

Sonlight Staff Handbook



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Hey Everyone!

Welcome to Sonlight Christian Camp's 2017 Summer Staff! I hope you are ready to experience the summer of a lifetime. A couple of important things you need to know:

When to arrive: Staff training begins with lunch at 12:00pm on Friday, May 26. Arrive that morning, or feel free to arrive the evening of the 25th to get settled in.

When we're done: Our last summer resident camp is over on Saturday, August 12th. We will celebrate the summer with a staff banquet that evening. Please plan on staying through Saturday night.

What is this booklet? This is your staff handbook! It is a great resource for understanding what your summer at Sonlight is all about. Please read it thoroughly. We will review it during staff training; you are responsible for knowing the information contained in the handbook.

Thank you for your commitment to Sonlight for the 2017 summer, your excitement to invest in kids, and willingness to serve Christ. Be sure to keep an eye out for emails with other important information as the summer draws closer. If you have any questions, feel free to email me (chelsea@sonlightcamp.org) or give me a call at 970.264.4379.

See you this summer!

Chelsea Poest, Program Director
Winston and Mary Marugg, Camp Directors
Sara and Emrys Tyler, In-Coming Camp Directors

Personal Belongings

You are welcome to bring what you want to camp, such as things to make your cabin comfortable. But remember: you will be sharing a cabin with one to four other staff members, so space will be limited. You will not have a lot of free time to spend in your cabin. Blessed are those who travel light.

Essentials to Bring to Camp

- **Health Form** completed in paper form or online and signed by you (required by Colorado State Law). All staff (new AND returning) must fill out this form. Due in the Sonlight office by May 15th.
- **Physical Form** (NEW: required EVERY year) signed by a physician/nurse practitioner. Due in the Sonlight office by May 15th.

We will not issue paychecks until your paperwork is complete. It will be difficult to find time to get your physical completed once you arrive at camp, **so please get it done before you arrive.** If you need to inquire about the status of your health form, contact Chelsea.

- Work Clothes - clothing that can get paint, bleach, mud, etc. all over them. You'll also want to bring normal clothes.
- Clothes that you can wear into town for your day off.
- Clothes that can get slimy, muddy and/or covered in shaving cream. You'll play messy games with the campers!
- A banquet night outfit – every Friday we have a themed dinner and award show for the campers. 2017's theme: "All In"!
- Sleeping bag or linens (including a mattress cover), your own pillow, and lots of warm blankets. Summers in the mountains can still be cool (it's snowed at camp in June before). Most of the staff cabins have bunk beds.
- Waterproof rain jacket – it's required if you go on hikes with the campers.
- Warm sweatshirts/fleece jackets
- Swimsuit(s) – *modest design, please, as you will be a role model for campers*
- Alarm clock (**Not your phone**)
- Sturdy hiking boots/trail shoes for hiking
- Your favorite baseball cap/beanie
- Chacos, Tevas, sandals, or shoes to wear for water games and/or rafting
- Toiletry items - bath towel, wash cloth, soap
- Flashlight or head lamp (with extra batteries and bulb)
- Sunscreen
- Special items such as a guitar, praise music, special kid stories, mountain bike, backpack gear, cameras
- A good pair of shoes or work boots for outdoor projects around camp
- Notice that "phone" is not on the list. While they're allowed in the staff room, all time with campers is **device-free**. Be ready to leave the internet and the cloud behind so that you can fully be with the campers.

Mission Statement

The mission of Sonlight Christian Camp: “To minister to young people in a camping environment based on Christian community”.

Staff Goals:

- Allow young people to experience the presence of God
- Demonstrate a Christian lifestyle
- Encourage campers to understand and appreciate diversity
- Emphasize communication and teamwork
- Promote a global view of peace and justice for all
- Promote optimism about the human race
- Encourage and promote the attributes of each individual

Slogan:

“Be With Kids, and Show Them God”

Statement of Faith

We believe the Bible, both the Old and New Testaments, to be the inspired Word of God. We believe in one God existing in three persons; the Father, the Son, and the Holy Spirit. We believe that Jesus Christ was conceived of the Holy Spirit, born of the Virgin Mary, died on the cross for man’s sin and ascended to heaven to be with God. We believe the Church to be the working arm of the body of Christ for the purpose of carrying out the work of God. We believe that only through Jesus Christ can one have eternal life.

Governing Body

Sonlight is a not-for-profit organization governed by a Board of Directors. Members of the board are: Winston and Mary Marugg, Tim Thayer, and Jon Dunham (president).

History

Sonlight was begun in 1979 as a not-for-profit organization in the State of Colorado. The summers of 1980, 1981, 1982 were devoted to guiding backpack trips for high school students. In October 1982, 40 acres of land were purchased in the San Juan Mountains of southwest Colorado. Construction began in 1983, along with the big projects of potable water and waste water systems. All the buildings were constructed with volunteer labor (i.e. Memorial Day "barn raising" weekends).

A brief timeline:

1979: Ideas and drawings on a coffee shop napkin.

1982: Purchase of 40 acres in Hidden Valley Ranch.

1983: The bath house (back of Winchester Cathedral) was built. Water and sewage systems installed. Belmont mobile home installed.

1984: The main lodge was built

1985: Tongue and groove ceilings in the lodge installed.

1986: Hilton cabin constructed

1987: Winchester Cathedral added on to the original bath house

1988: The Shop was constructed

1989: High-Up Regency and Eastin' Westin' built at the same time.

1990: 1 log staff cabin

1991: Two log staff cabins

1992: The office added onto the lodge

1993: Weminuche room onto the back of the lodge

1994: Two new towers, new deck on the lodge. 40 additional acres of land purchased adjacent to the original land.

1995: Two frame staff cabins; 40 acres purchased along the north end of the west boundary, 4200 gallon water storage tank

1996: Elk River mobile home installed

1997: New deck on Winchester Cathedral and took DOWN the Boulder Building

1998: Added a new entrance and split rail fence, remodeled Hilton bathroom and added wheelchair ramp and completed the Spokes and Soles Nature Trail.

1999: Backpack Building and Climbing Wall constructed

2000: New deck on Hilton; new fence on the north end of the property; Hospitality Room remodeled

2001: Sonlight's Year Round Staff Cabin built

2002: Completed cabinets in staff cabin. Enlarged the mud pond.

2003: Covered porch on Backpack Building, New roof on Bath House, New deck on Eastin' Westin', New carpet in Winchester Cathedral, Dining Room, Staff room, New low water-use toilets

2004: Added a Bouldering Wall, the Doll House at the Backpacking Base (bathrooms), new deck on Hi-Up Regency and new fence on the NW corner of the property (½ mile of clearing and fence installation).

2005: Dodgeball court, New roof on the Lodge

2006: Covered porch on office, Installed two new hot tubs, Built a new staff cabin, Remodeled all the staff cabins, Built a speakers' cabin

2007: Constructed the Bone Yard and the Dawg Haus. Removed original Rec Shed.

2008: Built a pole barn over the nurse's cabin, new water tank plumbing and access room.

2009: Completed Scott's Spot, new front porch on the Healthcare Station.

2010: Built a staff-only bathroom in the Staff Neighborhood, added staff cabin by the main lodge.

2011: Climbing Wall addition with overhangs, "Crafty Courtyard" pole barn built, existing Crafty Bus painted.

2012: New year-round staff cabin, extended "Crafty Courtyard" pole barn overhang, spring overflow pipeline installed

2013: Kenskill trailer and deck built, sand volley ball court, recarpeted Hilton and upstairs in Lodge.

2014: Built new office space, purchased camp school bus, new asphalt walkway,

2015: Recarpet dining room, Eastin Westin and HiUp Regency cabins., 9 square in the air,

2016: New hammocks in the Hammock Village, new deck boards on the lodge and Winchester Cathedral, minor remodel of bathrooms in the cabins and Winchester Cathedral. Purchase new Kabota backhoe and loader. Construction of the Treehouse in memory of Kelsey McLean began.

Staff Policies and Responsibilities

This section of the staff handbook provides guidance as to what Sonlight expects from its employees. The policies and responsibilities are broadly stated and are not tailored to individual circumstances. Sonlight retains the right to interpret and apply these policies to individual cases and may modify, revoke, or add to the policies at any time, with or without notice.

General Employment Policies

Staff members are employees and representatives of Sonlight. Their personal example is expected to reflect the standards of behavior and the philosophy of this camp as outlined in the handbook. It is expected that the policies will be observed and practiced by all staff at Sonlight. It is important that staff serve as positive role models for campers and guests. Sonlight is accredited by the American Camp Association (ACA). Staff members will be expected to adhere to the regulations set forth by the ACA. Sonlight is also licensed by the State of Colorado. Staff members will be expected to follow the state regulations set forth by the State of Colorado.

Equal Opportunity

Sonlight is fully committed to providing equal opportunities for all, without regard to race, color, national origin, sex, marital status, age or cookie preference.

Compensation, Insurance, Room and Board

Base salaries are \$165.00 per-week. Payroll checks are distributed bi-weekly on Saturdays. Direct Deposit is available in lieu of physical checks. All documentation requested by Sonlight must be completed and on file in the office before an individual's paycheck can be issued. Sonlight reserves the right to hold the last paycheck of the summer until any and all camp bills are paid in full by the individual.

In addition to the compensation stated in the camp/staff agreement, each staff member receives room and board, minor health and sickness insurance, laundry access, and workers compensation insurance for the period of contracted employment. Sonlight does carry a limited medical insurance policy on staff members. Any medical expenses for pre-existing conditions will not be covered, and are the responsibility of each staff member. Medical expenses covered by Sonlight will be limited to non-work related illness or accident, and will not cover dental work, hearing aids, eyeglasses, prosthesis, elective or cosmetic procedures.

All Sonlight staff will be served home-made, healthy meals while being employed during the summer season. We realize there are differing opinions of what "healthy" means. We do our best to accommodate special diets, and work diligently with those staff members who have legitimate food allergies. We cannot guarantee vegetarian/vegan options at every meal, and if staff members have strong convictions to eat this way, they must supplement their own meals with food purchased personally by them at a local grocery store. Sonlight offers excellent meals to both campers and staff, with a good balance of protein, carbs, fruits, vegetables, and various drinks.

Social Networking Sites

The content on your social networking site is important to Sonlight leadership and the Board of Directors. Campers view Sonlight staff and volunteers as role models. Parents might access their child's social networking site(s). Outside of Sonlight, staff and volunteers must reflect Sonlight when connecting with campers and their parents. When applying for a Sonlight position, the content on your social networking site will be a factor in considering you for a position. We are a Christian camp, and will hire staff that live and walk their faith, including information/applications/photos promoted on social networking sites.

Health Information

HEALTH FORM - Staff members are expected to disclose all necessary health information on their health form. All staff must fill out the Health Form.

PHYSICAL FORM - Each staff member, including returning staff, must have a physical examination by a physician, physician's assistant or nurse practitioner **WITHIN 12 MONTHS PRIOR** to their arrival date at camp. The Physical Form is also required every year.

Arrangements should be made to have the health form and physical form completed before you arrive at camp. Staff members will not be permitted to perform work or be paid until the requested health form is on file at Sonlight. Health forms and physical forms are due in Sonlight's office by May 15, 2017.

Health forms will be reviewed by Sonlight's healthcare staff. Information will be shared on a "need to know" basis with the directors, and the individual staff member's supervisor. Colorado State Regulation states that no medications may be stored where campers potentially could have access to them (this includes inside camper cabins). Medications must be stored in staff cabins, staff lockers, or in the health care station, with the exception of inhalers or other emergency medications. Staff members who take controlled substances must store those medications under lock in the health center. Staff members will have access to their medications as needed from the camp nurse.

Pets

Summer staff may not bring pets to camp. Any exceptions must be cleared with Chelsea and Winston.

Jobsite Injuries

Staff members are expected to follow health care procedures, safety guidelines, and behaviors as recommended by Sonlight's healthcare staff. Workers Compensation is provided to all paid staff members and is available for any work-related accident, injury, or illness. This coverage does not apply to non work-related accidents, injuries, or illnesses. Any injuries or illnesses must be reported with 24 hours of occurrence.

Personal Conduct

Staff members agree, while employed at Sonlight, to adapt their personal habits in such a way as to reflect well on the program. Staff must be responsible and maintain habits that enable them to function at the high level of mental and physical activity required by the program. Sleeping and showers are required.

Sonlight administration recommends staff members do not have body piercings, with the exception of ear and nose piercings. You have a great amount of influence on campers. Our goal is to provide a positive camp experience for campers and their parents, and some parents are uncomfortable with body piercings. Thanks for

helping us respect the comfort level of all guests.

Time Off

All summer staff will work Sunday afternoon (approx. 1:30pm) through Saturday afternoon (1:30pm) or whenever the weekly duties and post-session clean-up is completed. There may be time off midsummer for staff to elect to take a few days off unpaid. Each day, time off will vary by job description. Counselors will receive limited time off, as deemed necessary by the program director. All staff, except counselors and late night person, may take time off in the late evening (the kitchen and dish room must be clean, and daily chores completed). Note: A key ingredient to a great program is that ALL staff participates in evening campfire, skits, night games, etc.

Leave of Absence

In the event of an unexpected leave of absence, the directors must be notified. Departure dates and return dates must be agreed upon before leaving. All leaves of absence will be unpaid.

Termination

Your employment at Sonlight Christian Camp is on an at-will basis and can be terminated at any time with or without cause or notice by the program director or camp directors. All paid contracts and health coverage will terminate on your last day worked.

Criminal Record Check

Sonlight will perform a criminal background check on all employees, paid or volunteer. In addition, the State of Colorado requires more specific background checks for certain employees. Be prepared to fill out forms and/or be fingerprinted if required to do so by the State of Colorado. Driving records may also be investigated.

Transportation

Personal Vehicles FYI:

If you bring an out-of-state vehicle to camp for the summer, Colorado law states you must buy a temporary license plate if here more than 30 days. You must have proof of current insurance and your out-of-state plates must be current through the length of your stay in Colorado. There is a "drastic increase" in fines for not registering. This is for your information, how you choose to handle the matter is your own business. Sonlight will not be responsible for any fines, fees, or penalties related to your personal vehicle.

Sonlight owns several vehicles for camp-related use. When camp business is being conducted, staff members are welcome to use Sonlight vehicles with approval from a director. Each staff member driving a Sonlight vehicle is responsible for checking all fluid levels before using the vehicle. All staff members approved to drive Sonlight vehicles are expected to adhere to the traffic laws of Colorado at all times. Staff members are expected to use extreme care while transporting campers and other staff, and to use good driving sense at all times.

Some Sonlight vehicles are equipped with standard transmissions. It is preferable that staff members know how to operate vehicles in mountainous terrain. Current driver's license information must be on file in the Sonlight

office for all drivers. Camp vehicles are not to be used for personal use. Sonlight will not be responsible for any fines, fees, or penalties assessed to a staff member while driving a Sonlight vehicle.

Personal vehicles are not to be used for camp business or to transport campers. Sonlight carries no insurance on personal vehicles and we recommend not loaning personal vehicles to other staff members. While camp is in session, personal vehicles must be parked away from the main camp area and used by staff only during time off.

Firearms

Please do not bring personal firearms to camp. Due to State Child Care Regulations, we cannot allow firearms in staff cabins or vehicles. Sonlight has no adequate facilities to store guns safely. Thank you for your cooperation in this matter. Sonlight does provide water squirt guns when necessary.

Visitors

During the summer camping season, Sonlight will allow no overnight visitors. Any visitors wishing to visit during the day must be approved by a director. This rule applies May 26 through August 12, 2017. This includes your night off (Saturday night). There are no exceptions. Staff member's personal visitors are not allowed to stay overnight when camp is in session because of the nature of staff responsibilities, interdependence of staff, lack of background checks, and the limited size of Sonlight Camp. If you have visitors "passing through Pagosa Springs", please arrange their visit during your day off (Saturday noon - Sunday noon) and have them stay overnight off-site.

Support of Program Goals

Each Sonlight staff member plays a vital role in carrying out our specific mission (see page 5, "Mission Statement"). This mission is carried out by staff members in every position, including counselor, cook, program support, or maintenance crew member.

Sonlight has a tradition of warm and caring staff members that are willing to be involved in the full variety of camp programs (night games, campfires, volleyball games, singing, Bible studies, etc). Your first priorities are those tasks outlined in your job description, yet we encourage you to spend time with campers after those tasks are completed. Campers respond positively to staff interaction, resulting in a positive experience for both campers and staff.

Each rental group brings their own set of guidelines for their campers. Sonlight staff is to respect those guidelines. Guidelines imposed by visiting rental groups may include rules pertaining to music, dress, or language. Staff should encourage rental group campers to participate in all activities.

Support of Sonlight's Mission Statement

To recap, the Sonlight Mission Statement states:

"To minister to young people in a camping environment based on Christian community."

Staff members are expected to support the above mission statement.

Things you might expect at Sonlight include:

- Daily Bible devotion at staff breakfasts to enrich the spiritual development of the staff.
- The using team-building initiatives to build community, promoting an environment of understanding and appreciation of diversity, and encouraging teamwork.
- Welcoming different rental groups, and respecting their diversity.
- Operating with small groups, so staff will know individual campers.

Public Relations

Each staff member is expected to be a representative of Sonlight Christian Camp around parents, campers and guests. A professional image should be presented at all times. Any issues, concerns, and/or questions which are raised by guests or parents should be addressed quickly and appropriately. The directors of Sonlight are interested in feedback, both positive and negative, in order to improve the service and program provided.

As noted in the Personal Conduct section of this manual, Sonlight prefers that staff members not have visible body piercings, with the exception of ear and nose piercings. Summer staff members are hired professionals and must acknowledge that some parents are uncomfortable with body piercing. All staff members will receive a name tag and staff shirt. Staff members are expected to wear their staff shirts on both opening and closing days of each camp session, as well as some days where staff are with campers offsite (such as rafting day.) They will wear their name tags the entire time that Sonlight hosts guests, whether campers, parents, or rental groups.

Performance Evaluations

The overall performance of each staff member will be evaluated by the appropriate supervisor. The purpose of staff evaluations is to provide feedback to each staff member on his/her performance. Though none of us is perfect, all staff members should continually strive for improvement.

Each staff member's performance is evaluated based on the following:

- Acts as a member of a team, offering support and acting as a resource to colleagues.
- Builds good relationships with staff members, guests, and campers
- Displays growth in areas of responsibility
- Positively represents the camp in front of parents and members of the public.

In the event of a situation where a director at Sonlight determines that your performance is not satisfactory or needs improvement, those issues will be addressed as necessary and on a case-by-case basis.

All staff will receive a job description. The job description may vary week to week, depending on your role (counselor, program support, cook, etc.).

Counseling 101

Each counselor is assigned to a cabin for which they (and other counselors in that cabin) are responsible. In addition to counseling duties, counselors provide leadership for other young people at camp.

Counselors have the most direct contact with the campers and are primarily responsible for their involvement in the program. We want all campers to have a positive experience and recognize that this is best achieved when the cabin counselor is enjoying his/her job. Therefore, Sonlight directors strive to establish an integrated staff in

which all members support and assist the cabin counselor.

The counselor sets the tone for the cabin group. This is a simple statement, but counseling is not necessarily a given talent. It must be practiced and perfected. Counselors undergo training to develop job-related skills. Guidelines must be developed and team work must be encouraged. It takes considerable hard work and cooperation to develop group loyalty and trust - and success comes in different ways to different people.

A camper's experience in the program is often a direct reflection of the staff member(s) with which they are involved. Campers emulate their counselors. As role models, counselors must display an enthusiastic attitude to encourage positive camper involvement, setting the tone for the entire camp experience.

Characteristics of Sonlight Staff

The basic characteristics of a good staff member are:

- Flexibility - willingness to adapt
- Consideration - of yourself and others
- Tolerance - recognition of the dignity of other staff and campers
- Enthusiasm - attitudes are contagious

Staff members should make an effort to be:

understanding	cheerful
tactful	cooperative
dependable	creative
caring	positive
friendly	warm
loyal	happy
well-adjusted	hard-working
impartial	fair
professional	communicative

Alcohol/Illegal Substance Policy

Illegal substances (drugs) are not allowed on Sonlight property (staff member or camper). Although marijuana is now legal in Colorado, it is still banned by federal law and by Sonlight Camp. Possession and/or use of these substances will be grounds for termination.

Sonlight has adopted an alcohol/ marijuana policy for all seasonally-hired staff in compliance with Colorado State Child Care Regulations. Alcoholic beverages and marijuana will not be permitted on the main Sonlight Camp property during the summer camping season. (May 26 – August 12, 2017) This includes the Lodge, Winchester Cathedral, camper or staff cabins, the speaker's cabin, healthcare station and backpacking building.

Sonlight acknowledges there are many different viewpoints amongst the larger Christian community pertaining to alcohol or marijuana consumption. Sonlight is neither in favor nor against alcohol consumption. Staff members who are of legal age may consume alcohol or marijuana responsibly off-site during time off. Please remember, you are representing Sonlight in public.

Possession or consumption of alcohol or marijuana on Sonlight's property (as defined above) will be grounds for possible termination.

- No one under 21 will consume alcohol or marijuana on Sonlight property. (Colorado State Law)
- No staff member will purchase or provide alcohol or marijuana for anyone under 21. (Colorado State Law)
- No staff member will consume alcohol or marijuana when he or she is considered "on duty".
- No staff member will consume alcohol or marijuana when on Sonlight's property (as defined above).

Internet Guidelines

Sonlight will offer limited wireless internet access in the main lodge. We have 1.5 Mbps when all is going well . . . and very often much less than that.

Internet Guidelines:

- All phones, computers, and other electronics will stay in "camper-free zones" ("off stage") behind the scenes.
- Wireless internet access can be restricted during portions of the workday. Times of access will be determined by the Program Director and Camp Directors.
- Sonlight is a Christian organization and we can be held liable for any material that originates or passes through our systems. Thus, intentional downloading or distribution of obscene, violent, or pornographic material (legal or otherwise) is strictly forbidden and grounds for immediate termination.

Keeping Staff Healthy

The pace of the summer can at times be hectic and busy. Sonlight holds its staff responsible for keeping themselves healthy and rested. We encourage getting plenty of rest both during the week and on your night off. There is a direct correlation between job performance and lack of sleep.

Dating Policy

The Sonlight staff community can become very close, and some staff will choose to date during their summer employment. If individuals decide to pursue a dating relationship while at Sonlight, it must be discreet and appropriate in public. Please mention your decision to your supervisor. Dating at camp can be healthy; in fact, all of our Board Members met their spouse at camp! However, expressions of romantic interest can alienate other members of a team, and misery between dating staff members can spread to the rest of the staff. Any behavior which interferes with the mission of Sonlight will be addressed by the directors.

Monetary Tips/Donations

Sonlight does not encourage tips from campers, parents, or any friends of campers or camper family members. We ask that Sonlight staff politely refuse all tips. We don't want to give the impression that parents can "purchase" special treatment for their child. If a parent insists on giving money, they can make a donation to the Sonlight Scholarship Fund.

Personal Sports Equipment

You may bring personal sports equipment to camp. When camp is in session, you must use the equipment consistent with Sonlight policies (i.e. helmets must be worn when biking, archery policies followed, etc). Equipment that is not part of Sonlight’s normal program (i.e. slack lines) must be cleared with a supervisor before use on the property.

Additional Training

Staff positions such as backpack guides, the camp nurse, some counselors, etc. require Wilderness First Aid (WFA) or Wilderness First Responder (WFR), CPR, First Aid, and/or other certifications. Staff members are required to obtain these certifications on their own, and at their own expense, before reporting to staff training if the training is a requirement for your position.

Camper Supervision Ratios

Age of Children	# of Children	# of Adults (18 or older)
9 – 14 yrs. old	8	1
15 – 18 yrs. old	10	1

The above ratios shall be maintained in cabin areas, activity groups, and activity option times. Exceptions include when all campers are together, two staff members are leading games or activities, or when campers are in the bus.

There shall never be one adult and one camper alone in a cabin or restroom. If a camper wants to talk one-on-one with an adult, it should take place in a public area. Another adult should be notified about the intended interaction, and monitor the situation from a distance.

The following activities require a minimum of two (2) staff members present: all-camp group games, transportation of campers, climbing wall, dodge ball, mountain biking, hiking, backpacking, and other situations where the a supervisor decides it is necessary.

Be “All In” for Summer 2017!

Thank you for dedicating your 2017 summer to be a part of the Sonlight legacy! We appreciate your commitment to our mission and ministry.

Be sure to keep an eye out for emails with other important information as the summer draws closer.

If you have any questions regarding the Staff Handbook, please feel free to email (chelsea@sonlightcamp.org) or call me at 970.264.4379.