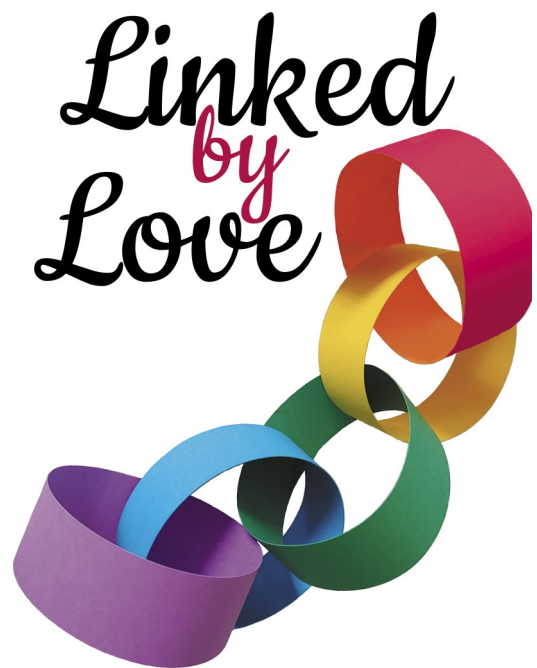


BEAVER CREEK CHRISTIAN CAMP 2024



Employee Handbook

Updated 1/22/2024

TRAVEL TO AND FROM CAMP AND TIME BETWEEN CAMP SESSIONS

Beaver Creek Youth Camp staff are responsible for their own transportation to and from Camp. It is each individual's responsibility, NOT that of Beaver Creek Youth Camp, to know and abide by all laws and regulations relating to that transportation.

Staff that are 18 years or older may stay or leave campus between camp sessions (usually Friday afternoon through Sunday morning). Meals will not be provided. Leftover food from the previous camp session may or may not be available.

Staff under 18 may leave Camp only if picked up by a parent or guardian or with signed, written consent from a parent or guardian to leave campus with a specifically named individual or individuals.

STAFF DEVELOPMENT

All Staff must attend a mandatory training program including expectations and guidelines and Adventure Course training. There will be a time for Staff to become familiar with the Camp's trails, vegetation, and terrain.

We'll review existing rules, policies and covenants of the Camp and develop specific covenants for 2024.

Specific responsibility assignments and schedules (including time off) will be developed.

There will be an extensive curriculum review with time for Staff to learn the material, develop presentation methods and practice projects.

Colorado state-mandated training, such as "Child Abuse Prevention, Detection and Reporting," and health and safety standards will be covered. All Beaver Creek Youth Camp staff must sign a statement that they have had and understand the training before working with or around campers.

BEHAVIOR AT CAMP

Beaver Creek Youth Camp operates with a combination of Rules and Regulations based management and a Covenant based relationship with our Lord and his creation, campers and camp staff.

"You must love the Lord your God with all your heart, with all your being, and with all your mind. This is the first and greatest commandment. And the second is like it: You must love your neighbor as you love yourself." Matthew 22:37-40 (CEB)

With these commandments as the foundation, some rules and covenants will be in place before Staff arrives, and other covenants will be developed by and between campers and Staff.

Everyone should be aware of the following adaptations from the Beaver Creek Youth Camp Commission Policy and Procedures Manual:

Recognizing that loving our God includes good stewardship of the gifts given to us, vandalism, breakage, or damage to equipment, buildings, or grounds will not be tolerated. Such activity may require restitution by the parent/guardian/or immediate dismissal without refund.

Bullying is contradictory to loving our neighbors. Thus Beaver Creek Youth Camp has a ZERO TOLERANCE policy for bullying, including, but not limited to, physical, verbal and emotional bullying. A call home will be made and counseling offered; however, continued bullying will result in the offender being sent home without a refund.

Drugs, alcohol and tobacco are detrimental to loving God, our neighbors and ourselves. Possession of drugs or alcohol is grounds for immediate dismissal without a refund. Possession of

tobacco will result in confiscation and call home for the first offense and immediate dismissal without a refund for a second offense.

DRUG POLICY SPECIFIC TO BCYC EMPLOYEES

Beaver Creek Youth Camp has a zero-tolerance policy for illegal drugs - on and off campus. Staff members, paid and volunteer, may be tested at random during Staff Development, throughout the camp season, and/or when the camp manager or a director has reasonable suspicion of drug use. Staff members that are involved in an incident that requires a camper or staff member to receive medical treatment away from Camp, or results in a fatality, may also be tested.

An individual testing "non-negative" on any drug test may immediately be terminated from the Staff of Beaver Creek Youth Camp and excluded from the camp property. An appeal of a "non-negative" test result may be initiated by the tested individual at his or her own expense.

It should be noted that while marijuana use is permitted by Colorado state law, its use is unlawful under federal law. Therefore, an employer may (according to the Colorado Supreme Court, Case No. 13SC349, Coats v. Dish Network) prohibit marijuana use, including medical marijuana, on and off duty. Beaver Creek Youth Camp does prohibit marijuana use on and off duty.

It should also be noted that the drug test kit that Beaver Creek Youth Camp uses can detect certain drugs and/or their metabolites up to 30 days after they have been ingested.

PERSONAL APPEARANCE

Beaver Creek Youth Camp does not have a defined "dress code." The Parent/Guardian Handbook does, however, list clothing that should not be brought to Camp, including:

- Open-toed shoes (except shower shoes) (the medical Staff is tired of bandaging toes)
- Halter tops
- Spaghetti strap tops
- Tube tops
- Low cut and bare midriff or cut-off tops
- Shirts with sides cut out.
- Inappropriate or vulgar logos
- Short shorts
- Clothing with inappropriate holes

Also, camp staff should present themselves as individuals that parents will be comfortable leaving their children with. I.e., extreme hairstyles, piercings, and excessive makeup should be avoided.

STAFF/STAFF RELATIONSHIP EXPECTATIONS

Keep each other in prayer and build Christ-like caring for each other. Practice Christian attitudes (fruit of the spirit, Galatians 5:22-23).

Encourage each other to care for body and mind, eat well, sleep, and exercise. Be respectful of other Staff. Communicate to others if you will be gone.

Do not allow your relationship with other Staff to interfere with your position in relation to the campers. For example, by having late-night parties, spending Camp free time with other Staff instead of campers, or playing pranks on Staff instead of using your energy with the campers.

Overt demonstrations of affection in anything other than a tone of platonic friendship are prohibited at Camp. We understand that Camp is a social environment, but appropriate behavior is expected at all times. Campers emulate Staff, and our job is to place campers in the most relaxed emotional and psychological environment possible.

SEXUAL HARASSMENT

Sexual harassment is "unwelcome sexual advances, requests for sexual favors, slurs, jokes and other verbal or physical conduct of a sexual nature." Our goal at Beaver Creek Youth Camp is to maintain an environment free of sexual harassment. Any work-related complaints should be filed with the Camp Manager. All reports of sexual harassment will be kept confidential and will be

promptly investigated. BCYC will take appropriate disciplinary action against any employees who are found to have engaged in sexual harassment, up to and including discharge. Be assured that no retaliatory action will be taken against an employee who makes a good-faith report of sexual harassment.

CELL PHONES, TABLETS AND OTHER ELECTRONIC EQUIPMENT

Campers may not have cell phones, tablets, gamepads or other electronic equipment (other than digital cameras that cannot connect to the internet or cell towers) on campus. Camp staff are expected to set an example. Please do not bring cell phones, tablets, laptops, etc., to Camp!

If you must have access to a cell phone or other communication device during camp sessions, please notify the Camp Manager for special arrangements.

STAFF/CAMPER RELATIONSHIPS AND EXPECTATIONS

At Camp, we see campers and Staff as seeds. While they are at Camp, we will do our best to nourish and care for them, understanding that they already have what they will become inside of themselves. We do not see campers as clay for us to shape into what we would like, nor as blank slates on which we write our view of the world. In other words, we are all children of God through whom others can see the face of Christ, and none of us is here to control someone else's beliefs or opinions.

COUNSELING GUIDELINES

- Come to Camp with the proper spirit – that of a servant.
- Love your campers.
- Be where your campers are.
- Do not be afraid to let go and have fun – just remember you are the adult.
- Remember that the campers are not adults. Sometimes they do things carelessly and not intentionally.
- Campers are the reason we are here. Their safety and experiences are our top concerns.
- Protect your own privacy. Use common sense in discussions.
- You are setting an example for the campers. Please watch your language and actions in front of them.
- Earn the campers' respect by giving them your respect. Never intentionally embarrass campers.
- Appropriate expressions of affection include a pat on the back and a shoulder hug.
- Inappropriate expressions of affection include a body-to-body embrace, a pat on the bottom, or a kiss.

COMMUNICATING WITH CAMPERS

- Speak in a language they understand.
- Call them by their preferred name.
- Provide explanations for actions taken.
- Speak at eye level and make eye contact.
- Use active listening skills.
- DO NOT speak with a camper "in private." Always have a second staff member present.
- It sounds harsh, but post-camp communications with campers are discouraged. If you feel you must communicate with campers, use postcards only, never letters or electronic media.

SENSITIVE ISSUES

The intimate and intense setting of resident Camp can provide wonderful opportunities for sharing about a myriad of different issues. That is one of its joys. It can also be one of its challenges when uncomfortable topics arise. Sensitive issues might include smoking, tattoos, body piercing, sexuality,

dating, cults, ghost or horror stories, divorce, and Staff's personal lives.

In most cases, staff members should avoid discussing sensitive issues. If they do come up, follow these guidelines when sharing with campers:

- There are no one-on-one discussions with campers. Make sure at least one other staff member is present.
- Avoid or use extreme discretion when sharing personal lives.
- Be honest.
- Be non-judgmental.
- Be age and maturity appropriate.
- Encourage positive Christian moral values.
- Share theology and social principles compatible with biblical teachings. When in doubt, seek guidance from the Camp Director and/or Camp Manager.
- It's okay for campers and Staff to say, "I'm not comfortable talking to you about that."
- Never share explicit information with campers.
- Never agree to keep a secret.

Staff are not alone. Talk with the Camp Director and/or Camp Manager for guidance in an uncomfortable situation.

SPECIFIC POLICIES CONCERNING SEX AND SEXUALITY

Beaver Creek employees shall not initiate conversations about sex or sexuality with campers or Staff under 18 years old.

If a camper asks about sex or sexuality or brings it up in conversation:

- Make sure another staff member is present.
- Explain in age-appropriate terms that the topic is very controversial and that you are not an appropriate person to discuss it with.
- If the camper persists and/or you sense more than curiosity, be non-judgmental and supportive and contact the Camp Director or Camp Manager.

DISCIPLINE

Campers must understand what is expected of them and the consequences of not meeting these expectations from the beginning of Camp. Camp staff will explain the general rules and covenants of BCYC on the first evening of each camp session. Further expectations (covenants and/or rules) may be developed by the campers (with camp staff guidance), giving the campers "buy-in" for what is expected of them and what is not acceptable.

Hopefully, understanding proper behavior, limits and expectations will decrease the need for discipline.

Before a camper is disciplined, camp staff must determine what precipitated the need for discipline, i.e., talk to the camper. Was the offense deliberate or done out of a misunderstanding of expectations?

If discipline does become necessary, it must be positive. It is essential to keep in mind that we discipline out of love and concern for the camper. We are trying to work WITH the camper, positively influence their lives, and help them move toward maturity in Jesus Christ. Some guidelines include:

- Always involve another staff person when disciplining a camper.
- Discipline should follow the offense as soon as possible.
- Call the camper by name and use language he or she understands.
- Be specific about the behavior for which the camper is being disciplined. Use descriptive language.
- Explain why the behavior is unacceptable.
- Have consequences fit the situation (i.e., exclusion from the activity where the offense occurred).
- When possible, discipline should be constructive or educational (i.e., "instead of participating with your friends, come help me with...")
- After the camper has been disciplined, counsel him or her lovingly. Ask what they may do to avoid messing up again and what you may do to help them behave appropriately.

It should be noted that while exclusion from activities and separation from others (time-out or sitting out) are acceptable forms of discipline, isolation is not. Also, when exclusion and separation are used as discipline, campers must remain in a safe place in full view of adults.

Unacceptable forms of discipline include:

- Physical punishment (hitting, striking, shoving).
- Verbal abuse, including ridicule, shaming and sarcasm or derogatory remarks about the camper or her or his family, race, religion or cultural background.
- Denying meals.
- Allowing other campers to determine punishment (kangaroo court)
- Threats
- If in doubt, please consult the Camp Director or Camp Manager.

REPORTING ABUSE AND SUSPECTED ABUSE

State laws require child abuse or suspected child abuse be reported to the appropriate authorities, whether at Camp or before Camp. Law enforcement must be notified of any criminal activities (e.g., rape, assault).

Any staff (paid or volunteer) who either observes abuse or suspected abuse or who receives information describing abuse at Camp shall contact the Camp Director and/or Camp Manager immediately. The incident should not be discussed with anyone else.

Any staff member (paid or volunteer) who receives information describing abuse or suspected abuse that may have happened away from the Camp shall contact the Camp Director and/or Camp Manager immediately. The incident should not be discussed with anyone else.

Any staff member who observes or receives information describing abuse or suspected abuse by a peer shall contact the Program Director and/or Camp Manager immediately. The suspected incident should not be discussed with anyone else.

In addition to the above, certain individuals are considered, by law, MANDATORY REPORTERS and must report abuses to local law enforcement and/or social services. These individual will be identified during Staff Development. Reporting procedures are printed in the Beaver Creek Youth Camp Parent/Guardian Handbook and are posted in the BCYC main office.

PRIVACY AND SUPERVISION-THREE GUIDELINES

Privacy – camp staff will respect the privacy of campers and other Staff when changing or showering to the extent safety allows. Staff should also protect their own privacy, including using the showers in Berkstresser Lodge rather than those in the shower houses.

"Two-deep leadership" – Camp activities shall be conducted within sight/supervision of two or more staff persons. The concept of "two-deep" leadership is for adults to never be alone with campers.

"Rule of 3" – All staff members will avoid one-on-one situations with campers and/or other Staff. All conversations, activities, etc., must take place in groups of three or more.

CLOSED CAMPUS

Except for emergencies, campers and Staff are not to leave the Camp except for approved camp activities.

All visitors (e.g., parents and guardians) must check in at the Camp Office and receive a visitor pass. Visitors may also be assigned an escort.

BUDDY SYSTEM

At the beginning of each Camp, all campers should be assigned a buddy from the same cabin. The buddies stay together for all activities, trips to the restroom or camp health supervisor, etc. A lone camper is always a cause for concern, and the missing buddy should be located immediately. Initiate emergency procedures if necessary and rearrange buddy groups as appropriate.

ACTION PLAN FOR ROCK CLIFFS

Campers are to be warned about the location of nearby rock cliffs. These are not to be used for

climbing activities unless special activities procedures are followed and supervised.

WILDLIFE SAFETY INFORMATION

Everyone should know that wildlife is in the area and that interaction with the animals must be avoided. Do not try to catch or feed any animals.

Specific information about bears (from *Staying Safe Around Bears*, National Park Services website):

Keeping your distance and not surprising bears are some of the most important things you can do to avoid bear encounters. Most bears will avoid humans if they hear them coming. Pay attention to your surroundings and make a special effort to be noticeable if you are in an area with known bear activity or a good food source, such as berry bushes.

Once a bear has noticed you and is paying attention to you, additional strategies can help prevent the situation from escalating:

Identify yourself by talking calmly so the bear knows you are a human and not a prey animal. Remain still; stand your ground but slowly wave your arms. Help the bear recognize you as a human. It may come closer or stand on its hind legs to get a better look or smell. A standing bear is usually curious, not threatening.

Stay calm and remember that most bears do not want to attack you; they usually just want to be left alone. Bears may bluff their way out of an encounter by charging and then turning away at the last second. Bears may also react defensively by woofing, yawning, salivating, growling, snapping their jaws, and laying their ears back. Continue to talk to the bear in low tones; this will help you stay calmer, and it won't be threatening to the bear. A scream or sudden movement may trigger an attack. Never imitate bear sounds or make a high-pitched squeal.

Pick up small children immediately. Do not make any loud noises or screams—the bear may think it's the sound of a prey animal. Slowly wave your arms above your head and tell the bear to back off. Do NOT run or make any sudden movements. Do not make any loud noises or screams—the bear may think it's the sound of a prey animal.

HANDLING EMERGENCIES AND PLANS OF ACTION

(Language and format specified by U.S. Forest Service)

For all emergencies involving LOST CAMPER, STRUCTURE FIRE, CAMP EVACUATION, BOMB THREAT, ACTIVE SHOOTER or, INJURY THAT IS LIFE THREATENING, after assuring safety, NOTIFY THE DIVIDE DISTRICT RANGER AT 719-657-0077.

Emergency Phone Numbers:

South Fork Ambulance & Fire (EMT)	719-873-5544
Rio Grande Clinic (South Fork)	719-873-5494
Rio Grande Hospital Emergency Room	719-657-2510
Rio Grande Hospital Clinic	719-657-2418
San Luis Valley Regional Hospital	719-589-2511
Colorado State Patrol	719-589-5807
South Fork Police Department	719-873-1040
Rio Grande County Sheriff Search & Rescue	719-657-4000
Poison Control	800-222-1222

EMERGENCY GATHERING PROCEDURES

Most emergency procedures at Beaver Creek will include gathering all campers, Staff and guests in one place to account for everyone and to take action to mitigate the emergency.

Activate the Emergency Gathering Procedure by activating the "Emergency Alarm System." It's a 12-volt battery-powered fire siren mounted to the bell tower. The switch is located on a red board just inside the southeast entrance (back door) of the Rustic Lodge. Turn on the siren by pressing the switch down.

ALL campers, Staff and guests quickly, but without running, proceed to the volleyball court. Campers should stay with their buddies.

At the volleyball court, campers gather around their cabin counselors, who will confirm that everyone from each cabin group is present.

The camp manager and nurse should bring the registration and medical records to the volleyball court to transport them with the campers if evacuation is necessary.

The camp manager (or camp nurse if the manager is not present) will confirm that all Staff and guests are present or accounted for.

The camp manager, or another appropriate person, will give further instructions.

EMERGENCY EVACUATION PROCEDURE

When it is determined by the camp manager or the camp director that it is necessary to move campers away from Beaver Creek:

- Activate the Emergency Gathering Procedure.
- If the situation permits, lead campers to the parking area, and load them into vehicles.
- If transportation is not present in the parking lot, lead campers in a westerly direction (provided that it is not heading into danger), down the trail past the campfire area to the softball field. Stay in this area until transportation arrives or further directions can be given.

When Beaver Creek Youth Camp must be evacuated, campers and Staff will be taken to Chapel of the South Fork, 116 Landon Dr, South Fork, CO. Urgency of the evacuation will determine which, if any, personal items are transported.

If the evacuation order includes South Fork, campers and Staff will be taken to Pioneer United Church in Del Norte (630 Spruce).

Parents and guardians will be notified by phone and other media where to pick up their child/children. Regular check-out procedures will be followed. Only parents/guardians may sign campers out unless we have a written record of another authorized person. IDs will be checked.

Beaver Creek staff will work with emergency agencies and parents/guardians of campers that cannot be picked up in a timely manner to coordinate safe housing.

ACTION PLAN IN CASE OF ELECTRICAL FAILURE OR POWER OUTAGE

- Report any outages to the Camp Manager as soon as possible.
- The Camp Manager shall notify REC if there is a major electrical outage (REC: 852-3538).
- The Manager will notify an electrician if the failure is in the camp system (McGregor Elec.: 873-9852).
- Flashlights and lanterns used for temporary lighting.
- Campers will assemble in the assembly area for instructions. • Meals may need to be rescheduled, emergency rations provided, or alternate meals served (i.e., use a gas grill to prepare food, serve meals that do not require heating, etc.).

ACTION PLAN IN CASE OF A NATURAL DISASTER

- When a camp authority or adult leader becomes aware of a natural disaster, he/she must activate the Emergency Gathering Procedure and if prudent, the Evacuation Procedure..

SPECIFIC ACTION PLAN FOR LIGHTNING

BCYC is located on a hill. Precautions should be taken during violent thunderstorms by keeping campers indoors or moving them indoors and keeping them from standing under trees.

SPECIFIC ACTION PLAN FOR FLOODING OR FLASH FLOODING

Because Beaver Creek Youth Camp is located on a hill, the main campus is not in danger of flooding. However, some activities take place in the floodplains of Beaver Creek, the South Fork River and some arroyos and washes.

Staff should always be aware of weather conditions and adjust activities to move campers out of floodplains well before any danger develops.

ACTION PLAN IN CASE OF STRUCTURE FIRE

- At the beginning of each camp session, there is to be a Fire and Emergency Alarm Drill to instruct campers on procedures to follow in an emergency.
- All Staff and counselors should familiarize themselves with the floor plans and exit drawings in each building. The location of fire extinguishers should be learned.
- If smoke or a fire is detected in a building or a smoke alarm goes off, the priority is to ensure

everyone is out of the building and safe. Each room should be checked systematically to ensure that no one is inside. Feel doors before entering a room. If hot, DO NOT OPEN. If someone is trapped, open with extreme caution.

- Fire extinguishers are in every building. They are inspected every year before the camping season. If the fire is limited, pull the pin, squeeze the handle and aim the chemicals at the lowest part of the flames.

- Someone should be recruited to call the fire department at 873-5544.
- The Camp Manager should be notified immediately.

ACTION PLAN IN CASE OF A MAJOR STRUCTURE FIRE

Activate the Emergency Gathering Procedure and, if prudent, the Evacuation Procedure.

ACTION PLAN FOR DISORDERLY PERSONS

Disorderly conduct at Camp is most often caused by intoxication, mental illness or excessive stress.

The Camp prohibits alcohol and illegal drugs, so alcoholic consumption and drug use are limited to guests who have smuggled these items into their quarters and taken them discretely.

The following procedures are intended to reduce the risk of disorderly conduct and prepare the Camp to respond to such an incident.

- Assuring staff leaders are aware of the policy,
- Brief Camp staff regarding the Camp no-alcohol policy and responsibilities.

The following procedures are intended to respond to disorderly conduct.

- On the first day of Camp, instructions are to be given that if campers encounter a disorderly person, they should get away quickly and tell a counselor or other staff person.

- Staff who encounter a disorderly person or are advised of one by a camper will notify the Camp Director or Camp Manager, who will determine the best procedure to remove the person from Camp, including but not limited to calling the Rio Grande sheriff's department.

- Staff encountering an individual carrying or consuming an alcoholic beverage should inform the individual the Camp is a non-alcohol campus and ask the individual to surrender the container(s).

If the individual complies, Staff should take the containers to the Manager's Office.

If the individual resists complying, Staff should break off the conversation and withdraw.

Regardless of the outcome, Staff should inform the Camp Manager about the encounter.

- Staff finding alcoholic containers in cabins or on the grounds should report the finding to the Camp Manager.

- The Camp Manager will decide, based on circumstances, whether to discuss alcohol violations with camp leaders.

ACTION PLAN FOR BOMB THREAT

Beaver Creek has never had a bomb threat; however, campers congregate for activities and meals, providing a target for such an incident.

The following procedures are intended to reduce the risk of a bomb threat and prepare the Camp to respond to such an incident.

Every bomb threat will be taken seriously and treated as a valid threat.

- The person receiving the bomb threat will immediately:
 - Call 911 or the Rio Grande Sheriff's Department to report the threat, and
 - Inform the Camp Manager.
- The Camp Manager, or other Staff acting in the absence of the Camp Manager, will immediately evacuate all personnel from the target of the bomb threat.

- Assemble evacuees at the Volley Ball Court unless that is the target of the bomb threat.
- Initiate the Emergency Gathering Procedure for the rest of the Camp and follow the Emergency Evacuation Procedures.

- File an incident report and retain it in Camp files.

ACTION PLAN FOR ACTIVE SHOOTER

An active shooter incident would involve an individual threatening to or actually shooting a

firearm at Camp. Such an incident would be presumed to carry an intention of injuring or killing people at the Camp.

The Camp has never had a shooting incident; however, the Camp environment is such that any shooter would have considerable time before being overcome by law enforcement.

The Camp does not have secure boundaries.

The Camp is somewhat remote, meaning it would probably take 15 to 30 minutes for law enforcement to respond to a 911 call or call to the Rio Grande County Sheriff's Department.

- During Staff Development, the Camp manager will discuss active shooter procedures with the Staff, given that any such event would occur quickly without time to plan.
- The Rio Grande Sheriff's office or 911 must be called immediately to report the incident and start a law enforcement response.
- Individuals should immediately seek concealment to avoid being seen.
 - If in a building, stay in the building, locking or barricading doors and covering windows.
 - If outside a building, enter the closest building.
 - If in the open, seek the closest concealment.
- Individuals should evacuate the Camp if, and only if, the shooting is occurring some distance away and the individuals are not visible to the shooter.
- Individuals should remain concealed and quiet until called out by a clearly identifiable law enforcement officer or known Staff member NOT in the company of an unknown person.

ACTION PLAN IN THE EVENT OF A LOST CAMPER

- Using the Buddy System helps prevent and quickly learn that a camper is missing.
- If a camper may be missing, first check with their buddy to see if they know the whereabouts of the camper.
- Check with the counselor supervising the camper (cabin counselor) and ask the group members if they know the whereabouts or possible whereabouts of the camper.
- The Program Director and Camp Manager should be notified immediately if the camper is not found.
- Site staff will split up into teams and designated program staff to search designated areas. Check the most likely spots on campus: buildings, lodges, cabins, shower houses, the Infirmary and the road leading away from the Camp. Report back to base in no more than five minutes.
- If the camper is not found, activate the emergency alarm. When all campers are gathered, call for a "Buddy Check." Question campers as to the lost camper's last known location. Check the camper's records for pertinent medical factors.
- Initiate a search within a one-mile radius of the Camp using the lodge as the base.
- Call the Rio Grande County Sheriff Search and Rescue (719-657-4000).
- Notify the child's parents/guardians.
- If the camper is still not found, site staff will expand the search to the following areas: creek area upstream from stairs; creek area downstream from stairs; trail and long meadow behind Columbine cabin; hill south of Fir cabin; side hill south of Cottonwood cabin (Deer Trail area); the flat area west of the campfire area, cattle corrals and Tewksberry trailhead. Report back to base within 30 minutes.
- When the Rio Grande Sheriff Search and Rescue team arrives, provide them with all pertinent information and allow them to take control of the search.

ACTION PLAN IN THE EVENT OF AN INJURY OR ILLNESS

When youth camps are happening, a vehicle must be designated as "AMBULANCE" and be parked so that it does not have to back up or turn around to begin an emergency trip.

First Aid kits are located in the Infirmary, Berkstresser Lodge, and Rustic Lodge.

During camps conducted by the Beaver Creek Camp Commission, health care procedures and staff qualifications will adhere to the Colorado Department of Early Childhood regulation under section 7.711.41.

- A "camp health supervisor" will always be on-site during regular camp sessions. This person must meet the certification standards specified in the regulations listed above.
- The camp health supervisor should be informed of every injury or illness promptly.
- If the injury or illness is not severe, a counselor should accompany the camper to the Infirmary.

- If the injury or illness is even remotely serious and moving the patient may be harmful, one counselor should stay with the camper, and another counselor will go to the Infirmary and notify the health supervisor.
- If the counselor is trained in first-aid for the type of illness or injury, he/she may perform stabilizing procedures until the health supervisor comes.
- The counselor informing the health supervisor should be prepared to give the health supervisor a brief description of the situation and the illness/injury.
- The health supervisor will go immediately to the site of the accident or illness for further evaluation of the situation and to initiate further treatment.
- If other campers and Staff have not been returned to normal activities or settings, this should be done.
- The health supervisor will decide if an ambulance or "flight for life" needs to be called in. If so, a call will be made to the dispatch or 719-873-5544.
- Camp staff not trained in first-aid, etc., should never provide treatment they are not trained to provide.
- If the camper must be transported to a doctor or medical center, health history, medical information and parental permission forms must accompany the individual to be treated. This is critical. Transportation is to be in the previously designated "Ambulance Vehicle," which is kept parked so that it will not be necessary to back up to start the trip.
- An accident/illness report form must be filled out for each incident.
- The health supervisor will then enter an account of the incident and treatment in a bound medical log.
- Remember, another staff person must travel with a camper or staff person requiring off-site medical treatment while the health supervisor remains on site.

ACTION PLAN FOR CONFIRMED OR SUSPECTED COMMUNICABLE ILLNESS

Campers or staff members with a confirmed or suspected communicable illness will be restricted from all activities and isolated from other campers in the Infirmary, a designated room in the Berkstresser Lodge, or an appropriate outdoor area.

The camp manager will notify those listed as the individual(s) emergency contacts.

Camp medical personnel and/or the Camp Manager will contact the Rio Grande County Public Health Department, Colorado Department of Public Health and Environment, and the Colorado Department of Early Childhood for reporting purposes and to obtain the most recent regulations, guidelines and best practices concerning the confirmed or suspected illness.

The Camp Manager will coordinate with the health departments to notify the parents/guardians of campers, staff members, visitors and others who may have been exposed to the confirmed or suspected illness to provide relevant information. That information will include where and how to pick up campers if it has been determined that the Camp must close.

In coordination with local and state health departments, the Camp's medical personnel will determine restrictions from activities and isolation periods for ill individuals.

In most cases where the camper(s) or staff member(s) isolation period includes overnight, the individual(s) will be sent home as soon as it's reasonably and safely possible. If more prudent, medical personnel or the Camp Manager will arrange transportation to the Rio Grande Hospital in Del Norte.

Isolated individuals will not be left alone. Personal protective equipment (PPE) will be provided to medical personnel and other employees who stay in the Infirmary, Berkstresser Lodge or outdoor area to assure the well-being of the isolated individual(s) and maintain compliance with "Youth Protection" and "Safe Sanctuaries" policies.

For isolated individuals (and staff members staying with them), meals will be delivered to a pick up point at the Infirmary, Berkstresser Lodge or outdoor area. Used dishes, silverware, disposable products, etc., will be handled following Standard Precautions.

Facilities and equipment used for isolation will be cleaned according to Standard Precautions before they are used again.

"STANDARD PRECAUTIONS" POLICY

The following information is provided to Beaver Creek Youth Camp staff in partial compliance with OSHA's Blood Born Pathogen Standard. It is intended to instruct personnel in techniques and

equipment to minimize exposure risks for Staff and campers.

The camp nurse, nursing assistants and/or other medical personnel should already be aware of "Standard Precautions" and are responsible for assuring that proper equipment is available to implement the precautions when necessary. The nurse or other designated medical person will assist camp management with Beaver Creek's specific Standard Precautions policy.

Beaver Creek Youth Camp will ensure the following:

Availability of personal protective equipment (PPE) - gloves, CPR mask, antimicrobial soap, (eye, nose, and mouth) shield, and body fluid spill clean-up kits.

Education of all Staff in "Standard Precautions," including instruction in using PPE, body fluid spill clean-up kits, etc.

Availability of biohazard disposal supplies, including red hazardous waste bags and sharps container with biohazard label affixed.

Health screening of all campers and Staff.

Access to resource personnel to answer questions.

All Beaver Creek Youth Camp staff are expected to comply with the following to minimize risk:

Use personal protective equipment:

Gloves are used when in contact with body fluids or providing skin treatment (e.g., applying medication to poison ivy or washing a rash).

CPR mask is used to provide CPR/artificial respiration.

Minimum 15-second hand washing with antimicrobial soap after: removing gloves, contact with potential risk, unprotected contact with any body fluid.

Minimum 60-second hand washing with antimicrobial soap after blood splash.

Proper use of a body fluid spill clean-up kit with any vomit, urine, feces or blood spill.

Assure that "sharps" (needles, lancets, etc.) are disposed of properly.

Participate in education about disease control.

Immediately report suspected risk exposure to the camp nurse and camp manager.

CARE AND MAINTENANCE OF BEAVER CREEK CAMP FACILITIES

RUSTIC LODGE

Rustic Lodge is the primary indoor gathering place during camp sessions. Please treat it as least as well as you would your home. Please also be aware of the following:

Access the game room only by the outside stairs. The inside stairs are for emergency exit only. The bathroom is for kitchen staff only, except in emergencies.

Staff should only be in the kitchen when actually working there or at the invitation of the cooks.

Fireplace safety and procedures are posted in the Rustic Lodge and are to be observed and enforced by all Staff.

Dining Hall/Meals procedures are posted in the dining hall and will be reviewed during staff development. Staff are the primary persons responsible for assuring campers understand and comply with the procedures.

Campers and Staff are responsible for preparing the Rustic Lodge for the next group at the end of each camp session. Procedures are posted in the lodge.

CABINS

The cabins are your (and the campers') home while you are at Camp. Please treat the cabins at least as well as you would your own house, apartment or dorm. Also:

Bunks must be at least two feet apart. Beds may not be shared for any reason.

No one may sleep in an upper bunk that is missing a guard rail.

Doors must remain unlocked when cabins are occupied (exception: lock-down procedures). No food in the cabins.

At the end of each week's camp session, the campers and Staff are responsible for preparing the cabins for the next group. Cleaning procedures are posted in the cabins.

RESTROOM/SOWER HOUSES

Beaver Creek Youth Camp does not have custodial service, so the campers and Staff are responsible for keeping restrooms and showers clean during the camp season and cleaning and

sanitizing the facilities at the close of each week's camp session. Cleaning and sanitizing procedures are posted in the Restroom/Shower Houses. Staff are also asked to:

Take trash to the dumpster.

Monitor and refill toilet paper, paper towels and hand soap. Assure no faucets, showers, or toilets are running.

Report any maintenance issues to the Camp Manager as soon as possible.

GROUNDS AND ACTIVITY AREAS

God has blessed BCYC with a wonderful environment we are charged with preserving. Some specific things to keep in mind include:

No chopping, cutting or carving on trees. Stay on trails when practical.

Leave flowers etc., for others to enjoy. Help keep the grounds litter free.

Additional considerations (staff member's responsibilities) for the Campfire Area include: Only Staff may build and add fuel to fires.

Build fires only in the fire "pit." No liquid fire starters.

Assure the 5-gallon bucket is full of water.

Confirm hose is attached to the faucet and will reach the fire pit.

Assure the fire is cold out before leaving the campfire area.

SPORTS/ACTIVITIES EQUIPMENT

Staff are the primary custodians of the sports/activity equipment and activity areas, at BCYC, including the game room in Rustic Lodge. As such, please help keep everything in good condition and equipment properly stored when not in use. Report damaged and missing equipment to the Camp Manager as soon as possible.

BERKSTRESSER LODGE

After check-in, the Berkstresser Lodge is a "camper-free" zone. The seating areas may be used by camp staff during time off periods and for staff meetings.

The showers in Berkstresser are the only ones to be used by camp staff.

Potential renters may ask to see the lodge, so it must always be in ready-to-show condition. This means clean and neat, i.e., pick up after yourself and clean up your messes!

Renters may use the Berkstresser Lodge on the days between camp sessions. The camp staff is responsible for ensuring that all areas are clean and clear of all personal items.

CAMP VEHICLES

Camp vehicles may be operated only the Camp Manager and those specifically authorized by the Manager or the Beaver Creek Camp Commission. All drivers must meet Colorado State regulations and insurance regulations. Authorized drivers will be determined before and during Staff Orientation.

Social and Digital Media Code of Conduct

Adopted by BEAVER CREEK CAMP COMMISSION on May 15, 2013

Social media has been defined in many ways. It includes electronic communications and online activities, such as text messages; email; wikis; and social networking like Facebook, Twitter, and the like; and posting comments, such as on blogs. Because of the blur between personal and professional communications, this Code of Conduct helps explain what is recommended and expected.

1. Remember all internet postings are permanent — able to be duplicated and may go viral.
2. Use your common sense. If you wonder whether or not to communicate or post, don't do it until you consult with BEAVER CREEK CAMP COMMISSION leadership.
3. For your protection and the protection of BEAVER CREEK CAMP COMMISSION, you are prohibited from using internal or external social media channels to discuss confidential items, legal matters, litigation, or the organization's financial performance. Confidential information includes anything labeled as such or information not available to the public. When asked by others to discuss any of these matters, you should relay that "Our social media policy only allows authorized individuals to discuss these types of matters. I can refer you to an authorized individual if you'd like to ask them," and then refer the question to the APPROPRIATE TEAM OR INDIVIDUAL.
4. Be open and honest about who you are when you communicate. BEAVER CREEK CAMP COMMISSION trusts and expects you to exercise personal responsibility whenever you use social media, which includes respecting the trust of those with whom you are engaging. However, these policies are not meant to interfere with your legal rights to bargain collectively or engage in concerted or protected activities.
5. Respect your privacy, your coworkers' privacy, and the organization's privacy by not providing personal or confidential information without permission. Also, employees/volunteers are prohibited from sharing anything via social media channels that could violate another employee/volunteer's right to personal privacy.
6. Only those officially designated may use social media to speak on behalf of the organization in an official capacity, though employees/volunteers may use social media to speak for themselves individually. If and when designated persons use social media to communicate on behalf of the organization, they should clearly identify themselves as an employee/volunteer.
7. If you are communicating with youth through any digital or social media, act as you would if you were communicating in person. Specifically, communicate with minors using transparency and in a group, or do not communicate at all. If it is necessary to send an individual message outside of a public area to a minor, copy to another adult or a parent. Do not initiate nor accept a one-on-one relationship (such as friending from a personal profile) with a minor.
8. Do not violate copyright and fair use laws and do not plagiarize another's work. Obtain permission if you wish to use material created by someone else.
9. Do not use BEAVER CREEK CAMP COMMISSION's email address or social media channels for personal use.
10. Harassment, threats, intimidation, ethnic slurs, personal insults, pornography, obscenity, racial or religious intolerance, abuse, and any other form of behavior prohibited by law is also prohibited via social media channels. Do not engage in any such behavior and do not make or comment on any such behavior, comments, or remarks.
11. If you are not officially authorized to speak on behalf of BEAVER CREEK CAMP COMMISSION, use a disclaimer saying that what you communicate is your personal opinion and not that of the organization when you are engaging in conversation on BEAVER CREEK CAMP COMMISSION's social media channels. Two sample social media disclaimers include:
 - 1) "I work for BEAVER CREEK CAMP COMMISSION, and this is my personal opinion..."; and
 - (2) "I am not an official spokesperson, but my personal opinion is " This requirement is not meant to interfere with your rights to bargain collectively or engage in concerted or protected activities but rather to ensure that others can easily distinguish the official position of the organization or the organization's leadership from those of our employees/volunteers.

12. Users should use their best judgment when engaging in social media activities and should be on guard against actions and discussions that could harm the interests of our community, faith, or other persons.
13. Before posting photographs of any person, obtain his/her written permission or that of parent or guardian, in the case of a minor. Avoid using photographs on social media or in marketing media where a minor child could be identified.
14. If you become aware of a violation of this Code of Conduct, report it to a the Camp Manager, Camp Director, or a Beaver Creek Camp Commissioner
15. All of the BEAVER CREEK CAMP COMMISSION's other policies apply to the use of digital and social media. All communication by employees or volunteers should take into account the organization's values, reputation, and workplace policies.
16. Any violations of BEAVER CREEK CAMP COMMISSION's Code of Conduct may result in discipline and/or termination of employment or volunteer opportunities
17. If you have questions about the Code of Conduct, please contact the Camp Manager or a member of the Beaver Creek Camp Commission.

BEAVER CREEK YOUTH CAMP & CHRISTIAN RETREAT POLICY
FOR THE PROTECTION OF CHILDREN, YOUTH AND VULNERABLE ADULTS
BEAVER CREEK YOUTH CAMP & CHRISTIAN RETREAT

P.O. BOX 186

0885 COUNTY ROAD 20A SOUTH FORK, CO 81154

PREAMBLE:

When the disciples tried to keep the children away from Jesus, he was quick to respond, “Let the children come to me.” Jesus taught that children were to be included and provided for within the community of faith. Today, the Christian community may provide the only places where some children find the unconditional love and care they so desperately need to grow and thrive. As Christians, we must take our responsibilities to our children very seriously. We fail in our

responsibilities if we neglect to take adequate precautions against abuse in our churches and program areas including camps. It is unlikely that we can completely prevent child abuse in every situation, but it is possible for us to greatly reduce the risk by following a thorough practical policy of prevention. This policy attempts to do just that at Beaver Creek Youth Camp & Christian Retreat. It is based on our understanding of the widespread problem of abuse throughout our country.

“A report of child abuse is made every 10 seconds” (<https://www.childhelp.org/child-abuse-statistics/> (March 22, 2015)). Often abuse occurs in settings where children, youth or vulnerable adults should have been able to feel safe – homes, schools, camps, etc. In more than three quarters of the reported incidents of child abuse, the victim was related to or acquainted with the abuser.

The purpose of this policy is to protect all people that come to us, to protect both our paid and volunteer staff from potential false allegations of abuse and to limit the extent of legal liability of Beaver Creek Youth Camp & Christian Retreat.

Presented herein is a comprehensive plan that will include all the areas of the issue: Screening, Supervision, Reporting Procedures and a Response Plan.

These delineated policies are the MINIMUM necessary precautions for protecting children. Beaver Creek Youth Camp & Christian Retreat will endeavor to monitor updates and recommendations by The United Methodist Camp and Retreat Ministries Association, The State of Colorado Department of Human Services and other agencies, and may modify these procedures.

DEFINITIONS:

“Adult” means a person 18 years of age or older.

“Abuse” or “child abuse or neglect” (as defined by the Colorado “Child Protection Act of 1987” (C.R.S. 19-3-301)) means an act or omission in one of the following categories that threatens the health or welfare of a child:

Any case in which a child exhibits evidence of skin bruising, bleeding, malnutrition, failure to thrive, burns, fracture of any bone, subdural hematoma, soft tissue swelling, or death and either such condition or death is not justifiably explained; the history given concerning such condition is at

variance with the degree or type of such condition or death; or the circumstances indicate that such condition may not be the product of an accidental occurrence.

Any case in which a child is subjected to sexual assault or molestation, sexual exploitation, or prostitution;

Any case in which a child is in need of services because the child's parents, legal guardian, or custodian fails to take the same actions to provide adequate food, clothing, shelter, medical care, or supervision that a prudent parent would take.

Any case in which a child is subjected to emotional abuse. As used in this subparagraph, 'emotional abuse' means an identifiable and substantial impairment of the child's intellectual or psychological functioning or development or a substantial risk of impairment of the child's intellectual or psychological functioning or development.

Any case in which, in the presence of a child, or on the premises where a child is found, or where a child resides, a controlled substance is manufactured.

“Child” means any person under the age of 18.

“Vulnerable adults” for the purposes of this policy will be adults whose mental or physical condition makes them susceptible to abuse. Also for the purpose of this policy, vulnerable adults are included in all references to children.

“Children’s activities” means any activity or program in which children are under supervision of staff persons or volunteers.

“Ministry Team Leader” means any person who supervises a children’s activity. This person has regular and direct contact with children, must be 18 years or older and is counted in the 2-adult rule. For the purposes of this policy, the Ministry Team Leader may be Beaver Creek’s camp manager, camp directors, staff, or other designated person.

“Volunteer” means any adult, who assists in conducting children’s activities under the supervision of a staff person and/or Ministry Team Leader, has regular and direct contact with children and is counted in the 2-adult rule.

“Helper” means anyone who aids in ministry and is not counted in the 2-adult rule including a youth ages 14 - 17.

“Persons required to report child abuse” means those persons required by Colorado law (CRS 19-3-304) to report including:

physician or surgeon, including a physician in training; child health associate; medical examiner or coroner; dentist; osteopath; optometrist; chiropractor; chiropodist or podiatrist; registered nurse or licensed practical nurse; hospital personnel engaged in the admission, care or treatment of patients; Christian Science practitioner; public or private school official or employee; social worker or worker in a family care home or

child care center; mental health professional; dental hygienist; psychologist; physical therapist; veterinarian; peace officer; pharmacist; commercial film and photographic print processor; firefighter; victim’s advocate; licensed professional counselor; licensed marriage and family therapists; unlicensed psychotherapists; clergy member; registered dietician; worker in the Colorado Department of Human Services; juvenile parole and probation officers; child and family investigators; officers and agents of the state bureau of animal protection, and animal control officers.

In addition to those persons specifically required by state law to report known or suspected child abuse or neglect, for the purposes of this policy, any employee or volunteer of Beaver Creek Youth Camp & Christian Retreat who witnesses or suspects abuse or neglect at the camp or in a camp program must report it.

“We” means Beaver Creek Youth Camp & Christian Retreat and/or the Beaver Creek Camp Commission.

SCREENING PROCEDURES:

Careful screening is one way to prevent the abuse of children and vulnerable adults. It can be time consuming and expensive, but well worth the effort in peace of mind that the most reliable, committed and experienced staff and volunteers are in place for every program that involves children.

All staff, Ministry Team Leaders and volunteers who have regular and direct contact with children shall be required to complete a Volunteer Screening Form that shall include but is not limited to:

- Standard contact information

- Experience and qualifications for the position

- Voluntary disclosure of past criminal history and allegations of criminal history

- Waiver of confidentiality allowing Beaver Creek Youth Camp to secure the background checks necessary for the position being applied for

- Listing of three (3) non-related references. This list shall have complete contact information for all references. This portion of the application process is considered incomplete if full contact information for the references is not provided.

All forms and reference reports shall be kept as a part of an applicant’s confidential personnel file which will be maintained in the camp office. Detailed notes on a designated form shall be made for all reference checks, which shall also be included in the personnel file. All applications and related forms must be completed.

Churches, other organizations, agencies, and groups conducting programs at Beaver Creek shall maintain their own personnel files. Beaver Creek Youth Camp & Christian Retreat reserves the right to obtain an explanation of any group’s record-keeping process and, upon written request of the camp manager, to be given copies of documents applicable to programs conducted at Beaver Creek Youth Camp & Christian Retreat.

The person in charge of the children’s activity(ies) is responsible for reviewing this policy with each applicant during an interview prior to service.

SUPERVISION:

Supervision procedures are designed to reduce the possibility of abuse to the children or vulnerable adults and to protect staff persons and volunteers from unwarranted accusations. Again, these are MINIMUM standards and each children’s activity may adopt more stringent requirements as necessary.

Training is a requirement for all staff persons, Ministry Team Leaders and volunteers working with children in camp activities. An educational component of the BEAVER CREEK YOUTH CAMP & CHRISTIAN RETREAT POLICY FOR THE PROTECTION OF CHILDREN, YOUTH AND VULNERABLE ADULTS will be part of the Application Packet and Interview. Thereafter, the minimum training would be an orientation that includes information regarding this policy, procedures for supervision, as well as information on how to identify and report child abuse.

Minimum supervisory standards will include the “two-adult rule”. The two-adult rule requires that no matter the size of the group, there will always be at least two adults present. This may include the presence of an adult “roamer” who moves in and out of cabins and program areas. No child will be left unsupervised while attending camp activities.

Many activities at Beaver Creek take place in outdoor settings. These activities must take place in areas easily viewed and monitored.

For indoor activities, each room or space where children are being cared for shall have a window in the door or the door shall be left open. All activities should occur in open view.

Registration materials for activities in which children are outside of the direct supervision of their parents/guardians shall require signed written permission forms.

All staff, Ministry Team Leaders, and volunteers shall sign a participation covenant. This covenant will usually be the Beaver Creek Youth Camp Staff Handbook, but may also be in the form of clear, posted or printed rules that are explained to the participants at the outset of the program.

The covenant is a statement in which the participants and leaders/chaperones agree to: take part in the ministry; give their best efforts to the ministry; respect the other participants and leaders; treat others as well as they would wish to be treated.

No person shall supervise any age group unless he/she is AT LEAST 18 years of age or older and is three (3) years older than the children being supervised. An exception is that college students may supervise High School activities without being three years older than the participants. This also does not preclude youth assisting younger children in adult supervised activities.

Accurate participation records shall be maintained for all children's activities. At a minimum, these records should list the date and hours of the activity, its location, the names of the children

participating (including whether any were dismissed early and the times of such dismissals), and the names of the adults involved directly in the activity and other supervisors on site that day.

REPORTING:

Once an incident of child abuse occurs or allegation of an incident is made, it is crucial that it be dealt with speedily and in a clearly outlined manner.

The Staff Person, Ministry Team Leader, Volunteer or Helper who observes alleged abuse or to whom such alleged abuse is reported is required to report the incident immediately to the person in charge of the children's activity.

The person in charge of the children's activity in which the alleged abuse was observed or disclosed

shall immediately attempt to obtain necessary information such as the name of the alleged victim and his or her address and family information.

If possible the camp manager is to be informed immediately before or subsequent to the making of a report.

Upon receiving such information, the person in charge of the children's activity will call the Rio Grande County Sheriff's Office at (719) 657-4000 and/or the Rio Grande County Department of Social Services at (719) 657-3381 to make a report.

Any person who is the object of the report will be required to refrain from all children's activities until the incident report is resolved.

In any removal of a person from any children's activities, care should be taken to handle this in a discreet manner, recognizing that an investigation is still being conducted.

RESPONSE PLAN:

A quick, compassionate and unified response to an alleged incident of child abuse is expected. All allegations will be taken seriously. In all cases of reported or observed abuse in a children's activity, the entire staff of that activity shall be at the service of all official investigating agencies.

The Beaver Creek Youth Camp Manager, or his/her designee, is the only person/s authorized to make statements to representatives of the media. All requests for statements should be directed to the Camp Manager.

Training in how to handle media requests should be a regular part of staff training. A spirit of cooperation in helping the media find the "official spokesperson" is often helpful.

If the allegation is against a Beaver Creek Youth Camp & Christian Retreat staff person, Ministry Team Leader, Volunteer or Helper or if it occurred in the course of a camp activity, the person in charge of

the children's activity, the Beaver Creek Camp manager and the Beaver Creek Camp Commission shall be contacted immediately.

Even if an allegation concerns activities or persons outside any relationship to a Beaver Creek Youth Camp & Christian Retreat related event or activity, procedures in this policy shall be implemented. An example of this would be a child telling a counselor about abuse by a relative during the prior year. If this report were made to the counselor in the course of his or her duties as a counselor, then the incident report should be filed with the camp manager within 2 hours.

If the allegation is against a staff person, Ministry Team Leader, volunteer or helper, under 18 years of age the custodial parent will be notified immediately and a face-to-face meeting with the parent will be scheduled.

In any case of reported abuse or neglect, pastoral support will be made available to all individuals involved in the incident. If a pastor is not on site, the quickest available pastor of a Beaver Creek Youth Camp & Christian Retreat affiliated church will be brought in.

MANDATED POSTINGS

Beaver Creek Youth Camp is licensed by the State of Colorado as a Child Care Facility (license #47928) and is located on the Rio Grande National Forest. As such is required to advise parents, guardians and the general public on how to report concerns and make other postings.

To report Child Abuse/Neglect or suspected Child Abuse/Neglect at Beaver Creek Youth Camp you should contact:

Beaver Creek Youth Camp Manager (719) 873-5311

Rio Grande County Sheriff (719) 657-4000

Rio Grande County Department of Social Services (719) 657-3381

General Rules for Child Care Facilities 7.701.53.E

If you suspect a licensing violation at Beaver Creek Youth Camp you may contact: Colorado Department of Human Services Office of Early Childhood

Division of Early Care and Learning 1575 Sherman St.

Denver, CO 80203

Or call: (800) 799-5876

General Rules for Child Care Facilities 7.701.55

The most recent licensing inspection report for Beaver Creek Youth Camp may be reviewed in the main office by contacting:

Beaver Creek Youth Camp Manager 0885 County Road 20A

P.O. Box 186

South Fork, CO 81154

or calling (719) 873-5311.

General Rules for Child Care Facilities 7.701.56.B

To file a complaint about Beaver Creek Youth Camp you may contact: Colorado Department of Human Services Office of Early Childhood

Division of Early Care and Learning 1575 Sherman St.

Denver, CO 80203

Or call: (800) 799-5876

General Rules for Child Care Facilities 7.701.56.C

Inclusiveness Statement

Beaver Creek Youth Camp (a DBA of the Beaver Creek Camp Commission), also known as Beaver Creek Christian Youth Camp and Retreat Center, is a diverse, inclusive, and equitable place where all employees*, volunteers and guests, whatever their gender, race, ethnicity, national origin, age, sexual orientation, sexual identity, education, religion, or ability, may feel valued and respected.

*Criteria for Christian program staff, paid and volunteer, includes willingness to be proactive in building wholesome Christian community and the ability to help create a healthy environment that encourages participants in Christian programs to develop, new or strengthened, positive relationships with Jesus Christ as Lord and Savior.



Beaver Creek Youth Camp is an equal opportunity service provider and employer and operates under special use permit from the USDA Forest Service, Rio Grande National Forest.