Camp Nurse

All Conference on-site camps must have a licensed physician or registered nurse on-site during the camp. The Camp Health Personnel shall be experienced in the administration of medications as needed in the camping situation. The second or third Health Care person may be an EMT or LPN. The Camp Site Director may not allow any conference camp to open without a licensed physician or registered nurse on site.

Volunteer Staff, General Policies (Applicable to All Roles)

Our Camp and Retreat Ministries values and depend upon the gifts, commitment, sacrifice, and ministry of volunteers. The inclusion of volunteers from local churches helps to connect the disciple-making ministries of camps and retreats with the local church, connecting children and youth with unrelated adults who may serve as mentors. We thank all our volunteers for your ministry!

1. **Age Requirement:**
   Conference policy dictates that all leaders at a conference-sponsored event must be at least four years older than the oldest registered participant at the event. (This rule includes and applies to Cabin Assistants [section 7], who are considered campers, not staff.) Other specific age requirements may apply to specific staff roles.

2. **Volunteer Application and Background Check:**
   All volunteer staff, including Camp Deans, are required to complete a volunteer application and approval for background check. All information will be kept confidential.
   - Applications must be submitted at least two weeks in advance of the event. Variances must be approved with the DSC Director of CRM.

3. **Training:**
   All volunteers at conference camps must take part in training, with specific inclusion of the Conference “Safe Sanctuaries Policy” and any site-specific safety training.

   In advance of camp, Camp Deans are expected to attend training with the Director of CRM and/or the Site Director of the camp. Deans should read the Dean’s Manual in advance of such training.

   Camp Deans are responsible to ensure all other volunteer staff for their event receive training. Training may be offered off-site in advance of the week of camp and should be scheduled on-site during the evening and morning before campers arrive. Conference staff, including our Site Directors, may arrange All Camp Staff Training Days and provide resources for on-site training.

   Campers come from an ever-widening variety of backgrounds: We will have campers from traditional, blended, single-parent, and foster families; some will live with grandparents or other guardians; some will have same-sex parents. Some may be undocumented. Campers may also grow up in homes with cultures that are different from our own. Please help your staff be sensitive and non-judgmental in language and other ways in all interactions with campers.

4. **Staff Fee(s):**
   With the exception of Cabin Assistants, who are campers (section 7), volunteer staff do not pay a Camper Registration Fee. (Cabin Assistants pay ½ of the lowest tier fee of their week at camp.)

5. **Leader-to-Camper Ratios:**
   Deans (Section 2), Program Leaders (Section 3), Counselors (Section 5), and Counselors-In-Training (Section 6) are counted as leaders in the leader-to-camper ratio. Cabin Assistants
(Section 7) may not be counted in the camper-to-leader ratio, nor may Cabin Assistants exceed the number of Counselors. In addition, we have chosen not to include Camp Nurses in the camper-to-leader ratio.

**The following ratios are the standards for on-site camps:**

- **Elementary Camps** 1 leader to 6 campers
- **Junior High Camps** 1 leader to 7 campers
- **Senior High Camps** 1 leader to 8 campers

Deans can request updates about the registration for their camp, monitor real-time registrations via Camp Brain, and are requested to monitor the leader-to-camper ratio.

6. **Safe Sanctuaries Policy:**
   All volunteer staff are required to be knowledgeable about and follow the Conference “Safe Sanctuaries Policy” regarding the safety of children. Topics for Safe Sanctuaries Training are provided in a later section, and Site Directors generally run this training on-site before campers arrive.

7. **Universal Blood Precautions:**
   All volunteer staff on site will need to be aware of and follow Universal Blood Precaution procedures as outlined in the Camp Health Policy. The Camp Nurse will provide training and supplies the first day of camp.

8. **Training:**
   All staff will participate in training led by their Dean and Site Director during the evening and/or morning prior to the start of camp. Staff are further encouraged to attend one of the All Camp Staff Training Days held in advance of camp sessions in Las Vegas, Phoenix, and Tucson.

9. **Social Media / Online Profiles:**
   In this age of social networks and digital memos – where stories about or pictures of us can be stored widely – we need to take caution. We desire volunteers to be cognizant of their online presence, and the image or message such personae shares with others who might “Google” them. We also need all staff volunteers to be cautious in their use of social media during, or in relation to, their service at camp. Our Site and Camp Directors will periodically review our policies in light of current events and general standards and communicate our current policy with Camp Deans.

**Camp Nurse Policies**

1. **Camp Nurse Application:**
   All Camp Health Personnel must complete a *Camp Nurse Staff Application*, including their license information as requested and personal identification information for a background screening.

2. **Camp Health Policy:**
   In advance of camp, Camp Nurses will be provided a copy of the Camp Health Policy and are asked to be familiar with it in advance of arriving at camp. The policy includes the following regarding health forms:
   - All registered campers must have completed a Health Consent for Medical Treatment signed by a parent. These forms are a part of the registration process.
   - All Camp Program Personnel are to complete a health form and return to the DSC Camp office at least 2 weeks in advance of the start of camp.
3. **Health Personnel to camper ratios should be approximately as follows:**

   - Elementary Camps: 1 Nurse per 40-50 children; 2 Nurses for more than 50 children.
   - Junior High Camps: 1 Nurse per 50-60 youth; 2 Nurses for more than 60 youth.
   - Senior High Camps: 1 Nurse per 70-80 youth; 2 Nurses for more than 80 youth.

   (1 nurse + 1 Nurse as a Cabin Leader may be appropriate for lower numbers of campers. 2 Nurses on duty in the Nurse’s quarters should be present for higher numbers of campers.)