge, the information I've supplied here is true and accurate. I give Camp Arrah Wanna, Inc. my permission to conduct a criminal background check with the supplied information. I understand that the background check is necessary and will be used to insure the safety and well-being of the Campers and Guests of Arrah Wanna. I release all persons serving as references from any liability. I understand and agree that if my behavior and work ethic does not reflect a true ability to serve alongside others in unity, or that I otherwise compromise the mission of the program, I may be dismissed at any time.

Signature: _____ Date: _____

Print Name: _____



PASTORAL Reference for CAW Program Volunteer

This form should be completed and submitted to CAW directly from the person providing the reference.

Name of Applicant: _____

Name of Reference: _____ Title/Relationship with Applicant: _____

1) How long have you known the applicant and in what capacity? _____

2) Does the applicant show maturity and consideration for others in their daily decision-making? Please explain. _____

3) How do you see the applicant's faith played out in their daily life? _____

4) In what areas of leadership do you think the applicant would thrive in? _____

5) Would you want your child placed under the direct charge and influence of this individual for a good percentage of the day? _____

Explain: _____

6) Are there any tendencies or traits which you feel might reduce the effectiveness of the applicant in the ministry of Camp Arrah

Wanna and working with underage Campers? _____ Explain: _____

7) Would you recommend the applicant for a position at Camp Arrah Wanna? Please explain: _____

8) Does the applicant's personal/professional life reflect biblical values and integrity? _____

9) Is the applicant involved in any activities that you would consider inappropriate or unhealthy? If yes, explain: _____

10) Do you know of any illegal situations involving the applicant that would effect their role at Camp Arrah Wanna? If yes, please

explain: _____

Office Use Only: _____	Date Received: _____	By: _____
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Please rank the applicant in the following areas:

	Poor	Fair	Good	Excellent	Unsure
1. Working with peers:	1	2	3	4	0
2. Leading youth:	1	2	3	4	0
3. Reliability:	1	2	3	4	0
4. Leadership ability:	1	2	3	4	0
5. Adaptability:	1	2	3	4	0
6. Positive attitude:	1	2	3	4	0
7. Judgment:	1	2	3	4	0
8. Enthusiasm:	1	2	3	4	0
9. Work Ethic/Commitment:	1	2	3	4	0
10. Self-Discipline:	1	2	3	4	0
11. Desire for spiritual growth:	1	2	3	4	0
12. Ability to function under high stress:	1	2	3	4	0

Any additional comments that would help us in evaluating the applicant?

Signature: _____ Date: _____

Print Name: _____

Address: _____

Phone: _____ Email: _____

Can we contact you with further questions? _____

You can submit this form:

Online by: www.camparrahwanna.org/staff--volunteers.html

Email: program@camparrahwanna.org

Snail Mail: Camp Arrah Wanna
 24075 E. Arrah Wanna Blvd.
 Welches, OR 97067

THANK YOU for your assistance!



PERSONAL Reference for CAW Program Volunteer

This form should be completed and submitted to CAW directly from the person providing the reference.

Name of Applicant: _____

Name of Reference: _____ Title/Relationship with Applicant: _____

1) How long have you known the applicant and in what capacity? _____

2) Does the applicant show maturity and consideration for others in their daily decision-making? Please explain. _____

3) How do you see the applicant's faith played out in their daily life? _____

4) In what areas of leadership do you see the applicant thriving in? _____

5) Would you want your child placed under the direct charge and influence of this individual for a good percentage of the day?
 Explain: _____

6) Are there any tendencies or traits which you feel might reduce the effectiveness of the applicant in the ministry of Camp Arrah
 Wanna? Explain: _____

7) Would you recommend the applicant for a volunteer position at Camp Arrah Wanna? Please explain: _____

8) Does the applicant's personal/professional life reflect biblical values and integrity? _____

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7. Judgment:	1	2	3	4	0
8. Enthusiasm:	1	2	3	4	0
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_____ Explain: _____

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Camp Arrah Wanna Program Volunteer Conduct Agreement

Guidelines for the Discipline of Children

I understand and accept the following:

Volunteers may NOT, under any circumstances, hit a Camper.

Volunteers may not use abusive or derogatory language with Campers.

Volunteers need to ask for help whenever they feel overwhelmed, stressed, or tired.

Any Volunteer who encounters a particularly difficult Camper will seek the assistance of Support Staff: Wellness Counselor, Camp Pastor, Program Director.

In all dealings with Campers, Volunteers should strive to respond, instead of react, to behavior.

Guidelines for Volunteer-Camper Contact

I understand and accept that when touching Campers, the following guidelines should be followed:

On the hand, shoulder, or upper back only.

Never against a Camper's will (unless in the case of clear and present danger of the Camper).

Never against a Camper's discomfort, whether expressed verbally or non-verbally.

Always in the company of other adults.

Never when it would have the effect of over-stimulating the Camper.

Never in a place on a Camper's body that is normally covered by a bathing suit, unless for a clear medical necessity, and then only with supervision from another adult.

I understand and accept that I am a caretaker of children.

I understand that there is a clear power difference between myself and Campers (money, mobility, authority, experience, knowledge, different set of rules).

I understand that inappropriate sexual contact with or physical abuse of a Camper can have severe emotional and psychological effects on that Camper that can last a lifetime. These reactions can be so severe, they can require intensive professional intervention which can be disruptive to the victim's life as well as time-consuming and expensive.

State Laws Concerning Child Abuse taken from:

"Darkness to Light", <https://www.d2l.org/get-help/reporting/protection-laws/>

I am aware of the following:

Child abuse laws exist on the federal, state and local levels. The Child Abuse Prevention and Treatment Act (CAPTA) passed by the federal government in 1974 and reauthorized in 2010, is the largest body of legislation with regard to the fair, ethical, and legal treatment of children and is intended to keep them free from all forms of abuse including physical, sexual, emotional, and psychological. Federal laws provide standards and guidelines; however, most child abuse issues are governed by state laws and regulations. All states have enacted laws for the protection of children from abuse and neglect. Among the issues addressed in state law are mandatory reporting, responding to child abuse and neglect, and statutes of limitations for criminal and civil prosecution.

Mandatory reporter laws establish certain professionals and/or individuals as mandatory reporters. These laws typically require people who work closely with children in their profession to alert police or the appropriate authorities as to suspected abuse. As of March 2012, there are also 18 states whose laws require all citizens with knowledge or suspicion of abuse to report it to the proper authorities. The law also states the penalties for failing to report abuse.

The Administration of Children & Families within the U.S. Department of Health and Human Services maintains the Child Welfare Information Gateway which includes information on mandatory reporting, along with specific state laws. It is always advisable for individuals or professionals seeking information on their state mandatory reporter laws to refer to their state government's website for the specific legislation. As a result of the increased media attention on child sexual abuse, it is expected that many laws will be enacted to designate additional professionals as mandated reporters or to require all citizens as mandated reporters. A complete list of pending bills can be found on the National Conference of State Legislatures.

A statute of limitations is the deadline for filing a lawsuit. Most lawsuits must be filed within a certain amount of time from when the crime was committed or discovered. Statutes of limitations vary from state to state and claim to claim. They also differ for criminal verses civil claims. States also vary in how they classify types of abuse. Visit your state government's website for the statutes in your state. You can also read more and see a listing of statutes by state at www.sol-reform.com

Guidelines for Volunteers

I understand and accept the following:

There is/will be NO "hazing" of Campers or Volunteers by Campers or by Volunteers.

Campers will not be subjected to "initiation" rites that are abusive in any manner.

There will be double coverage of Campers by adults during changing times.

Younger children should be encouraged to change their own clothes as much as possible.

Campers will not be alone with a Volunteer in his/her quarters.

Under no circumstances will anyone—Volunteer or Campers—share a bed or sleeping bag.

Volunteers will set limits with Campers who "cling" or hang on them.

Volunteers will not give back rubs unless another adult is present, and then only with clothes on.

Tickling or teasing a Camper to the point where that Camper is out of control is unacceptable.

Pillow fights or wrestling matches and the like can become over-stimulating in short order and need to be limited and carefully supervised.

Overnights need a minimum of two adult leaders and there needs to be at least one Volunteer present of the same gender as the Campers.

Volunteers sleeping together on overnights is grounds for dismissal.

Romantic lives of Volunteers cannot, under any circumstances, be shared with Campers

Volunteers should stay out of cabins other than their own after lights out at night unless on specific camp business. Campers should NEVER be left unattended in Cabins at night.

Volunteers need to be aware of the tendency for Campers to develop hidden or secret romantic fantasies, and be prepared to not promote or encourage *any* crushes among Volunteers *or* Campers.

Whatever is done with Campers should be done in broad daylight, with company!

Volunteers will limit contact with Campers outside of Camp (in-person, texting, calling, social media, etc.) by allowing Campers to initiate all contact and abiding by all other expectations outlined in this agreement, just as if they were still at a Camp Arrah Wanna sponsored gathering.

Other Instructions

I agree to the following:

To watch for signs of stress in myself and others as a way of maintaining a safe environment at Camp for all.

To help other Volunteers who seem at risk for hurting or abusing Campers.

To alert Support Staff or Camp Arrah Wanna Staff as to any needs for more careful supervision, intervention or support.

To seek help myself if I feel at risk for hurting, over-stimulating, or abusing a Camper.

By signing this document, I am attesting to the fact that I have read over, understand and accept the rules, guidelines and standards of conduct outlined in the Camp Arrah Wanna Volunteer Training material.

Name: _____

Signature: _____

Date: _____