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**JUNIOR STAFF POLICIES**

*A commitment to be Junior Staff at Wilderness Trail is a commitment to serve in ministry. The following policies are specific ways in which Wilderness Trail expects its Junior Staff to set a good example, act as servant leaders, and witness to their faith.*

**Prerequisites**

* Must have completed at least 3 summer hikes.
* Must be at least 15 years old before the event they Junior Staff.
* Must receive positive recommendations from: at least 1 staff or Servant Leader; their youth director or adult counselor.
* Must complete a JS application.
* Junior Staff are encouraged to nurture their spiritual life during the school year. (by attending youth group, doing daily devotions, attending church, etc.)
* Personal public web pages (such as Facebook and/or Twitter) are expected to reflect the same values represented by the Junior Staff when at Wilderness Trail.
* When registering for an event, Junior Staff may not serve the same week as their home church is attending. We do encourage you to also hike with your youth group as a participant.

**Before Retreat – “Junior Staff Orientation”**

* Junior Staff will arrive at the property at 2 pm the day before the Event starts; if you are going to be late, please call the Property: (276) 388-3867.
* JS will not bring or use any tobacco products, drugs, or alcohol.
* Junior Staff will dress appropriately during their entire week with Wilderness Trail. JS dressed inappropriately will be asked to change; lost and found clothing will be provided to JS who do not bring appropriate clothing. Examples of inappropriate clothing: short skirts/shorts; tube tops; low-cut tops; extremely tight clothing; clothing with racist, offensive or drug/alcohol-related material.
* JS must mail in or bring an Informed Consent, signed by a parent.
* JS will go through an orientation lead by the Summer Assistant Director to review proper use of equipment and JS policies.
* Any costs for dinner and recreation during the Junior Staff Orientation will be covered by WT
* JS must wear seatbelts at all times when in vehicles.
* JS will spend time with their group leader in prayer and discussion about their hikers and the upcoming week of servanthood.
* JS will help prepare the property for the incoming groups (cleaning, organizing, yard work)
* JS will have their packs as ready as possible before the hikers arrive.

**Retreat**

* WT will provide a JS t-shirt for the retreat day.
* JS will sleep with their hiking group in the shelters.
* JS will avoid the use of hammocks and/or other personal sleeping shelters when there is adequate sleeping space available in tents and shelters with the group.
* JS will act as a role model for the other hikers.
* JS are expected to help bring the group together through the example they set – the group is their first commitment. Facilitate conversation and games within the group!
* JS will work with their hiking staff, supporting him/her and acting as a servant leader.
* JS will set a good example for the hikers by staying out of the kitchen during the retreat unless asked to help with a certain task.
* During down times, JS should check in with their Hiking Staff first to see if anything needs to be done; then check in with the kitchen staff to see if they can help in the kitchen.
* JS will have no romantic interaction with hikers during the retreat, hike, or day back at the property; doing so will result in not being invited back as Junior Staff the following year.
* JS will meet at the end of each retreat day to de-brief, pray for their group, and support one another.
* After the JS de-brief, JS will head down to the shelters as soon as possible to help encourage lights out, and get some rest!

**Hiking**

* JS continue their commitment to their group and their Hiking Staff by setting a good example, encouraging group building, acting as a servant leader, and supporting their Hiking Staff.
* When hiking point, JS must stop at intersections unless otherwise instructed by the group leader, and will hike at a pace that keeps at least **3 hikers with them at all times**.
* JS will use discretion with the walkie-talkies by using them sparingly and only for public conversations.
* JS should plan on tenting with group members unless asked by group leader to sleep under the tarp; JS and Staff of the opposite gender may not tarp together.
* During down time (esp. at camp), JS should ask their leader what needs to be done before playing or resting.

**After the Hikers Leave**

* JS will help clean the property and organize equipment.
* JS will meet with the Summer Assistant Director individually to talk about the week.
* JS will plan to be picked up or leave at 11:00 on the day the hikers leave.

**JS Layovers: Between Select Events**

**\***WT asks for $90 to over the cost of food and entertainment.

* You may want some spending money, but it will not be required.
* JS are expected to continue to dress and act appropriately during the day off.
* An evening activity will be provided, but JS should expect several hours of independent down time – bringing a book is recommended.
* JS are expected to stay at the Property unless all the Staff and JS take a trip to town together
* You will be able to do laundry.
* Once the following hike begins, those who are no longer serving as Junior Staff should act as hikers by participating alongside their group and not wearing their JS t-shirt.

**Sign below indicating that you have read and will adhere to these policies:**

**Printed Name of Junior Staff: Junior Staff Signature:**

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**Parent Signature: Date Signed by Both:**

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