

Zion Youth Camp 2019 Volunteer Registration

August 5-10th, 2019

Camp Director: Rev. Daniel Humphreys | Camp Secretary: Sarah Humphreys

Volunteers must be a minimum age of 19 (unless student/graduate of ZMI, Waverly).
Counselors must be a minimum age of 20 (unless student/graduate of ZMI, Waverly).

Please complete a separate form for each volunteer and submit before JULY 12, 2019.

The completed form should be sent to:

Attn: Denise Miller, Zion Fellowship, Inc., P.O. Box 70, Waverly, NY 14892

For questions or concerns, please contact Denise Miller or Rebecca Blodgett at (607) 565-2801.

VOLUNTEER INFORMATION

First Name _____ Middle Name _____ Last Name _____

Address _____

City _____ State _____ Postal Code _____

Home Phone _____ Work Phone _____

Gender: Male Female Date of Birth (M/D/Y) _____ Email Address _____

Age at time of attendance _____ Church Name _____

PAYMENT INFORMATION

- **\$180.00** (*payment must accompany registration*)
- **PLEASE NOTE:** T-Shirt orders received after **July 12th** are not guaranteed.
- Please make checks or money orders payable to **Zion Fellowship, Inc.**

EMERGENCY CONTACT INFORMATION

IN THE EVENT OF AN EMERGENCY PLEASE CONTACT:

Name _____

Address _____

Home Phone _____ Work Phone _____

IF THE ABOVE NAMED IS UNABLE TO BE CONTACTED, PLEASE NOTIFY THE FOLLOWING:

Name _____

Address _____

Home Phone _____ Work Phone _____

Volunteer Consent

**RELEASE OF CLAIMS, HOLD HARMLESS, AND AUTHORIZATION FOR EMERGENCY
MEDICAL OR DENTAL CARE TO MINOR**

**DESCRIPTION OF ACTIVITY:
Zion Youth Camp, August 5-10th, 2019 at His Thousand Hills, Wellsboro, PA**

I warrant and agree I understand the terms of this Release and Consent and I have signed this document by my own free will.

I acknowledge that I will participate in certain activities (“Church activities”) conducted by or sponsored by ZION FELLOWSHIP, INC., its directors, officers, employees, and agents (collectively referred to as “Church”) during the duration of this agreement.

I release and agree to hold Church harmless from all liability for harm to myself or my personal property, resulting directly or indirectly from my participation in Church activities. I personally assume all risks and liabilities in connection with my participation in Church activities and agree to indemnify Church against any liability which might be assessed against it as a direct or indirect result of my participation in Church activities.

I agree, individually, to release and to hold harmless ZION FELLOWSHIP, INC., its agents, officers, directors, and employees (collectively referred to as “the Church”) from liability for my injury, death, or damage to or loss of my personal property, resulting directly or indirectly from my participation in the Activity. I personally assume all risks and liabilities in connection with my participation in the Activity and agree to indemnify the Church from any liability assessed against the Church as a direct or indirect result of my participation in the Activity. This release includes all risks and liabilities connected with the Activity, whether foreseen or unforeseen.

In the event that I am injured during the Activity, and I am unable to provide consent for my medical treatment, I authorize the Church to consent on my behalf to the performance of any and all medical treatment judged necessary by the Church, until I am able to provide consent or until someone legally able to speak on my behalf is made available. I agree, individually, to release, indemnify, and hold the Church harmless from any liability which may be assessed against the Church as a direct or indirect result of said medical treatment. I agree to pay or arrange for payment for all costs associated with said medical treatment.

Volunteer

Date

Witness

Date

This form is not valid without the signature of a “Witness.”

ZION FELLOWSHIP, INC.

OFFICIAL POLICY REGARDING SEXUAL MISCONDUCT

It is the policy of Zion Fellowship, Inc. ("the Ministry") that employees and volunteers of the Ministry (hereinafter referred to as "Ministry Workers") shall maintain a strong Christian witness at all times and that Ministry Workers shall refrain from any conduct or activity which would tend to reflect negatively on the Ministry. It is also the policy of the Ministry that Ministry Workers shall comply with all federal and state laws regarding sexual harassment, improper sexual conduct toward minors, and reporting of child abuse. The specific policies of the Ministry regarding sexual misconduct by its workers are as follows:

I. SEXUAL HARASSMENT

The Ministry requires all Ministry Workers to comply with all state and federal laws regarding discrimination at the Ministry's workplace and on corporate functions. Because sexual harassment is a form of discrimination which is illegal under state and federal law, it is the official policy of the Ministry that (1) Ministry Workers shall not sexually harass other Ministry Workers; (2) Ministry Workers shall not sexually harass members of the public participating in events conducted by or sponsored by the Ministry; (3) the Ministry shall promptly and thoroughly investigate all reports of sexual harassment; and (4) the Ministry shall take whatever measures may be necessary to prevent sexual harassment.

A. WHAT IS SEXUAL HARASSMENT?

Under federal law, sexual harassment is defined as unwelcome sexual conduct (such as a sexual advance, request for sexual favors, or other verbal or physical behavior) directed to an employee at work. Sexual harassment takes place when:

1. an employee is asked or required to tolerate unwelcome sexual conduct on the job; or
2. unwelcome sexual conduct on the job is used as a basis for employment decisions affecting the employee; or
3. unwelcome sexual conduct on the job unreasonably interferes with an employee's work performance (or is intended to do so); or
4. unwelcome sexual conduct on the job makes the workplace intimidating, hostile, or offensive.

Sexual conduct is "unwelcome" when the employee who the conduct is directed toward did not initiate the conduct and considers the conduct undesirable or offensive. In other words, it may not matter whether someone *intends* to sexually harass another employee. What matters is whether the employee who the conduct is directed toward finds the conduct undesirable or offensive.

Examples of sexual harassment include, but are not limited to:

- physical assault
- direct or implied threats that an employee's employment, work status, promotion, or salary may change as a result of the employee's response to sexual advances
- direct unwelcome requests to participate in sexual conduct or unwelcome, subtle pressure for an employee to participate in sexual conduct
- a pattern of conduct that causes discomfort or humiliation and which includes: (1) comments or jokes of a sexual nature; (2) unnecessary touching, patting, hugging, kissing, or brushing against a person's body; (3) remarks of a sexual nature regarding a person's clothing or body; (4) remarks about sexual activity and/or previous sexual experiences.

For purposes of this policy, sexual harassment also includes (1) any unwelcome sexual advance made by any Ministry Worker toward any member of the public participating in events conducted by or sponsored by the Ministry; and (2) any sexual advance, welcome or unwelcome, made by any Ministry Worker toward any member of the public (a) participating in events conducted by or sponsored by the Ministry and (b) aged 18 years or younger.

B. WHO MAY BE A VICTIM OF SEXUAL HARASSMENT?

Anyone may be a victim of sexual harassment. The victim may be any Ministry Worker or, for the purposes of this policy, any member of the public participating in events conducted by or sponsored by the Ministry. The victim may be a man or woman, and may be the same sex as the harasser. In fact, the victim does not even need to be the person harassed, but may be anyone affected by the offensive conduct. A person who consents to sexual conduct may still be a victim of sexual harassment if the sexual advances are unwelcome.

C. WHAT ARE THE CONSEQUENCES OF SEXUAL HARASSMENT?

The Ministry will not tolerate sexual harassers or any incidents of sexual harassment. Ministry Workers, regardless of job description or length of service with the Ministry, may be reassigned, suspended, or terminated as a result of sexual harassment of other Ministry Workers or members of the public.

D. WHAT SHOULD I DO IF I AM HARASSED?

The Ministry requires any Ministry Worker who believes that he or she has been sexually harassed or who becomes aware of any event of sexual harassment as defined above to report the alleged harassment to his or her supervisor immediately. *The Ministry strictly prohibits retaliation against any individual making a report in good faith. No one will be penalized or retaliated against in any manner for reporting their belief that they are a victim of sexual harassment or that any Ministry Worker has sexually harassed a member of the public participating in events conducted by or sponsored by the Ministry.*

The report may be oral or in writing. If the alleged harasser is the Ministry Worker's supervisor or if the Ministry Worker does not feel comfortable reporting the alleged harassment to his or her direct supervisor, the Ministry Worker must report the alleged harassment to the supervisor's supervisor or to the president of the corporation.

Reports regarding sexual harassment will be kept confidential from personnel who are not involved in the alleged harassment or in the investigation of the alleged harassment.

E. WHAT WILL THE MINISTRY DO FOLLOWING A REPORT?

Upon notice of an alleged act of sexual harassment, the Ministry shall conduct a fair and impartial investigation. Both the alleged victim and the alleged offender will be asked to describe their view of the facts. The alleged offender, however, shall not otherwise participate in the investigation. Testimony may be taken from other individuals, at the Ministry's discretion.

As soon as reasonably possible following the close of the Ministry's investigation, the Ministry shall take one or more of the following actions:

1. In the event that the Ministry determines that no act of sexual harassment has occurred, the matter shall be closed.
2. In the event that the Ministry determines that an act of sexual harassment has occurred, the offending individual shall be terminated or placed on probation.
3. In the event that the offending individual is placed on probation, the individual shall be informed of the nature of his or her offending behavior and shall be instructed that any further acts of sexual harassment will result in termination.
4. At the discretion of the Ministry, the offending individual may be temporarily suspended without pay.
5. At the discretion of the Ministry, the offending individual may be moved to a new position, in order to minimize contact with the victim.

II. IMPROPER SEXUAL CONDUCT TOWARD A MINOR

As a Christian organization, and one committed to full compliance with state and federal laws pertaining to sexual misconduct, the Ministry will not tolerate any instance of improper sexual conduct toward minors by any Ministry Worker. Prohibited sexual conduct includes, but is not limited to, any touching of a minor in a sexual manner, and any comment or gesture of a sexual nature directed to a minor.

In order to facilitate the protection of minors, and to minimize instances of false or mistaken reporting, the Ministry shall undertake the following steps:

1. When possible, assign two or more Ministry Workers to supervise any group of minors. No Ministry Worker should spend time alone with any minor during Ministry sponsored activities.
2. When possible, conduct children's or youth activities in open, rather than private, settings. For example, to the extent practicable, rooms used for children's and youth activities should have glass windows or doors allowing public viewing of the room and activities taking place therein. If there is no window, to the extent practicable, activities should be conducted with the door to the room open.
3. Screen all applicants for children's or youth worker by requiring the individual to complete an application requiring references and by conducting a criminal records check.
4. Screen all applicants for children's or youth worker through one or more interview(s).
5. Prohibit any Ministry Worker from serving as a children's or youth worker until the Ministry Worker has attended the Ministry regularly for a period of at least six (6) months.
6. Promptly and thoroughly investigate any alleged incident of improper sexual conduct toward a minor involving an employee or volunteer of the Ministry or a minor under the supervision of the Ministry.

Any Ministry Worker receiving notice of any act of sexual misconduct toward minor shall report the alleged incident to his or her supervisor immediately. If the alleged offender is the supervisor, the report shall be made to the supervisor's supervisor.

Upon notice of any alleged act of sexual misconduct toward a minor, Ministry shall conduct a fair and impartial investigation. If possible, both the alleged victim and the alleged offender will be asked to describe their view of the facts. The alleged offender, however, shall not otherwise participate in the investigation. Testimony may be taken from other individuals, at the Ministry's discretion.

As soon as reasonably possible following the close of the Ministry's investigation, the Ministry shall take one or more of the following actions:

1. In the event that the Ministry determines that no act of sexual misconduct has occurred, the matter shall be closed.
2. In the event that the Ministry determines that an act of sexual misconduct has occurred, the offending individual shall be terminated.

Please check the boxes as well as sign and date below to verify you have read, understood, and will abide by this Policy.

- I have read this Official Policy Regarding Sexual Misconduct
- I understand the policy
- I agree to abide by its terms
- I agree to let Zion Fellowship conduct a background check if they deem it necessary
- I have not been charged with sexual misconduct in the past

Printed Name _____ Date _____

Signature _____

Zion Youth Camp T-shirt order

*Please Note:
T-shirt orders received after July 12, 2019 are not guaranteed*

Select Size

Adult Sizes: S M L XL

Plus Sizes: 2XL 3XL

Cost: \$12.00

Please include payment with order form and camper registration.

The t-shirt design will be available will be made available soon on the Zion Youth Camp website at: www.zionyouthcamp.com.

HIS Thousand Hills
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 Wellsboro, PA 16901
 (570)724-2366
 Fax: (570)724-5149
admin@hishousandhills.org
www.hishousandhills.org



Challenge Adventure Program Participation Agreement

Printed Participant Name: _____

Printed Name of Group: _____

Instructions: Please read this form carefully. Each participant and/or their parent must sign this agreement before the program begins. Without all appropriate signatures, the individual may not be permitted to participate in the program.

I understand that my participation in programs offered by Challenge Adventure Program at HIS Thousand Hills is based on the "Challenge by Choice" philosophy. I recognize that the program is designed to use experiential, engaging, teaching techniques, but that my participation is purely voluntary. At all times I will choose my level of participation in any activity. I have read the Full Value Contract on the back of this agreement and agree to follow the guidelines as presented.

I understand the employees of HIS Thousand Hills have received extensive training, and will work to protect the emotional and physical safety of myself and/or my child. I understand that climbing, high ropes courses, low ropes courses, ground initiatives and other activities in the Challenge Adventure Program for which I and/or my child have enrolled, entails certain risks. I elect to participate in spite of these risks.

Therefore, for myself/my child, I knowingly and voluntarily assume all risks involved in my/my child's participation, and do hereby release HIS Thousand Hills and its staff, volunteers, members, trustees, officers, independent contractors and agents from any all liability, damages, costs and expenses arising out of or relating to bodily or psychological injury, loss of life or personal property that may occur as a result of participating in this program.

I have read and understand and accept the terms and conditions stated herein and acknowledge that this agreement shall be effective and binding upon the parties during the entire period of participation in the said program.

I grant HIS Thousand Hills, and persons acting through them, the right to use, reproduce, assign, and/or distribute photographs, films, videotapes, and sound recordings of myself or my child for use in materials they may create.

 Signature of Participant (required)

**If participant is under 18 years of age,
 Signature of parent or guardian is required**

 Age of Participant

 Date of Participation

 Street Address

 City

 State

 Zip

Person to be contacted in case of Emergency:

Name: _____

Home Phone: _____

Business Phone: _____

Full Value Contract

I will at all times...

- 1. Think Safety and act safely**
- 2. Give and receive feedback**
- 3. Not put myself down**
- 4. Not put others down**
- 5. Not confront or provoke others**
- 6. Be an attentive and diligent spotter**
- 7. Balance fun with taking care of business**
- 8. Stay with my group**
- 9. Call group when needed**
- 10. Learn from my mistakes**
- 11. Accept challenges by choice**
- 12. Give 100%**