

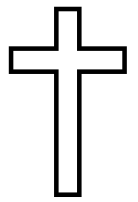


FACULTY MANUAL

Everything you need to make your time as
a faculty member at Camp Allendale
a success!



WELCOME TO CAMP!



At Camp Allendale, we are more than just a camp—we are a ministry committed to fostering an environment where individuals can grow in their faith and become lifelong followers of Christ. Volunteers like you are a vital part of this mission, and we are deeply grateful for your willingness to serve. Whether you're guiding a small group, offering support behind the scenes, or mentoring campers, you help create a transformative experience for all who attend. By volunteering at Camp Allendale, you are not just helping with camp operations—you are investing in the eternal lives of campers, staff, and everyone involved in our ministry. Together, we will continue to build a legacy of faith, leadership, and service. Thank you for your commitment to serve. We look forward to partnering with you to fulfill Camp Allendale's mission!

THE MISSION OF CAMP ALLENDALE

Our Mission Statement is simple: “Camp Allendale exists to provide a dynamic environment for people to engage the Living God.” Our Vision is to create a space where individuals can deepen their relationship with God and each other in a natural, welcoming environment, pursuing excellence in everything we do.

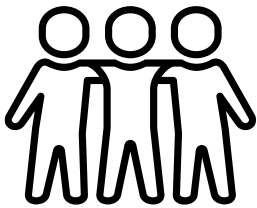
Our Core Values guide our work:

- Exalt Jesus Christ - We aim to provide programs that help individuals grow in their faith and connect with God and others.
- Offer Excellent Service - Everything we do is centered around the spiritual development of individuals. We aim to create excellent spaces where people can encounter God.
- Foster Lasting Relationships - We seek to build meaningful relationships rooted in faith.
- Create a Safe and Interactive Environment - As a volunteer, you're not only providing support—you're modeling servant leadership, demonstrating how to live with integrity, humility, and grace in all aspects of life.

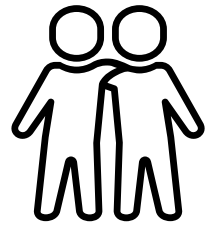


BACKGROUND CHECKS

- Every person that has the opportunity to come into contact with campers must have completed a criminal background check.
- Written documentation of a background check performed in the past three years must be on file with the camp office two weeks prior to arrival at camp.
- We obtain the information needed for background checks through the Faculty Questionnaire. Please fill out the questionnaire (located on the Camp Allendale website) at least two weeks before the session you are serving.



FIT PROGRAM



The role of junior faculty (16 & 17 year-olds) is to be a friend to the campers, provide supervision for their activities, and assist the adult faculty.

Anytime a camper comes to a junior faculty with issues concerning baptism, problems at home, reports of abuse or molestation, discussion of sexual orientation or gender identity, or any other such topic, they must immediately bring those issues to an adult faculty member or the Program Director.

All major discipline of campers should be done by adult faculty. Under no circumstances are you to ever use physical punishment or threats to get a child to behave. Extreme cases should be dealt with by the Program Director



CAMP RULES



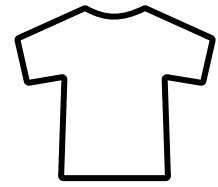
- Hazing or bullying whether through physical or verbal methods may be grounds for immediate dismissal.
- Possession or use of any alcohol, drugs, fireworks, firearms, tobacco or weapons is prohibited.
- Any sexual promiscuity is prohibited. Encourage everyone to use the bathroom stalls for changing clothes.
- No campers nor faculty are to go inside the lodging area of the opposite sex. Immediate dismissal may occur.
- **ALL** medication must be given to the nurse at the beginning of the week. This includes over-the-counter medication and faculty medication.
- Camp Allendale is a **NUT-FREE ZONE**. No nut products of any kind are to be brought on to the campgrounds. This includes faculty-only snack areas.
- Campers are not to have phones or other electronic devices. Junior faculty set the example by not using their phones and should not carry them around camp. Only Program Directors can give permission for campers to call home.
- Water rules will be given by camp staff at the camper orientation and will be enforced throughout the week by the lifeguards. Please respect the lifeguard's authority.
- Golf carts must only be operated by adults (18 or older). Campers are only given rides in case of emergency.
- Please try to keep your session from becoming a distraction to other sessions happening. Do not use amplified sound outside after 10pm.
- Camp curfew is midnight. Buildings are locked at midnight and unlocked at 7am. No one should be outside of the dorms during that time.

Music & Portable Speakers:

While music is a fun and uplifting addition around camp, absolutely no secular music is permitted to be played through sound systems, phones, or portable speakers. Volume levels will remain respectful to ensure an uplifting environment without disruption. If this rule is not followed, you will be asked to turn over any device to the Executive Director.



DRESS CODE



Due to the active nature of a session of camp and our desire to strive for a modest environment where everyone feels comfortable, campers, faculty, and staff should adhere to the following dress code:

- Shoes must be worn everywhere and at all times except for in the dorms, at the pool, or at the beach.
- Shirts must be worn at all times unless involved in a water activity.
- Please refrain from wearing halter tops, crop tops, or spaghetti straps.
- Shirts should not be longer than shorts.
- Clothing should not expose undergarments.
- Pants/shorts/skirts should not be tight or form-fitting through the hips or legs.
- Any clothing or accessories that advertises the use of drugs, alcohol, cigarettes, or any slogans or symbols that are in contradiction with our statement of faith is prohibited.

Water Attire: Guys are not permitted to wear brief swimwear. Girls may wear one-piece or tankini swimsuits offering similar coverage. If suits are worn at other activities or mealstimes they should be covered. Please encourage campers not to wear wet suits all day.



ENFORCEMENT



Each camper family was provided the dress code at registration in hopes that only clothing within the dress code will be packed.

Family group leaders will be the first line of defense with addressing articles of clothing that are outside of the dress code

Program Directors are responsible for ensuring that the dress code is followed with faculty members.

If you observe an Allendale employee outside of dress code, please notify a full-time Allendale staff member.



CANTEEN

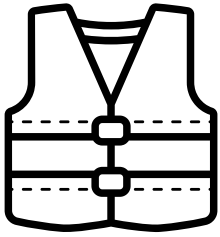


- We offer two canteen times per day - one in the afternoon at **3:15** and one in the evening at **8:00**.
- Campers are limited to 2 items per visit (1 snack, 1 drink).
- Each item costs one punch on the canteen card.
- Canteen cards may be used for missions offering. Each square is worth \$1 and can be torn off of the canteen card for missions.
- Squares that are torn off the canteen card can only be redeemed as missions offering.
- Each faculty member receives a free canteen card. This complimentary card cannot be used for missions offering.
- A stoplight is located at each canteen and is an indicator of the cleanliness of the campgrounds.
- The stoplight will start and remain green as long as everything is remaining clean - from the dining hall to the dorms and grounds.
- A yellow light means that things are looking messy and if the camp is not cleaned soon, the canteen will be closed.
- A red light means that the camp was not cleaned during the yellow period and canteen is closed for the rest of the week.

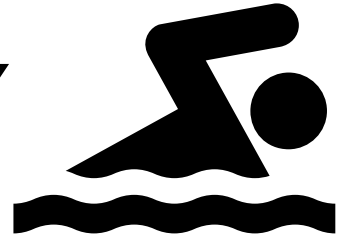
HOMESICKNESS



- As the family group leaders and faculty in their cabin you will be the first line of defense.
 - Speak with an adult emphasis and do not baby them.
 - Get to know them, set short-term goals for camper: "Let's go do this activity and see how you feel after."
 - Emphasize their value and importance as part of the group. Be enthusiastic about their presence at camp and your desire for them to be here.
 - Your energy is contagious. The more enthusiastic you are about being at camp, the more the campers will be.
- Let your Program Director know if you have a camper who is having a hard time with homesickness.
 - Do not allow a camper to call home without consulting the Program Director

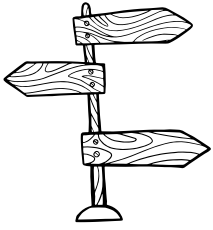


WATER SAFETY

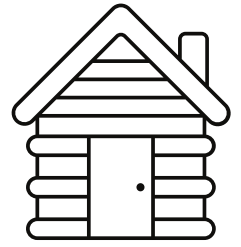


Campers will be given rules for how to stay safe at both the pool and the lake. Please give your respect to the lifeguards on duty at all water activities and set a good example by following the rules.

- Life vests are required for anyone (adult or camper) using watercraft. The maximum capacities for boats are:
 - 3-4 people per jon boat
 - 2-3 people per canoe
 - 1 person per kayak
 - 1 person per corcl (corcls have a 150lb weight limit)
- 1st-4th grade campers are not allowed to blob and therefore faculty of these age groups are not allowed to blob.
- Life vests must be worn when using the inflatable water toys at the lake. They are not required in the swimming area at the lake.
- The inflatable slide can have no more than five people on it at one time. Only one person can go down the waterslide at a time, feet first.
- Only one person at a time on top of the Blob tower. The jumper and the launchee must be within 50lbs of each other.
- Faculty cannot blob campers.
- No running and jumping off of the dock into the water.
- No campers or faculty are to be on the lake after dark.
- Swim tests are required for elementary camps in order to be able to go off of the diving board. They are given at the first swim of the week.



CABIN POLICIES



- You are expected to be with your campers at all times. State law requires that all campers be supervised. This is especially true in the dorms. An accident in a dorm by a camper, when there is no supervision present, is called "extreme negligence" by the state of Indiana.
- Do not allow campers to take pictures in the dorms or restroom areas.
- Faculty should set the example of modesty at all times. Please be diligent about your dressing habits in front of the campers. Change your clothes in the shower area or toilet stalls and encourage campers to do the same.
- Under no circumstances should a camper ever sleep on the floor. Even if they volunteer to do it or really want to do it.
- Please refrain from any pranks during your time here at Allendale. There are many other ways to have fun.
- Personal medications need to be turned in to the nurse. Indiana state law forbids any type of medication in the dorm areas. The camp has many over-the-counter medications available at the nurse's station should you need them.
- The camp curfew is midnight and all cabins will be locked at that time. Cabins will be unlocked each day at 7am.
- Encourage keeping the cabins tidy throughout the week - this will help prevent lost items.
- No food should be kept in the dorms.
- Campers should not have matches, knives or anything that could be considered a weapon, or electronics.



SAFETY POLICIES



- A faculty member should never be alone with a camper. If you must speak with a camper privately, please make sure you are within eyesight of other adults. There is to be no physical punishment for misbehavior of a camper.
- If your family group participates in an activity that requires camp staff (swimming, archery, etc.), you must be present with your group. You cannot send your campers without adult supervision.
- Every camper and faculty must wear a wristband. You as faculty should set the example for your campers about the importance of wearing the wristband. Visitors for the day should have badges issued by the camp office.
- Please park your car in a camp parking lot and leave it parked the entire time you are here. Under no circumstance should you have campers in your personal vehicle.
- Please watch your campers very carefully concerning harassments, bullying, ridicule (public and private). These issues include treatment by faculty as well as other campers and are not tolerated at Camp Allendale.
- Faculty are discouraged from posting pictures or videos on social media sites. Faculty should not request to "follow" or "friend" campers; you may use discretion on whether you will accept requests that campers initiate.
- Please review and enforce the Camp Allendale Code of Conduct. It is something to be taken very seriously.

EXPECTATIONS OF VOLUNTEERS

As a volunteer, you are a representative of Christ and Camp Allendale. Our expectations are centered around integrity, responsibility, and service. Here are a few key guidelines to keep in mind:

- **Spiritual Integrity:** You are expected to model Christ-centered values, demonstrating respect, kindness, and humility in all interactions.
- **Safety and Responsibility:** The safety of all participants is our highest priority. Please follow all safety protocols and ensure that your actions contribute to a safe, positive environment for everyone.
- **Professionalism:** Volunteers should be punctual, reliable, and communicate effectively. Your commitment to teamwork, respect for others, and accountability is crucial.
- **Commitment:** Volunteering at Camp Allendale is an act of service. We ask that you approach your role with dedication, and if any challenges arise, communicate with your team or leadership in a timely manner.
- As a Camp Allendale Volunteer, you are also expected to abide by the Code of Conduct. This Code of Conduct applies to anyone at any time while on Camp Allendale property. Camp Allendale exists to create a dynamic environment for people to engage the living God. Therefore, we must honor Christ through all our actions and interactions. When working with minors, we must consistently uphold the highest standards of behavior, ensuring that our intentions and actions reflect purity and integrity. Below are clear guidelines for appropriate and inappropriate conduct:

Physical Contact

Appropriate:

Handshakes and high-fives
Walking hand-in-hand with younger children
Brief congratulatory or greeting hugs
An arm around the shoulder
Piggyback rides for young campers
Sitting on the leg (not lap)
Gentle pats on the head, shoulders, or back

Inappropriate:

Private back rubs, massages, or arm tickles
Touching private areas (no exceptions)
Physical contact in anger, frustration, or disgust
Frontal hugs with the opposite sex
Sexual embraces or kissing
Lap sitting
Physical punishment
Intimate wrestling or tickling

Environmental Interactions

Appropriate:

One-on-one interactions in public areas
Group or public settings
Private conversations in visible areas with others' knowledge

Inappropriate:

Sitting or lying on a bed with a minor
Private one-on-one interactions in secluded areas
Sharing shower or toilet stalls
Walking around the cabin undressed
Interactions in unlit areas after dark
Pranks that damage personal property
Taking pictures or videos in dormitories or restroom areas

Verbal Communication

Appropriate:

Verbal praise for achievements and positive behavior
Encouraging words
Teaching rooted in Scripture
Conversations about likes, dislikes, struggles, or personal challenges
Age-appropriate discussions on sensitive topics in gender-based group settings

Inappropriate:

Comments or questions about physical appearance or development
Sexual jokes, inappropriate innuendos, or bathroom humor
Swearing or using vulgar language
Sharing individual secrets or giving special gifts
Conversations promoting sinful behavior (e.g., drug use, pornography, underage drinking, premarital sex, lying, stealing)
Harassment, bullying, ridicule, or excessive teasing

Reporting Inappropriate Behavior

If Faculty or Staff Witness:

1. Address inappropriate behavior immediately if it involves a camper.
2. Notify the Program Director if the issue persists or is unresolved.
3. Report inappropriate actions by faculty or staff directly to the Program Director or Executive Director.

If a Camper Witnesses:

1. Report inappropriate behavior by another camper to an adult immediately.
2. If the behavior involves an adult, notify a different adult not associated with your cabin.
3. Use a "Safe Box" to report concerns if direct reporting feels unsafe or unresolved.
4. Consequences
5. Violating any part of this code of conduct is grounds for immediate dismissal, whether you are a paid staff member, volunteer, or camper. Such violations can not only lead to misunderstandings but may also result in legal consequences.

SEXUAL ORIENTATION/GENDER IDENTITY PROTOCOLS

Here are some practical steps to take when dealing with issues concerning sexual orientation and gender identity.

Take a breath!

- Respond, do not react. Pray for insight and a calm spirit.
- A lot of children are truly damaged. The impact of that damage often is displayed in a safe environment like camp.
- A child's behavior is often due to trauma, peer pressure, or social norms.

Determine who the behavior/comment directly impacts

- Other campers
 - Acknowledge their struggle, but do not legitimize their behavior
 - “I want to understand how you feel, but you must understand why your actions towards _____ was not appropriate.”
 - Conversation as to why the behavior is not acceptable
 - Violates personal space
 - Makes others feel uncomfortable
 - Violates the camp's Code of Conduct
 - Help them understand the need for camp to be a safe environment for everyone
 - Does the behavior constitute immediate dismissal?
 - Severe violation of code of conduct
 - Individual's behavior has become so impactful that other campers feel unsafe or have a desire to leave camp.
 - Is the behavior correctable?
 - Conversation as to why the behavior is not acceptable
 - Consequence if behavior continues
 - Removal from small group/cabin
 - Dismissal from camp

SEXUAL ORIENTATION/GENDER IDENTITY PROTOCOLS

Determine who the behavior/comment directly impacts

- The individual themselves
 - Initiate a private conversation with camper
 - “I really appreciate your willingness to share this, I would love to talk about this with you in a more private setting.”
 - At least two but no more than three individuals plus the camper should be in the conversation
 - A member of the same sex of the camper should be one of the individuals
 - Include a staff member from camper’s church if possible
 - Involve the small group leader or dorm parent that the camper confided in, if they are over 18
 - If the person the camper confided in is a fellow camper or a faculty under 18, share with the camper that person who told the PD was not “telling on” the person but only desires the best for them.
 - Ask Good Questions
 - Listen well. Create a safe environment.
 - Do not ask Yes or No questions.
 - Do not make assumptions.
 - Kids who struggle with gender identity rarely do so out of rebellion, but more out of woundedness.
 - Gather Information
 - Help me understand why you feel this way...
 - Who in your circle of friends knows about these feelings?
 - Are your parents aware of what is going on?
 - Do you have an adult at your church or school that you have shared this with?
 - Determine a Course of Action
 - Notify parents?
 - Identify church staff?
 - Offer Resources?

SEXUAL ORIENTATION/GENDER IDENTITY PROTOCOLS

Acknowledge that we can no longer assume that campers who come to us with questions consider the Bible to be authoritative on any topic, let alone sexuality.

Faculty should not allow campers to inappropriately advance their own personal or political agendas. If a camper attempts to promote personal topics, such as his or her transgender identity, that is not relevant to the subject matter being taught, the faculty member should redirect the conversation to the subject. Faculty should recognize there is a proper “time, place, and manner” for this and redirect the discussion to the lesson, and then follow up with the student one-on-one if needed.

Responses to questions should be straightforward and truthful. Disagreements about gender identity issues should be referred to the Program Director or Allendale Executive Director.

Faculty should never become confidants to campers or make a promise of keeping a student’s “gender identity” confidential from his or her parents or guardians.

If ministry staff from the camper’s church is present during the week of camp, they should be involved in all conversations with and about the camper.

Resources:

Rethinking Sexuality: God’s Design and Why it Matters Dr. Juli Slattery

Why Does God Care Who I Sleep With? Sam Alberry

Messy Grace Caleb Kaltenbach

Messy Truth Caleb Kaltenbach

Homosexuality and the Christian, A Guide for Parents, Pastors, and Friends Mark Yarhouse

The Complete Christian Guide to Understanding Homosexuality Joe Dallas