



SEEKERSPRINGS

Volunteer Policies and Procedures

Welcome!

Thank you for choosing to serve the Lord alongside us at Seeker Springs. We are excited to have you as part of our ministry team and pray that your experience here is life-changing — for both you and those you serve.

To ensure that our camps and ministry activities run safely and smoothly, we've created this guide. While we remain open to the Holy Spirit's leading and welcome your feedback, we kindly ask that you follow the policies and procedures outlined here.

Our Mission

Seeker Springs is a Christ-centered ministry, set apart in God's creation, to provide life-changing opportunities for people to seek God and serve others.

Our Vision

We envision a world where children grow up in homes filled with love — where their physical, emotional, spiritual, and social needs are met. We believe that when even one family member encounters God, it can change the course of their lives and their family for generations. We are honored to be used by God to create those moments of transformation.

Risk Management and Safety Guidelines

General Safety

To keep Seeker Springs a safe and welcoming place for campers, volunteers, and staff, all volunteers are expected to follow our safety protocols.

Pool Safety

- Always follow the lifeguards' instructions.
 - Help enforce posted pool rules by giving gentle, respectful reminders to children.
 - Children are only allowed in the pool area when a certified lifeguard is on duty.
 - All children must take a swim test before being allowed in the deep end.
 - No one is allowed in the pool area unsupervised.
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Avoiding Child Abuse and Allegations

- **Never be alone with a child.** One-on-one conversations must happen in open, visible areas. Recommended spots include:
 - Under the pavilion
 - Wraparound porch facing the playground
 - Campfire area
 - Field or gym steps
 - **Background checks** are required. You must sign a release form authorizing a criminal background check to volunteer.
 - If you have a history of child abuse convictions, please inform us immediately.
 - **Do not engage in inappropriate behavior**, including:
 - Flirting or making suggestive comments
 - Jokes or comments about body parts or relationships
 - If you see an unfamiliar youth or adult on campus, approach them politely, introduce yourself, and determine their purpose on site.
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Campus Boundaries and Safety (Okaloosa Road & Woods)

- **Okaloosa Road is a major safety concern.** No child may cross it without adult supervision — this includes staff and volunteer children.
 - Children are not allowed in the woods without an adult.
 - The ropes course may only be used when accompanied by a trained facilitator.
 - The pool area is strictly off-limits without a lifeguard present.
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Supervision and Group Responsibility

- Children must be supervised **at all times**.
 - When taking breaks, ensure another adult is watching your group. It's best to rotate bathroom or personal breaks with your co-leaders.
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Discipline Policy

At Seeker Springs, we define **discipline as teaching**, not punishment.

- Use a **firm but kind tone** to redirect behavior.
Example: "During Bible study, we sit facing forward so we can listen and learn."
- **Engage respectfully** with children.
Example: "Hey buddy, what's going on?"
- Encourage **self-reflection**:
"What did you do, and what should you do differently next time?"
- If you're having difficulty managing behavior, notify a Seeker Springs staff member immediately.

Important: Physical discipline is never permitted. Do not spank, hit, or play-roughly with children. Many campers come from backgrounds of abuse.

Mandated Reporting

As a volunteer, you are legally required to report any of the following:

- Suspected **child abuse** or neglect
- **Suicidal threats**
- **Homicidal threats**
- **Elder abuse**

What to do:

1. **Do not promise secrecy.** If a child discloses something serious, let them know you must report it.
2. **Report the situation immediately** to the Camp Director or designated Seeker Springs staff.
3. We will support and guide you through the reporting process.

Ministering to Children with Difficult Life Circumstances

- **Follow the Holy Spirit's lead.**
- **Listen intentionally** and compassionately.
- **Be a godly role model.** Your actions are powerful — campers will imitate what they see in you.
- **Remember your role:** You are not here to fix their lives or uncover their stories. You are here to:
 - Share God's love
 - Create a joyful, peaceful, and safe environment

- Provide encouragement and support

Final Thoughts

We're honored to have you join us in this ministry. Your role is vital, and your presence can make an eternal impact. Please review this guide as needed, and never hesitate to reach out with questions or concerns.

"Whatever you did for one of the least of these brothers and sisters of mine, you did for me." – Matthew 25:40