



Camp WaMaVa

Volunteer Handbook

Updated 12/2025



Volunteer Handbook

Thank you for volunteering at Camp WaMaVa!

You are an essential part of our camp community and our mission to serve children in the DC area. We are deeply grateful that you have chosen to share your gifts and talents with WaMaVa.

This handbook is designed to provide you with everything you need to know for your week at camp—including information about living arrangements, the daily schedule, job responsibilities, WaMaVa's mission statement, and even tips on how to repel gnats!

We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully. (Romans 12:6-8)

Table of Contents

Vision/Mission Statement	3
Housing	5
On Your Day of Arrival	5
On Your Day of Departure	6
Child Care	6
If Your Child is a Camper	6
Camper Schedule	7
Responsibilities and Schedule	7
Canteen/Arts & Crafts	7
Being a Buddy	8
Bible Program Facilitators	9
Kitchen Assistants	9
Nurses	10
Various Info and Guidelines	12
Why We Love Volunteers	12
Appendix	13
Medical Information Review	13
Medications	14
"SCUM" decisions	15



Volunteer Handbook

Though many of our volunteers bring valuable experience in Christian camping, it's important to clearly articulate why we do what we do at Camp WaMaVa. Every policy, plan, and action we take is grounded in our vision and mission statement. By understanding and embracing our mission, our volunteers can help us deliver it more fully and effectively.

Vision

To make Camp WaMaVa a sanctuary where all can experience the love of God.

"Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." (Matthew 28:19- 20)

Mission

Camp WaMaVa's mission is to provide a safe environment...

- ...where each camper is appreciated**
- ...where play is important**
- ...where lifelong friendships are forged**
- ...where a relationship with God is strengthened**

...where each camper is appreciated

We understand the trust involved with placing your child in the care of another. In such circumstances, many wonder if their child was valued. At Camp WaMaVa, here is how your child is valued. Our counselors will learn the story of each child in their cabin; who they are, what they enjoy, their skills, and their understanding of God. These counselor/camper conversations will inform us of what your child needs in order to enjoy his/her week at camp and grow personally and spiritually. As we learn about each child, the children also learn about each other through confidence course activities, cabin time, and Bible classes. In our society, kids are often without positive mentor figures, particularly caring older brother/sister types who carry great influence beyond a parent's purview. WaMaVa counselors are young Christian men and women who value the privilege and responsibility of mentoring your child.

...where play is important

It seems increasingly challenging for kids to experience safe, open, imaginative play outside. Camp WaMaVa is a supervised, safe place in the outdoors with scores of friends. Creative exploration is not bound within electronic screens and play does not require a van ride to a scheduled activity. At camp, you can play your favorite games with friends that aren't called home early, swing on a tree swing, pick berries, make bracelets out of clover flowers, catch crayfish in the creek or fish from the lake...or organized play like camp-wide games, sports, crafts, or the pool! We realize our kids perhaps have enough (too many) things with which to play. What they need is a place to truly play...and with friends. It's how they learn. At Camp WaMaVa, we honor our kids by honoring play, we honor God in how we play, and we hope the kids recognize Christ in our play.



Volunteer Handbook

...where lifelong friendships are forged

"One who has unreliable friends soon comes to ruin, but there is a friend who sticks closer than a brother." -Proverbs 18:24

One of life's greatest blessings is friendship. It is responsible for so much growth and stability spiritually, emotionally, and developmentally, yet so often we treat friendship as a circumstantial byproduct of life's activities. Camp WaMaVa makes the pursuit of friendship very intentional. We spend a week of 24 hour days together. We share cabin space. Time is set aside during the morning activity and cabin time specifically to be with each other. Meals are shared family style around a table. The camp epicenter is the mess hall porch; lined with benches facing each other. We want to give your child more than just fun memories, new experiences, and silly stories. Camp WaMaVa gives your child new, real friends. Ask any camp alum (young or old) about the gravity of their camp friendships...if you can spare a few hours.

...where a relationship with God is strengthened

We acknowledge God in all that we do, and naturally grow closer to Him. We believe God is the culmination and creator of the good things we experience at Camp WaMaVa. He created each of us with special gifts (Psalm 139:13) and gave us a role in His Kingdom (I Cor 12). So we take time to learn and appreciate one another. Christ teaches us to be like children and humble ourselves (Matt 18:1-5). So we respect children, honoring their authenticity, their innocence, and forms of play. Christ not only teaches us friendship, he calls us HIS friend (John 15). So we seek to be friends of Christ and each other, fulfilling Christ's command and practicing God's love.

Your child will know we care about him/her. And your child will know why we care. God's love is acknowledged and reflected in our joyful play, in our camp friendships, in the memories we make, in our devotionals, in our discussions, in our efforts, in the beauty of the outdoors, and in our Bible studies. We teach the love of God to kids, but more importantly, we show the love of God to kids.

As we learn to acknowledge God more readily in more spaces, we grow closer to Him.



Volunteer Handbook

Housing

Volunteers are housed in our air-conditioned "Paradise" building, also known as Nickell Hall. This building is located at the top of the hill at the turn of the driveway (it's the one with the large deck). There are 12 numbered rooms in the building: Rooms 1-7 are upstairs, and Rooms 8-12 are downstairs. Each floor features two full bathrooms and a shared living area; however, there is no interior stairway connecting the floors.

Each bedroom is equipped with twin bed(s) and a dresser or shelf area for your belongings. Please remember to bring your own bedding and toiletries. Rooms are assigned based on the bed space you need, as some rooms have more beds than others. For your convenience, each floor has a refrigerator. Kindly refrain from using the refrigerators in the Mess Hall.

In the week prior to your arrival, the director will email you your family's room assignment. Family members are welcome to stay with you in the volunteer housing. Non-camper-age children will room with you, and you will remain responsible for their care. **Camper-age children are expected to participate as campers in the cabins.** Older children (ages 15 and up) are encouraged to volunteer as junior staff; please see the website for junior staff signup instructions.

Because volunteer housing space is limited, it's important to notify Gabby Jones (director@wamava.com) if there are any changes to the number of family members joining you. In some cases, volunteers may need to share rooms due to space constraints. If sharing is necessary during your volunteer week, we will inform you as soon as possible. This year we will be exploring expanding our housing options to accommodate more volunteers.

Please be mindful of the various needs and schedules of other volunteers during your week at camp. Kitchen workers, for example, may go to bed and wake up earlier to prepare breakfast, so maintaining "quiet time" in the common areas after a certain hour is appreciated. If young children need to nap in the afternoon, older kids should plan to play outside during that time. It's also a good idea to coordinate a shower schedule (two bathrooms upstairs, two downstairs) to ensure everyone's needs are met.

Volunteers are responsible for cleaning and maintaining the bedrooms, bathrooms, and living areas of the "Paradise" building. You can expect to arrive to clean quarters and are asked to provide the same courtesy for the following week's volunteers. This includes cleaning bathrooms, vacuuming, and emptying trash cans into the dumpster before leaving camp. Cleaning supplies will be provided.

On Your Day of Arrival

Camper Registration begins at 2pm each Sunday. Depending on your role, your responsibilities begin at different times. You are free to come earlier than needed (particularly if arriving with campers), but please arrive at or before your requested time. Parking is around Paradise or along the right side of the camp driveway. Please be sure not to block other vehicles or the dumpsters.



Volunteer Handbook

Upon arrival, you may unload your belongings into your room. At your appointed time, report to the following:

Nurse: 1:45pm, report to front porch of Mess Hall

Assistant Cooks: 4:00pm, report to Kitchen inside Mess Hall

Bible Program Facilitators: 4:00pm, check in with Director around the Mess Hall

On Sunday, we will have a volunteer meeting in the evening to discuss your week at camp. It typically takes place in the upstairs living room of Paradise shortly after Sunday evening devotional and as the campers go to the cabin for the night.

On Your Day of Departure

Please leave your living area and work area cleaner than you found it. Check out with the director after cleaning is complete and before you leave. Each volunteer position has other closeout responsibilities as well. The nurse must return all medications to campers. The kitchen assistants must complete Saturday breakfast responsibilities and prepare the kitchen for the following week. And the teachers must clean and sweep out their teaching shelters.

Child Care

If your child(ren) are of the same age as the campers, they are expected to be registered as campers and will stay in the cabins. If aged 15-17, they can serve as junior staff members. If your children do not fall in either age range, you will need to provide their supervision and child care during the entire week. Unfortunately, our staff is limited and we cannot provide child care during your week of camp.

Your children are welcome to participate in scheduled camp activities and enjoy the grounds of camp, at your discretion. Your non-camper children are welcome during your volunteer week, but please provide supervision in close proximity. Our staff is under great responsibility to meet the needs of their campers on a personal level. We want your children to feel included without adding additional responsibilities to our counselors and staff.

Camp is a safe place for your kids to be kids. Even if they're younger than the campers, they will fit into the camp scene easily. During morning Bible classes, we do ask that your children play quietly or out of earshot of the teaching shelters. Also, they are to stay out of the kitchen for safety and legal reasons. Otherwise, camp is a place to play. And what a blessing those playful memories can be.

If Your Child is a Camper...

Quite simply, we encourage you to let your camper be a camper. Camp provides a foundational experience to learn independence in a safe, constructive way. Please allow the counselors time and experiences to bond with your camper child. We are not asking you to avoid all parental urges while at camp, but please be conscious of its effect on your child's camper experience.



Volunteer Handbook

Camper Schedule (subject to change)

The schedule below will likely be our summer schedule.

To your fullest abilities, you are encouraged to participate in all activities.

8:15am – Breakfast

8:45am – Morning activity: A camp-wide song, prayer, and activity

9:15am – Cabin activity: This is an hour where counselors will lead their respective cabins in a unity focused activity such as the confidence course, conversation, or mini-adventure

10:15am – Morning devotional: Praise time to sing and pray before Bible classes

10:30am – Bible Time

12:00pm – Lunch

12:30pm – Rest Period: Campers must remain in their cabins for the duration of Rest Period

1:15pm – Boys Recreation/Girls Swim/Arts & Crafts: Recreation time consists of 2-3 small group games/crafts. Campers choose an activity in which they'll participate. The opposite gender will have swim time at the pool. (We alternate which gender swims first each day).

2:45pm – Canteen: Snacks and drinks

3:15pm – Girls Recreation/Boys Swim/Arts & Crafts: Recreation time consists of 2-3 small group games/crafts. Campers choose an activity in which they'll participate. The opposite gender will have swim time at the pool.

4:45pm – Free Rec

6:00pm – Dinner

6:30pm – Free Rec

7:00pm – Evening Recreation: All campers and staff play a large group game

7:45pm – Canteen

8:15pm – Evening Devotional: All campers and staff have a concluding worship with a short lesson and time of praise

8:45pm – Campfire or Evening Dismissal to cabins: Once or twice a week, we'll have a campfire with goofy songs and silly skits. We may alter the schedule to have a closing devotional campfire on some days also.

Your Responsibilities and Schedule

Canteen

Canteen is a great opportunity to learn the campers' names and highlight their day by giving them snacks, candy and/or gatorade. The canteen building is located off the front corner of the Mess Hall. There are two distribution windows on the building. Campers form a line behind these windows by gender. You will be provided a checklist of camper names. Campers are permitted two item choices in the afternoon and one in the evening. Approximately 5 minutes before canteen time, volunteers will set



Volunteer Handbook

out candy (removed from fridge) onto the shelves in the campers view. After each camper has received canteen, please re-stock the fridge, put the chocolate candy in the fridge (so it doesn't melt), and close up the canteen building.

Arts & Crafts

Arts & Crafts will be offered to campers as an afternoon recreation option. WaMaVa admin staff are responsible for planning and administering Arts & Crafts. They may ask you for your assistance in manning the sessions. Responsibilities may include setting up 10 minutes before Arts & Crafts, monitoring campers, regulating the flow of campers if it gets too crowded, and cleanup. Arts & Crafts is a great time to connect with campers in a more tranquil setting. Feel free to invite kids that you think need the extra attention, kids that you're connecting with in Bible classes, or kids you simply want to know better.

Being A Buddy

Throughout the camp day, there is continual need for ministry to individual campers. Counselor bandwidth is limited during the activity portions of the schedule. So our volunteer "buddies" help us meet needs of campers who struggle to engage appropriately with their peers.

What does a volunteer buddy do? In short, use your strengths to make your camper buddy feel appreciated...step #1 in our mission. **More than what is specifically heard or experienced at WaMaVa, campers will remember how WaMaVa made them feel.** Volunteer buddies are the hands and feet of Jesus who help the mission of camp be felt by the campers in need. We will discuss more comprehensively upon your arrival to camp, but here's an overview:

Volunteers will:

- Build relationship FIRST (learn buddy names and stories, do things together)
- Reinforce desired behaviors (encourage positive behavior over discouraging negative behavior)
- Focus on buddy, not activity (positive relationship/ behaviors more important than completing an activity)
- Provide encouraging, reinforcing language
- Reward with praise, appropriate physical touch (hand on the shoulder, high fives)

Volunteers will NOT:

- Punish or admonish (manage your own language and actions so the camper isn't intimidated)
- Label people (you can label actions and behaviors, not people)
- Enter the cabin uninvited
- Usurp leadership from counselor (focus on your buddy, not how the activity is being led)
- Correct/punish/solve behaviors (the key is re-directing...offer alternate behaviors)
- Counsel an entire cabin or handle more than 2 buddies at once
- Mediate disputes: between campers, camper to counselor, or counselor to counselor
- Hold grudges against campers or staff (leave past experiences in the past)



Volunteer Handbook

Volunteer Positions:

Bible Program Facilitators

The primary function of the Bible Navigators is to help guide campers through the mysteries that the Bible presents through guided adventure. The role of the Navigators is to provide direction, guidance and clues or hints while leading campers to answers. Each week has an overarching theme with different objectives and activities planned by the Admin team. Our goal is to help Campers discover God through exploration and play. We will use puzzles, clues and activities to accomplish this goal. There will be a mix of different activities daily beginning with a set up each morning and ending with a recap and journal time. We would like to step away from the traditional classroom setting putting larger emphasis on movement.

Kitchen Assistants:

Kitchen assistants report to the Kitchen Chief for daily preparation and serving of all meals. Your schedule can vary slightly from day to day depending on the type of meal served. Working in the kitchen is great fellowship and a most vital function. Your cooking schedule will overlap with many camper activities, but we hope you'll find plenty of opportunity to be filled by the camp experience.

During meal preparation, there are times of lull and haste as food moves into and out of ovens. Please check with the Kitchen chief if you need to exit during a lull time and try to return before timelines accelerate. Also, please also be aware of the following state health codes:

- All leftover food must be labeled and dated
- Maintain periodic temperature recordings of fridges and freezers
- Perishables cannot be defrosted at room temperature
- No minors in the kitchen (short period visits are understandable)
- Keep hair pulled back when preparing or serving
- Wash hands often. Avoid cross-contamination.

Suggestions to make your time in the kitchen more comfortable:

- Wear comfortable shoes. There is a lot of standing in the kitchen and the floor is hard.
- Although aprons are available for your use, feel free to bring your own.
- A labeled personal water bottle. Cups are available but easily confused in the kitchen.
- You will be washing your hands a lot. Hand lotion is provided but if you prefer something specific, feel free to bring your own.

Below is the daily schedule for Kitchen Assistants:

7:00am – Breakfast preparation: Time is subject to Kitchen Chief's directions

8:15am – Breakfast: Serve initial meal, provide seconds/refills, collect/label/put away leftovers, and clean kitchen workspaces



Volunteer Handbook

10:15am – Morning devotional: Praise time to sing and pray before Bible classes
10:30am – Lunch preparation: Time is subject to Kitchen Chief's direction
12:00pm – Lunch: Serve initial meal, provide seconds/refills, collect/label/put away leftovers, and clean kitchen workspaces
12:30pm – Rest Period
1:15pm – Boys Recreation/Girls Swim/Arts & Crafts: You are encouraged to participate in afternoon rec. We will inform you of the day's activities during lunch time announcements.
2:45pm – Canteen: Volunteers administer canteen
4:00pm – Dinner preparation: Time is subject to Kitchen Chief's directions
6:00pm – Dinner: Serve initial meal, provide seconds/refills, collect/label/put away leftovers, and clean kitchen workspaces. Complete any breakfast prep as needed.
6:30pm – Free Rec

7:00pm – Evening Recreation: You are encouraged to participate in Evening Rec. In some instances, you will be asked to play a specific role in rec games.
7:45pm – Canteen: Volunteers administer canteen
8:15pm – Evening Devotional
8:45pm – Campfire or Evening Dismissal: Once or twice a week, we'll have a campfire with goofy songs and silly skits. You may act out a skit or sing a song if you'd like. We may alter the schedule to have a closing devotional campfire on some days also.

Nurses:

Nurses are in charge of all medical determinations at camp: administering medication (after meal times and before bed), treating sickness/injuries, calling parents of sick/injured campers, and transporting campers to urgent care or the hospital. Only the Nurse and Director are authorized to administer medications. To protect camp and inform parents, we do have written policies to follow in our "Medical Information Review" that is posted on our website and in the appendix of this handbook. Please review it prior to arriving at camp.

Our camp registration software contains a medical module to handle all medical recordkeeping needs. Parents fill out all medical forms electronically and the software automatically creates camper profiles, medicine dispensing schedules, allergy lists, and medication logs. You will be trained on this software after your arrival to camp. All medicine disbursements MUST be recorded in the camper's profile.

Upon arrival to camp on your first day, you will be placed at the registration table. Each camper and his/her parents will pass through the registration line before heading to the cabins and you are responsible for the following:

- Receive camper medications and verify the administering instructions
- Ensure all medications are in properly marked containers (no loose medications)
- Verify camper allergies (or lack thereof)
- Ask any clarifying questions to parents



Volunteer Handbook

The Nurse's station is located in the corner of the Mess Hall. All medications and supplies will be kept at the station behind a closed door. There is also a defibrillator in the station. Nurses will be "on call" during their entire week at camp. There are two walkie-talkies at WaMaVa. One will stay with the nurse (*Radio Line 3*), the other will be left on at the nurse's station in case the nurse is not readily found.

Below is the daily schedule for Nurses:

8:00am – Review medication schedule and setup morning medication deliveries

8:15am – Breakfast

8:30am – Administer morning medications

10:15am – Morning devotional: Praise time to sing and pray before Bible classes

11:45am – Review medication schedule and setup lunch medication deliveries

12:00pm – Lunch

12:15pm – Administer lunch medications

12:30pm – Rest Period

1:15pm – Afternoon recreation activities

5:45pm – Review medication schedule and setup dinner medication deliveries

6:00pm – Dinner

6:15pm – Administer dinner medications

7:00pm – Evening Recreation

7:45pm – Canteen

8:15pm – Evening Devotional

8:45pm – Campfire or Evening Dismissal: Once or twice a week, we'll have a campfire with goofy songs and silly skits. You may act out a skit or sing a song if you'd like. We may alter the schedule to have a closing devotional campfire on some days also.

9:00pm (approximately) Administer nighttime medications.



Volunteer Handbook

Various Info and Guidelines

- In addition to scheduled pool times, volunteers and their kids (with supervision) can use the pool at unscheduled times when campers are in cabins (early morning, rest period, or evening)
- Prioritize the Counselor/Camper relationship before your own interactions with campers
- Please wear shoes at all times for safety reasons (except at the pool)
- If you or your kids keep snacks in the Paradise fridge, please eat them in Paradise, not in sight of campers.
- Please do not give chewing gum to campers
- Do not bring pets
- Campers are not permitted in Paradise, nor in the Mess Hall unless it is meal time or an emergency. The Mess Hall is also a living space for leadership and some volunteers, so this helps keep it cleaner and quieter. Campers must use their cabin bathrooms.
- Things to bring: bedding, toiletries, folding camp chair, swimsuit, towels, jacket, sunscreen, sneakers, and patience...and energy...

How to repel gnats

You can't. Your most toxic bug spray, smelliest home remedy, or technological gadget will not prevent a gnat from flying into your mouth at Camp WaMaVa. Just swallow and wait for the next one.

Why We Love Volunteers

You are camp's greatest ambassadors and essential participants in our mission. You are willing to give up vacation or time off to serve kids. You are adult examples of Christ's love for counselors and campers alike. You hold the most authority in the ears of our most important customers...parents. You communicate our mission and our needs back to your home congregations. You transform WaMaVa from a camp to a community. You are NOT just a manpower slot to be filled. We believe God made Christian camping a powerful experience that can often be primarily responsible for placing an otherwise lost child into the path of Christ. We are certain you will witness God at work. Your value is beyond a summer week at the grounds. We are so grateful for you! Thank you!



Volunteer Handbook

Appendix

Medical Information Review

Campers at Camp WaMaVa are physically active and share communal spaces during their camp experience. Although every effort is made to provide a safe environment, there is a recognized risk of injury and illness. The director and staff of Camp WaMaVa seek to mitigate and manage this risk.

Camp WaMaVa has an on-site nurse during the summer camping session. The responsibilities of the camp nurse include: administering all medications, assessing/monitoring any camper health concerns, transporting ill or injured campers to the hospital or urgent care center, and serving as the primary point of contact to/for parents concerning their camper's health needs. The closest hospital is Warren Memorial and the closest Urgent Care is Valley Health. Both facilities are located in Front Royal, VA and are approximately a 15 minute drive from Camp WaMaVa.

Camper Illness or Injury

Below are the protocols and guidelines in the unfortunate event of camper illness or injury:

- Minor cuts, abrasions, bruises, headaches, stomach aches or other minor concerns are handled directly by the camp nurse and do not require parent notification. The camp nurse may administer appropriate aid, to include bandages, over-the-counter medication, food, or drink.
- When medication is administered, whether prescribed, as needed, or in the event of sudden illness/injury, the instance is recorded in the camp medication log. Camper allergy information is reviewed by the camp nurse prior to dispensing any medication.
- Abdominal or head pain for an extended period of time, fever above 101.5°F, low-grade fevers lasting longer than 24 hours, repeated vomiting, cuts requiring stitches, potential broken bones, any condition lasting an extending period of time, or any illness/injury that necessitates a doctor visit is reported by the camp nurse to the parent in a timely manner.
- If the parent cannot be contacted, the emergency contact is notified.
- In a non-emergency event requiring a doctor visit, the camp nurse will contact the parent to request verbal permission to seek medical help for the camper or confirm that the parent will pick up the camper in order to secure proper medical attention.
- In an emergency event, the efforts of the camp staff will focus on the required immediate medical attention. The parent will be notified by the camp nurse or camp director as soon as medical attention is coordinated or secured.
- In the event of a doctor visit, the camp nurse will supply the appropriate health offices with the camper's insurance information provided on the camper application. It is the parent's responsibility to follow up with their insurance company to address any billing or follow-up concerns.
- The camp nurse or camp director has the right to send any camper home if, in their opinion, it is in the best interest of the child's health or the health of other campers.



Volunteer Handbook

Medications

The camp nurse administers medications per the instructions provided on each camper's registration forms. Please discuss with the camp nurse and/or camp director if there are any special instructions or concerns regarding a camper's medication while attending camp.

For safety purposes, all medications are securely kept within a staff-only accessible area of the mess hall. Please be sure to include enough medication to last for the duration of the camper's camp session. Camp WaMaVa provides most over-the-counter (OTC) medications needed at camp. It is not necessary to pack OTC medication for a "just-in-case" scenario. A list of stocked OTC medications is below:

- Child- and adult-strength Acetaminophen
- Child- and adult-strength Ibuprofen
- Pepto tablets
- Antacids (Tums)
- Hydrocortisone cream
- Antihistamine (Benadryl)
- Calamine lotion
- Sting stick
- Triple antibiotic cream
- Hydrogen peroxide and rubbing alcohol
- Bandages
- Gauze pads
- Decongestants
- Sore throat spray
- Cough drops
- Cough syrup
- Loratadine (Claritin)
- Aloe with solarcaine
- Swimmer's ear drops

Below are the protocols and guidelines for the administration of medications at Camp WaMaVa:

- All camper medications must be given to the camp nurse upon arrival at registration. This includes prescriptions, over-the-counter (OTC) medicines, vitamins, supplements, Epi-pens, and inhalers.
- All medications (including non-prescription) **MUST BE IN THE ORIGINAL CONTAINER** or it will not be administered at Camp WaMaVa. For safety reasons, loose or unmarked medications **WILL NOT BE DISPENSED**.
- Medications will be returned at the end of the camper's session. If the camper is staying two weeks, parents may elect to keep camper medications at Camp WaMaVa for the weekend or take it home at the end of the first session.



Volunteer Handbook

The most comprehensive handbook or training cannot cover every kind of thing that will happen at camp. You are permitted flexibility to use your gifts, your creativity, and to allow space for Spiritual guidance and prayer. Accordingly, we equip our counselors with a decision-making method that promotes initiative and removes a reasonable amount of bottlenecking hierarchy. Though our volunteers don't have as many stated responsibilities as our counselors, we'd like you to have similar capacity to carry out our mission to your greatest ability while at camp. So here it is...we want you to pursue your ideas if it meets these two criteria:

- Does it connect to WaMaVa's mission?
- Is this SCUM?

So what is SCUM? It's a semi-punny acronym.

Safe

Courteous

Understood

Memorable

For all decisions you will make at camp, ask yourself "Is this SCUM?" If the answer is "yes," we will honor your decision. There are times when this decision-making process will require discussion, permission, and thinking (for example, leading a large all-camp imaginative rec game) and there are times when this decision-making process will be simple and immediate (making bracelets on the porch during free time), but our decisions must relate back to the mission and answer the SCUM question. It makes us intentional with the opportunity God has given us. Below are example questions clarifying the SCUM vetting process:

Is it safe?

- Physically, what is the worst thing that could happen within reason?
 - How likely is it to occur?
 - Can it be safely mitigated?
- Emotionally, is this activity safe?
 - Will it create a power struggle?
 - Could a camper freely express needs or concerns?
 - Does it ostracize or cause ridicule?
- Developmentally, is this something this particular age group can handle?
- Spiritually, could campers recognize Christ in this?

Is it courteous?

- Will the activity negatively interfere with other aspects of camp?
 - Is there another scheduled activity that currently needs participants or your leadership?



Volunteer Handbook

- Is it too exclusive? Are others invited to join? If not, are you comfortable with the reason for exclusivity?
- Can it be done in a timely manner? Will it fit within that part of the day's schedule? If not, have you explored alternatives with camp leadership?
- Will it disturb another activity in progress?
- Does the activity place undue burden on someone else?
 - Will someone else need to cover more responsibility because of your actions?
 - Have you discussed it with him/her? Ok with it?
 - Did you provide enough time for their consideration?
 - Can you help bear other loads to provide a break to the other person later?
 - Does it require resources/supplies or make a mess?
 - Did you get permission to use the resources/supplies? (In case it's reserved for someone else or otherwise limited in quantity)
 - Can/will you promptly clean it up?
- If applicable, have you discussed it with your fellow volunteers or leadership?

Is it understood?

- Do the campers know why you're doing it? What's the point?
- Do other counselor/volunteer participants know the purpose of the activity?
- If the activity is multi-faceted or complex, does everyone know their role in its success?
- Have you clearly explained expectations and allowed for questions?

Is it memorable? (This doesn't mean "grand" or "creative")

- Does it provide a new experience, create a new friend, or tell a story?
- Is this quality time spent?
- Does it connect to the mission statement?
- Is it for the campers or for your own giggles?
- Does it make anyone feel special or show appreciation?
- Is it something campers are unlikely to experience outside of camp?