

CAMP ST MARY OF EGYPT



STAFF HANDBOOK

Summer 2026



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We come to CSME SUMMER CAMP 2026!

Greetings in Christ!

Thank you for your willingness to volunteer for this life-changing ministry where staff and clergy work together to provide a spiritually edifying and memorable experience for our Orthodox youth who look forward to camp all year.

It is hard labor no doubt, but it is a labor of love and the reward of witnessing the transformation in our campers throughout the week, the time we share with them and the bonds we form with each other as we share the work, makes it all worth it.

As I told our counselors last summer, one thing to keep in mind as you prepare for camp -

Because you are on the front lines with the campers morning, noon, and night they will look up to you and want to be like you - they may even try to emulate you. Remember this as you navigate through each day - *that you are among the most influential adult figures in their lives while at camp* and while they are there to have fun and be with their friends, they are also there to learn how to take their spiritual lives seriously and deepen their understanding of what it means to be an Orthodox Christian. It is our job to ensure they are provided the opportunity to do these things while also attending to their needs and keeping them safe. Let all we do be done in love.

For those of you who are returning staff, we know you are up for the challenge! For those of you who are new, we have great faith in you, knowing that it is through God's providence that we are coming together to share in this ministry!

May our Holy Mother and Patron Saint Mary of Egypt intercede for us that God's blessing be upon us and His love made manifest through us - All to His glory!

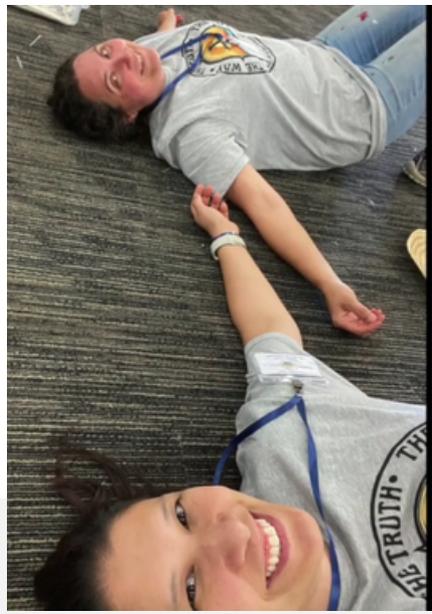
With love in Christ,
Kh Kara Vollman
Camp Director
Camp St. Mary of Egypt





CSME

MISSION STATEMENT



The mission of Camp St. Mary of Egypt is to provide youth with a living experience of the Holy Orthodox Faith in community with other campers while fostering an appreciation for God's creation in a peaceful camp setting.

We promote the enrichment of our Orthodox Faith, growth in personal relationships, and the process of learning to take personal responsibility for oneself, for one's environment, and for one's faith.

"In children we have a great charge committed to us. Let us bestow great care upon them..." - St. John Chrysostom



At Camp St. Mary of Egypt, we come together as campers and staff to deepen our faith both through guidance from clergy and through the experience of being in community with each other and having fun together- all of which lead us to a greater understanding of what it means to be an Orthodox Christian as we share a memorable week together at camp!

You need to think like a parent, guide and direct as a counselor, and behave as a great Orthodox Christian role model.

Roles and Responsibilities COUNSELORS

COUNSELOR RESPONSIBILITIES

- Model good Orthodox Christian behavior
- Treat each camper with respect and listen to them
- Strive to turn your cabin into an Orthodox Christian family community- start and end the day with prayer
- Help the campers to bond with each other and to make friends
- Resolve conflicts when able or refer them to the Camp Director
- Care for your campers 24/7 and know where they are at all times
- Become very familiar with the contents of the Staff Handbook
- Participate in activities with your cabin
- Adhere to the camp schedule and be on time
- Sign your campers up for the next day's FACT sessions as instructed
- Encourage campers to interact as brothers and sisters in Christ
- Watch for camper health issues, dietary issues, hygiene issues, social interaction issues, bullying, unusual behavior, aggressiveness or withdrawn behavior, signs of physical injuries or illnesses
- Finally, have fun and your campers will too!



ESSENTIAL FUNCTIONS

MUST BE ABLE TO:

- Walk, run, jump, and perform all physical activities that would be required of campers during the afternoon activities and evening program sessions
- Put campers needs above your own
- Take a stand for Orthodox Christian values
- Discern camper's feelings and issues/problems
- Make every camper feel included and valued
- Put on a smile and have a positive attitude even when tired
- Participate fully, engage campers in the church services
- Care for campers 24/7 in a fast-paced environment
- Exemplify being a mature Orthodox Christian role model

COUNSELORS

SUPPORT STAFF RESPONSIBILITIES

- Observe and refer any problems with campers and/or staff to Camp Director
- Perform daily cabin inspections and report results during the award ceremony
- Run errands as needed including Costco snack shopping
- Provide snacks at the appropriate times for the counselors to distribute to campers
- Be available to assist/relieve cabin counselors when needed, even during the night
- Help chaperone campers during afternoon and evening program sessions and church services



ESSENTIAL FUNCTIONS

MUST BE ABLE TO:

- Quickly learn and complete tasks with minimal to no supervision
- Walk and navigate the camp grounds with sometimes uneven terrain
- Be willing to act as a surrogate counselor for both scheduled and unscheduled breaks
- Be flexible to perform a variety of tasks when asked
- Coordinate with other Support Staff to perform all above responsibilities
- Strive to be a good Orthodox Christian role model to staff, campers, and community

Sample

SCHEDULE

Camp is very busy with activities from 7 am to 11 pm each day!
Below is an example of a typical day taken from Summer Camp 2023:

 TUESDAY		
Time	Activity	Location
7:00 am - 7:50 am	Early Bird	Gym
8:00 am - 9:00 am	Orthros	Chapel
9:00 am - 9:30 am	Breakfast	Dining Hall
9:40 am - 10:30 am	Ed Session 1	By Group
10:30 am - 11:20 am	Ed Session 2	By Group
11:20 am - 12:30 pm	Cabin Free Time	Assigned Cabins
12:30 pm - 1:10 pm	Lunch	Dining Hall
1:10 pm - 1:20 pm	Transition to FACT 1	Grass near Lower Riverside Lodge
1:20 pm - 2:10 pm	FACT 1	Various
2:10 pm - 2:25 pm	Transition to FACT 2	Grass near Lower Riverside Lodge
2:25 pm - 3:15 pm	FACT 2	Various
3:15 pm - 4:00 pm	Cabin Time w/ Snacks near Cabins	Assigned Cabins
4:00 pm - 5:10 pm	Team Time	Meet in Chapel
5:10 pm - 5:30 pm	Transition Time - Quick Cabin (Change for Vespers & Camp Fire)	Assigned Cabins
5:30 pm - 6:30 pm	Vespers	Chapel
6:30 pm - 7:10 pm	Dinner	Dining Hall
7:15 pm - 8:45 pm	Camp Fire	Lagoon Campfire Circle
8:45 pm - 9:45 pm	1st Dismissal ages 9 - 13 w/ cabin visits (2 youngest cabins)	Assigned Cabins
8:45 pm - 10:00 pm	Afterglow ages 14 - 17	
10:00 PM	Lights out Younger	Assigned Cabins
10:00 pm - 11:00 pm	2nd Dismissal ages (w/ cabin visits (2 older cabins)	Assigned Cabins
11:00 PM	Lights out Older	Assigned Cabins

The full camp schedule is provided during pre-camp training

Camp ACTIVITIES



FACT (Fun Activities)

We have two "campers choice" FACT sessions per day where your camper can choose which FACT they want to try. This includes: a climbing wall, river rafting, a large waterslide, human foosball, pickleball, and crafts, basketball, hiking, disc golf, and more! Campers can choose a few of their favorites or try them all!

TEAM TIME

During Team Time campers participate in fun activities like scavenger hunts, team challenges, obstacle course races, and whatever other activities our awesome activities director dreams up! Team Time breaks down barriers across the age groups and helps the older campers set a positive example for the younger camper!



EDUCATION SESSIONS

Education Sessions are in depth teaching sessions with clergy that include: special teachings geared around the focus topic of the day, "Fire on Father", stories from the saint's lives, service to the Church, an in-depth exploration of the Bible, and a special craft like making prayer ropes. Campers are divided up into age groups for these sessions.

EVENING PROGRAM

Our Evening Program features things like dances, campfires with singing, the ever-popular talent show, skits, and other fun camp-wide activities. After the evening program younger campers are dismissed to their cabins for "lights out". Older campers can attend Afterglow- a fun program specifically for teens.



SERVICES

We hold a service two times each day of camp with Orthros in the morning and Paraklesis or Vespers in the evening. There is a special Camp Blessing with all clergy on the first day and Liturgy on the last morning of camp. Campers have the opportunity to learn to chant and participate in services.

Cabin OVERVIEW

"for every house is built by someone, but he who built all things is God." Hebrews 3:4



1

Cabin Arrangements

Counselors reside in either A-Frame or Forest Cabins with 7-10 campers and 2 counselors per cabin. Cabins are furnished with sets of twin bunks and can be heated at night if it gets cold. There are central separate boys and girls bathhouses nearby that are equipped with bathrooms and showers. The Camp Director assigns counselors to cabins just prior to camp.

2

Cabin Atmosphere

Counselors are to maintain a Christian atmosphere in their cabins- free of foul language in any tongue, inappropriate conversations, insults, electronic devices, and bullying. Give the campers the best experience possible, free from these worldly distractions and remember that the goal of a counselor is not to be popular or best friends with campers, rather to serve as a loving authority figure and someone they can look up to as a model of Orthodox Christian behavior!



3

Cabin Safety

Prior to campers arriving, counselors should make a thorough safety check of their cabins using the list included here as a guide.

Throughout the week of camp, counselors should be continually aware of their cabin surroundings and any potential hazards that may pose a safety risk to both them and campers. This includes making sure campers are sleeping in appropriate arrangements and that exits are not blocked by luggage or other obstacles.

- Clean, disinfected, and dry floors
- Disinfected bathrooms
- Disinfected mattresses
- Operational Fire Extinguishers and Smoke Detectors
- All primary and secondary exits are accessible
- No safety hazards present (broken glass, poisonous or hazardous materials, unauthorized cleaning materials, etc.)

Camper RULES

These rules are posted in the cabins, but are printed here for you to become familiar with them.

1. You will be expected to do as you are asked by those in authority, including the Camp Director, Counselors, and camp staff.
2. When someone is speaking, you must be quiet and listen.
3. Dress modestly.
4. All campers and Staff are expected to treat everyone with respect as their brother and sister in Christ. Therefore, any exclusive pairing off as a couple, or encouragement of this behavior (through talking about crushes or gossiping, etc.) is unacceptable.
5. Smoking, cigarettes, vaping, alcoholic beverages, and drugs are not permitted.
6. Knives, lighters, matches, fireworks, firearms, and other dangerous items are not permitted.
7. Fighting is not permitted, including rough housing which might damage property or hurt smaller campers.
8. Swearing will not be tolerated.
9. Raiding of cabins is not permitted.
10. NO pranks of any kind will be allowed—on your cabin mates, other cabins, siblings, etc.
11. Taking anything that is not yours without permission is stealing and is not permitted.
12. We respect camp property as well as the property of others. No defacing or destruction!
13. All medications must be given to the Camp Dr at Registration.
14. All campers must remain at camp for the entire camp session.
15. Camp fires are permitted only in a designated area at the direction of the Clergy Director or Camp Director.
16. The signal bell will be used only by the Clergy Assistant or Camp Director in case of fire or emergency.
17. Fire alarms and extinguishers are for emergency use only.
18. No pets allowed.
19. Any electronic items that accompany the camper for the trip to camp must be stowed in the camper's luggage during the entirety of the time that camp is in session and may not be used. **Including cameras.** CSME is not responsible for the loss or damage of such items. We STRONGLY encourage campers to leave all electronic items at home.



General Guidelines ON CAMPERS

Abuse

Any accusation or talk of any type of abuse at home or at camp must be reported to the Camp Director or Clergy Director immediately. This includes parent to camper, staff to camper, or camper to camper cases of abuse. All comments regarding abuse should be taken with the utmost seriousness, and addressed immediately.

Warning signs that one should look out for include: unusual bruising or scarring, inappropriate social interactions such as excessive physical contact or aversion to physical contact, and/or unusual comments about parental authority.



Supervision of Campers

Campers are never to be left alone at any time. If you see a camper by himself/herself, they become your responsibility by default -please check on them and escort them to the proper place to be. Do not assume they know where to go. If a camper is missing from a session that you are supervising, be sure to alert another staff member who can locate the camper. If the camper is not found within a few minutes, the Camp Director should be immediately notified. Counselors should remain in their cabin with their campers until lights out, unless it is their turn to attend the daily Counselor's meeting. The remaining Counselor may sit outside the cabin, always staying within eyesight and earshot of their cabin.

Counselors must be in their cabin by the 11 pm all-camp curfew.



Release of Campers

No camper is to be released to anyone outside of camp without the verified knowledge and consent of the Camp Director. Anyone taking a camper from camp property, including the last day, must sign the camper out after first presenting staff with a valid photo ID. In the event of an early departure, the Camp Director will handle pick-up. No staff is to release a camper into the care of any non-staff outside of the camper departure window. If a parent arrives at camp to pick up a camper prior to departure, counselors must notify the Camp Director immediately.





General Guidelines ON CAMPERS (Cont...)

Camper-to-Staff Ratios

You will hear us talk a lot about ratios during training and while at camp. Because we are an ACA (American Camp Association) Accredited camp we adhere to the standards set forth by the ACA which are all centered around creating the best experience for our campers while also keeping them safe.

One of the most important standards is the camper-to-staff ratio policy which details how many staff are needed to adequately supervise campers during education sessions, larger events, for specific FACTs, for unstructured time, and at night while in cabins. The proper ratios are listed below.

Note that there are **no** scenarios in which a 1-to-1 ratio is acceptable. **Never put yourself in a one-on-one situation with a camper!**



Camper Age	Number Staff	Overnight Campers
9-14 years	2	8
15-17 years	2	10

This will be covered in more detail during training but is listed here for quick reference.

Empathetic Listening

As a counselor, it is important to be an empathetic listener. If your campers want to talk with you, listen to them carefully and show your attention to their needs and concerns.

If a camper brings up an issue or topic that you feel is beyond your experience or capability, do not hesitate to bring the camper to the Clergy Director or Camp Director.

Remember that you are not expected to "fix" things with your camper, but you are expected to listen thoughtfully and kindly.





General Guidelines ON CAMPERS

(Cont...)

The First Day of Camp

The first day of camp can be both exciting and a bit scary especially for our youngest campers and first-time campers. Staff should always be welcoming and friendly to all campers and parents that arrive. First impressions of camp—especially camp staff—can lead to or prevent homesickness. Here are 5 specific steps that we should remember on the first day:



Say Hello! Greet everyone you see, both parents and campers.

Welcome them to the camp. Shake their hand. Be excited, energetic, and friendly. Consider the person you're meeting—if the camper is 9 years old and only 3 feet tall—crouch down to their level and introduce yourself, rather than looming over them which can be intimidating to a new camper.

You Can Do It! Stay positive. Registration day can be hectic. Stay strong, focused, and support each other.

Be Friendly! Get to know the camper, and find things you have in common with them. This will allow the camper to feel a connection to you, and help them adjust to the new surroundings.

Luggage. When a camper arrives, travel in groups of two (never one-to-one!) and help them carry their luggage to their cabin. Help them get settled (i.e. help them to make their bed if they need it), because it gives them a specific place that they can call home for the session. They do not need to unpack everything, but a packed suitcase gives them the idea that they can still leave if they are having a bad time. When they are done, escort them back to the main meeting area near the chapel. No campers should be in cabins unattended—not on the first day—not ever. If the parents would like, welcome them to come and see where their child will be staying.

Introduce and Involve. Introduce campers to other campers and other counselors. Remembering campers' names can be difficult, but it means so much to call a camper by their first name. Play sports and games with them or do anything to involve them with other staff and campers and to help them feel at home.



Wrapping Up Camp

There will be a lot of logistical things to handle during the last 24 hours before the campers leave. Remind the campers to collect their scattered belongings. These might include art projects, towels, etc. Your campers will experience a wide range of emotions as camp draws to a close. They might be happy to be returning to the comforts of home but also sad that they have to leave their friends. With this in mind, it may be helpful to hold a cabin time that is a "wrap-up" of the week. This will help them to take all the things that they have learned throughout the week, discover ways they can apply them in their daily lives back home, and talk about ways in which they can stay connected until the next camp session.

Sign Out: Campers MUST be signed out by the authorized pick-up person listed on the sign out sheet before they can leave camp on departure day. The procedure for this will be explained at the staff meeting just prior to departure.



Health Information ON CAMPERS

Camper Assessment

When campers arrive, observe them in the cabin. In this setting one can assess any irregularities involving a camper. Notify the camp Medical Director of any potential health problems and the Camp Director when concerns regarding abuse are suspected. No medications, OTCs, supplements, herbal remedies, vitamins or aerosol sprays are to be kept in the cabin except for asthma inhalers or Epi-pens, with the permission of the Medical Director.



Hygiene

It is the counselor's responsibility to make sure the camper takes a daily shower (remind the young ones that this involves getting wet AND using soap!) and brushes his or her teeth at least twice daily. If a camper needs items for personal hygiene such as a toothbrush, toothpaste, shampoo, or deodorant, see the Camp Director or Medical Director.



Nutrition & Hydration

It is the counselor's responsibility to make sure the camper takes a daily shower (remind the young ones that this involves getting wet AND using soap!) and brushes his or her teeth at least twice daily. If a camper needs items for personal hygiene such as a toothbrush, toothpaste, shampoo, or deodorant, see the Camp Director or Medical Director. Watch for eating problems such as not eating at meals, over eating, and not drinking enough fluids. Every camper and staff member must drink at least one glass of water at every meal. Fruit and vegetable consumption should be encouraged as well. Regular meal times and increased activity tend to make the overweight child lose weight and the underweight child gain weight. If you detect a nutrition or weight problem, contact the Camp Doctor. Provision can be made to encourage these children at meals and snacks.



Communicable Illnesses

Prevention is the key when it comes to communicable illness. Insist on frequent hand washing, especially before meals and at bedtime. Sneeze on the toes, not on the nose. Give a sneeze or cough "the cold shoulder," rather than covering your mouth. At any sign of sore throat, cold, cough, rash,, pink eye, or fever, or if you have any other reason to suspect illness - take the camper to the Infirmary for assessment.





Health Information ON CAMPERS (Cont...)

Other Common Medical Issues

Bowel Irregularity: If there is suspicion of constipation, have the child drink fluids and eat bran cereal, fruits, and vegetables. If the problem continues, have them see the Camp Nurse/Doctor.



Earaches: If the child complains of an earache or has ear drainage, take them to the Camp Doctor. You will be notified if your Camper has an ear infection or swimmers ear. Do not allow the child to go swimming until approved by the Medical Director.

Nosebleeds: After putting on the gloves provided in your Cabin kit, try to stop the bleeding by having the child sit, lean forward, and apply pressure by squeezing the nose. If bleeding persists, take the camper to the Medical cabin and dispose of any items contaminated with blood in accordance with OSHA standards reviewed in Staff Training.

Bee Stings: If the Camper is allergic to bees, have them sit quietly, and call for the Camp Doctor. If the camper has an Epi-Pen for bee allergy, it should be administered immediately by either the camper or knowledgeable staff.



Feeling Faint or Dizzy: Have the camper sit or lie down in a cool area and call for the Camp Nurse/Doctor.

Asthma Attack: If the camper is having difficulty breathing, have them sit in a cool area and use their inhaler. If they improve, accompany them to the Infirmary. If they do not improve, call for the Camp Doctor.

Choking: Have the child stand or sit erect, raise one arm, and cough. This helps to straighten out the trachea. If the camper is unable to cough or speak, perform abdominal thrusts and call for help.

Heat Cramps/Exhaustion: Symptoms may include painful muscle spasms or cramps in the abdomen or leg; moist, pale, or flushed skin; headache, nausea, dizziness, weakness and/or exhaustion. Treatment includes allowing the child to rest in a cool area out of the sun; applying cool, wet cloths to the skin; and giving fluids to drink if conscious.



Important information on Universal Precautions

Use a barrier when treating all injuries and open wounds. Federal regulations mandate the use of barriers (masks, gloves, etc.), hand washing, sanitizing and disinfecting procedures and appropriate waste disposal. Masks, gloves, face shields, and leak-proof containers are found in the Nurse's Cabin. Gloves are to be worn when cleaning up any kind of bodily fluid. The area should then be sprayed with disinfecting solution found in the Medical Cabin; allow disinfecting solution to sit for one minute before wiping dry. Medical waste is to be placed in a sealed, leak-proof container for disposal (containers can be found in the Nurse's Cabin). "Medical waste" includes such things as syringes, needles, or dressings wet with bodily fluids. Report the incident to the Camp Medical Director.



Emergency PROCEDURES

General Emergency Plan

In the event of a non life-threatening non-medical emergency, **notify the Camp Director immediately**. In the event of a non life-threatening medical emergency notify the Medical Director immediately. If there is a life-threatening medical emergency, call 911 and then notify the Medical Director or instruct another staff member to do so.

In the event the Camp Director is not available, the Clergy Director will assume responsibility. No camp staff should contact emergency personnel for non-life-threatening emergencies unless directed to do so by the Camp Director or Medical Director.

Staff should never call parents - only the Camp Director, Clergy Director, or Medical Director are authorized to call parents. If the emergency merits gathering of the entire camp, the camp bell will be rung until all campers are gathered in the designated area or the fire alarm will sound until all staff and campers are gathered. Emergency procedures including rehearsal drills will be further covered in training.



Lost or Runaway Campers

Counselors should be aware of where their campers are at all times. However, if a camper is missing or lost, contact the Camp Director immediately. Remain calm and keep campers calm as well. Do not send out a camper in search of another camper.



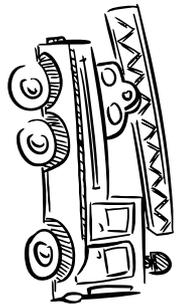
Fire

Aldersgate staff will go through fire emergency procedures and there will be at least one fire drill at some point during the week of camp. Follow their instructions.

Unknown Person At Camp

In the event that an unknown person enters the campgrounds, please observe the following policy:

- Welcome them warmly to camp.
- Never approach a suspicious person or stranger alone.
- Personally escort him/her to the Camp Director or Clergy Director for further assistance (or either arrange for them to be escorted by another staff member or contact the Camp Director via walkie-talkie if that would mean leaving campers unsupervised).





Prohibited ACTIVITIES

Discipline of Campers

No camp staff shall engage in any physical punishment or any punishment that poses undue emotional stress on campers. Any "out of the ordinary" discipline problems should be handled with the assistance of the Clergy Director.



Drug and Alcohol Use and Abuse

Alcohol use may be legal for some staff members due to age requirements, but to protect the reputation of CSME, the following policies govern the use of legal and illegal substances for the entire duration of camp.

The following are forbidden:

- Possessing, distributing or drinking alcoholic beverages or recreational drugs on camp property or in the presence of campers.
- Being under the influence of any amount of alcohol or recreational drugs while at camp.
- Consuming alcoholic beverages to the point of intoxication as defined by the State of Oregon.
- Consumption of any alcohol by a staff member under the legal drinking age of 21 in the State of Oregon.
- Using, possessing, distributing, or furnishing any illegal substance.



Tobacco Use

In order to provide the best example for our campers, the following policies are in place regarding tobacco use:
No use of tobacco is allowed on the camp grounds or in the presence of campers.

- All tobacco products are prohibited on camp property.
- Campers who present nicotine addiction issues to staff can be referred to the Camp Director or Camp Doctor.
- No use of e-cigarettes, or any other "vaping" device.

In addition to all of the above specified, any conduct that is in any manner inconsistent with the operation of an Orthodox Christian summer camp and the moral teachings of the Orthodox Christian Church is strictly prohibited.





Prohibited ACTIVITIES (Cont...)

Sexual Misconduct

The safety of each and every camper and the reputation of CSME as a whole rests with the staff. One's position on the staff of CSME changes one's relationships with others simply because of the status and authority that go with this position. Regarding staff/camper interactions, these issues play a very large role and carry issues of legality.

Because of this, there are certain behaviors which must be enumerated, and from which no staff volunteer during the duration of camp should be involved.

These include: engaging in any inappropriate physical touching of any kind, including but not limited to: kissing, petting, caressing - or any other sexual contact intended for sexual gratification - with any other person related in any way to the camp, including but not limited to: campers, counselors, volunteers, or facility employees. Additionally, engaging in vulgar, obscene, suggestive, or profane talk or behavior is strictly forbidden.

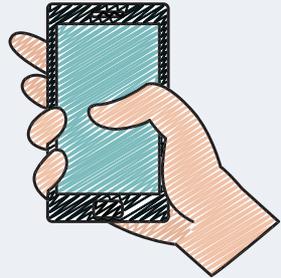
There are additional behaviors, that, while they may not be intended to be flirtatious, are nevertheless inappropriate for an Orthodox Christian camp setting. They include interactions between counselors and opposite sex campers such as: massages, sitting on laps, and full body hugs.



Cell Phones

Under no circumstances are staff to allow campers to use their phones for any reason including outside calls to family which can often make homesickness worse and lead to unnecessary anxiety on the part of parents. If you are dealing with a case of extreme homesickness, notify the Camp Director who can assess the situation and take the appropriate course of action.

We ask that you do not use your phone during camp hours, with the exception of your free time each day (you may use your cell phone as a camera or alarm clock or to text with other staff as needed). You are responsible for your electronic device—CSME is in no way responsible for loss or the and will not replace any electronic devices.



Staff CONDUCT

Staff Dress

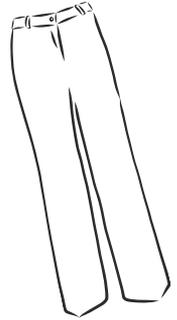
All staff should model Christian modesty in their choice of attire and be good role models for campers. **At the very least, staff is expected to adhere to the same dress code as campers.** The following is the camp's dress code given to the campers and parents when they register:

While camping is of an informal nature, Christian modesty should be your guiding principle when packing. Excessively revealing clothing should not be packed as inappropriate clothing will not be permitted to be worn. Inappropriate clothing includes, but is not limited to: open back tops, low-cut fronts, skin tight clothing, half shirts, bikini bathing suits (tankinis are permitted as long as the midriff is completely covered), tank tops, shorts cut shorter than a few inches above the knee, jeans with rips above the knee, biker shorts, leggings worn as pants, low-cut waistlines, and tank-top undershirts. No more than two pairs of earrings are permitted for girls, and none for guys. Excess earrings and all other body piercings must be removed prior to admittance to camp. Tattoos must be covered at all times while at camp. Sagging pants and exposed underwear are a no-no as well.

Because of the camp setting with uneven terrain, tree roots, etc., open toe shoes or high heels are not safe and should not be packed and worn at camp. Close-toed sturdy shoes are the preferred footwear for camp.

Dress for daily church services is casual. For the Divine Liturgy, which will be celebrated one day during camp, boys are expected to wear a collared shirt, and girls should wear a dress, skirt and blouse, or pants and blouse.

We do not recommend bringing expensive or name-brand clothing or other expensive items to camp. Each article of clothing and all gear should be clearly labeled for identification. Cabin storage space is limited, so please be mindful in packing and do not bring excessive amounts of clothing and other items.



Camper Dress Code Enforcement

Counselors are responsible for ensuring that the campers in their care are adhering to the dress code and not leaving their cabin donning inappropriate attire. If you are unsure about particular article of clothing, ask the Camp Director.

Remind your campers that should they choose to violate the dress code, they will be escorted back to their cabins to change. Because this is disruptive to camp and to the staff escorting the camper, repeated violations will result in dismissal from camp.



Staff HEALTH

Staff Wellbeing and Breaks

Serving as staff at summer camp, especially as a counselor who cares for campers 24/7, although rewarding, can be taxing at times. Counselors spend the majority of their time moving their campers from point to point while ensuring that they are safe, healthy, well-hydrated, abiding by the rules, and living in harmony with each other.

That is a great deal of work! Counselors will have two one-hour breaks per day where they are encouraged to rest and find quiet either through prayer, grabbing a snack or coffee at a nearby shop, taking a well-deserved nap, simply sitting and enjoying the sunshine, or doing a combo of all of the above!

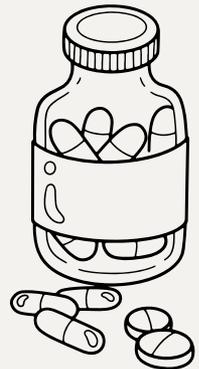
While caring for the campers, please remember to also care for yourself by eating well-balanced meals, drinking plenty of water, taking your scheduled breaks, and sleeping when your campers do. If you know that you are getting sick, please let the Camp Director know right away who will find a fill-in for you so that you can be evaluated in the infirmary.

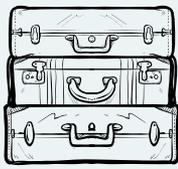


Staff Medications

All medications, OTCs, vitamins, supplements, and herbal remedies belonging to any staff assigned to a cabin with minors must be kept in the infirmary in a locked cabinet. No medications may be kept in the cabins, except for an asthma inhaler or Epi-pen, which may be kept with the individual. Please note that it is against Oregon State law for any staff member residing with youth to have any medications, OTCs, vitamins, supplements, or herbal remedies in their cabin.

Staff does not have to disclose to the camp doctor any medications that they are taking and can keep them in a discreet bag to be locked in the infirmary where they can visit and self-administer as needed.





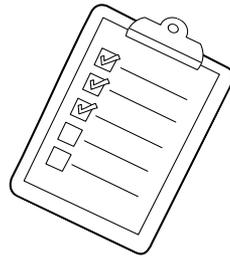
Staff

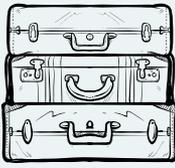
PACKING LIST



What to Pack:

- Icons for your cabin's prayer corner, including an icon of Christ and the Theotokos, as well as any others you'd like to bring
- A spiritual book to read with your cabin in the evenings (lives of saints, etc.; if you're not sure, please contact us for recommendations)
- Optional: LED-style "fake" candle to set up in your cabin prayer corner, small decorative cloth
- Clothing for 6 days including both staff training and camp
Recommended clothing: long shorts (no short shorts, excessively torn shorts or biker shorts), t-shirts, sweatshirts, jeans or other comfortable loose-fitting pants, pajamas, one set of nice church clothes, and one pair of nice church shoes (please review dress code for specifics as counselors are expected to be good role models and adhere to it)
- Bedding: bottom sheet for mattress AND sleeping bag or full sheet set & blankets
- Sturdy close-toed shoes
- Flip flops for bathhouse
- Bathing Suit
- Pillow
- Laundry bag
- Toothbrush & Toothpaste
- Flashlight
- Plenty of socks
- Alarm clock (it is OK to use the alarm on your smartphone)
- Smartphone—please bring at your own risk, but we will use these to set up a text network during camp
- Towels—one bath, one beach, and washcloth
- Toiletries (there is no camp store, so bring everything you need)
- Sunscreen and insect repellent
- Lip-balm



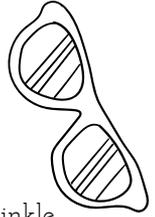


Staff PACKING LIST

(Cont...)

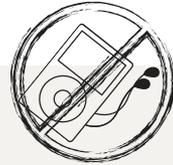
What to Pack (Cont...):

- Reusable water bottle: we require all staff & campers to carry their own water bottle
- Backpack for Activity Sessions (to carry sunscreen, water bottle, etc.)
- Fan: this is optional, but highly recommended as it can get warm in the cabins (no air-conditioners please)
- Talent show/skit props (optional, but can be fun!)
- Sunglasses
- Hat
- Some optional items: camera (it is OK to use the camera on your smartphone), journal, night light, fun decorations for your cabin (twinkle lights, paper chains, etc.), books that can be read aloud to campers prior to Lights Out, games, or other activity supplies for cabin time.



What NOT to Pack:

- Music players (i.e. iPods if they still exist!)
- ALL other electronics (if you need to bring a laptop for school you can do so at your own risk as CSME will not replace lost, broken, or stolen electronics. You are welcome to store such items in the camp office.)
- Food (no food is allowed in cabins per facility rules) – the food at camp is plentiful and there is also a staff “Luau Room” with treats just for you!
- Jewelry or other expensive clothing/items
- Tobacco, alcohol, e-cigarettes/vaping devices, dangerous implements (knives, axes, fireworks), illegal substances



Note: We all get dirty at camp so please pack clothing and shoes that you don't mind getting (sometimes very) dirty and leave other clothing at home. Layers are a must as days are hot but nights can get chilly especially when our nightly activities are outdoors for long periods of time. We are in the sun a lot so sunscreen is also a must!

THANK YOU

For volunteering at



Questions?

Contact:

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www.campstmary.org