



Welcome
WaMaVa Volunteers!



Our Mission: Camp WaMaVa is a safe place where...



Every camper
is
appreciated



Play is
important.



Lifelong
friendships
are forged.



A relationship
with God is
strengthened.

01



Volunteer Basics

Schedules - Arrangements - Expectations

DATES & TIMES

Please be at WaMaVa Sunday before dinner if able.

You are welcome to arrive earlier to move your belongings into your room before registration if you would like.

Your duties (ha, duty) end Friday after Bible time but we would love for you to finish our camp week and depart Saturday morning along with the campers.



SLEEPING ARRANGEMENTS

Volunteers will be assigned a room in Paradise, the large building towards the top of the driveway.

All rooms have twin-sized beds, please bring your own linens, toiletries, and personal supplies.

Rooms will be assigned prior to your arrival and also labeled with your name.

We invite families, but do have limited space. Occasionally, sharing a room will be necessary. You will be made aware of this ahead of time.



Vol. Families

A week away from home is not an easy feat to manage. We invite families to join, however, to maintain the integrity of a camp for our campers and staff, we do have guidelines to help support having a successful week.

Families will stay together in Paradise. Family members of volunteers will eat at the staff table during meals, the same rules apply for family members as they do for campers. (No second desserts, quiet during announcements, etc.).



Nitty Gritty Rules - Vol. Kids



- Under 13 MUST have adult (not counselor) supervision at pool.
- Under 13 are not allowed in kitchen under any circumstances.
- May not participate in cabin time.
- Electronics and food are not permitted outside of paradise or mess hall.
- Must ask before participating in afternoon rec. activities.

- May not enter buildings without parent (including mess hall outside of meal times).
- Please assist your children at meals (if needed).
- May not use arts and crafts supplies outside of afternoon rec.
- Must have supervision at lake.
- If asked by counselor, should exit activity if needed.



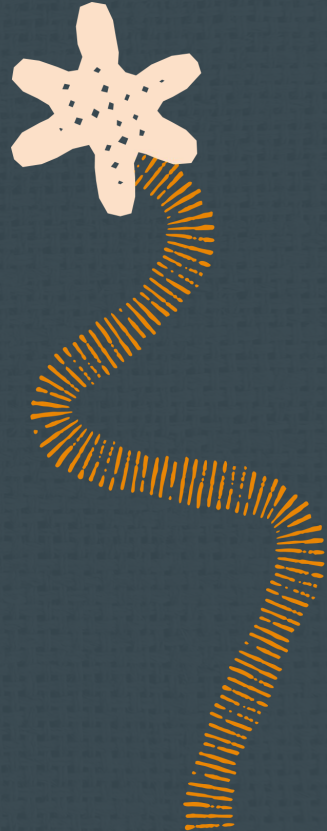
Your child as a camper...

Must participate in all camp activities

Should not have access to electronics

May not enter paradise or mess hall

Should get big hugs and be told how much you love them.



Additional Responsibilities

Canteen

Volunteers can help distribute canteen and supervise campers after distribution. Counselors will be doing a brief check-in and prayer during this time.

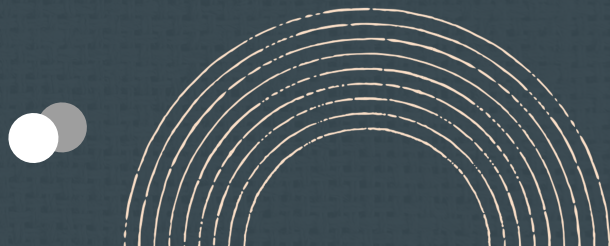
Afternoon: 2:45-3:00
Evening: 7:45-8:00

Rest Period

To avoid campers who don't require an intermission, we have the option for an auxiliary rec. period. We ask all available volunteers to help supervise this activity along with our admin. staff.

Role Model

Kids want to feel important. The more attention we are able to give, the more appreciated they feel. Join us throughout our day!



Volunteer Expectations



- Be present
- Keep electronics indoors when campers are outdoors (phones included)
- Do not enter cabins
- Allow counselors to maintain their autonomy
- Inform counselors of disputes and have them mediate
- Redirect behavior instead of correcting or punishing behavior
- Treat campers in ways that will make them feel successful and appreciated
- Inform counselors and/or admin of camper challenges





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Protective Behaviors



Training Objectives

- **Primary Goal:** Prevent **sexual abuse** of campers
- **Secondary Goals:** Address and raise awareness of **physical** and **emotional abuse**

Actions Taken to Promote Safety

- Required **Protective Behaviors Training** for all volunteers
- **Volunteer screening** procedures
- **Codes of conduct** for staff, volunteers, and campers
- **Prohibition** of romantic relationships between staff/volunteers and campers

Volunteer Screening Policy

- The **top priority** is the **safety and well-being** of campers
- Volunteers in key roles are subject to **background checks** and **periodic re-screening**
- Certain criminal offenses automatically disqualify individuals from serving

Limitations of Screening

- Background checks **can't catch all** potential threats
- Some predators have **no criminal record**
- Your role is to stay **vigilant** and **report** concerns promptly

Codes of Conduct

All volunteers are expected to:

- Follow established **standards of behavior**
- Maintain **appropriate boundaries** with campers
- Avoid any **secretive or overly personal** relationships with campers
- Abide by clear rules prohibiting **dating or romantic involvement** with campers

Standards of Behavior

- **Use respectful and age-appropriate language** at all times
- **Model good sportsmanship** and positive attitudes
- **Maintain professional boundaries**—no favoritism or exclusive relationships with campers
- **Supervise campers appropriately**, never leaving them unsupervised in risky situations
- **Avoid physical contact that could be misunderstood** (e.g., lap-sitting, long hugs, or tickling)
- **Follow all camp policies** regarding medication, discipline, and camper privacy

Recognizing Sexual Predators

Sexual predators may:

- Target **vulnerable individuals**
- Be **likable** and **friendly**
- Appear to be deeply involved in camp life
- Isolate or develop **private relationships** with specific campers

Best Practices for Prevention

- Keep **conversations** in **public view**
- Respect personal space—**no secretive or unwanted touch**
- Avoid ‘sensitive spaces’ - avoid being in close proximity to cabins or pool during gender-specific swim time.
- Watch for:
 - Excessive gifts or attention
 - Inappropriate trips or outings
 - Volunteers forming **exclusive relationships** with campers

Reporting Suspicious Activity

- **Document what you saw** and when
- **Report immediately** to camp leadership or authorities
- Reporting is not accusing — it allows professionals to investigate

Final Reminders

- Always prioritize camper **safety over discomfort**
- **Boundaries matter** — maintain them clearly and consistently
- **Stay alert, report concerns**, and create a camp environment where all feel safe, respected, and valued