

# **CAMPER AGREEMENT**

## **for**

### **2024 CAMP HOLLYMONT FOR GIRLS**

**(Including Release of Liability and Indemnity Agreement)**

**Please read this Agreement carefully. This is a contract, and your signature below indicates that you have read and understand every provision of this Agreement and that you unequivocally agree to all terms, conditions, and promises herein. By signing below, I, the undersigned parent (or guardian) of my camper, on my own behalf and on behalf of my camper, as consideration for Hollymont, Inc. dba Camp Hollymont for Girls (hereinafter "Camp" or "Camp Hollymont") allowing my camper to attend Camp Hollymont, agree and promise as follows:**

#### **FITNESS FOR CAMP:**

I certify that my camper is healthy and socially and psychologically ready for a camp experience. I will complete and upload all information and forms required by Camp Hollymont including, but not limited to medical forms (signed by the camper's physicians if required) and camper profile information requested within the online modules. Failure to complete required forms/modules by May 5, 2024, constitutes grounds for cancellation or dismissal from Camp without refund. Failure to disclose medical or emotional health history as required on the Camp medical or emotional health printed or online forms/modules by the stated due date is also grounds for cancellation or dismissal from Camp without refund.

#### **RISK OF INJURY AND ASSUMPTION OF RISKS:**

I acknowledge that I am fully aware of all aspects of Camp Hollymont's programs, activities, premises, and risks and that participation in any activity, transportation to and from camp and activities or programming is completely voluntary. I have been given ample opportunity to ask any questions which I may have about the activities and the environment to which my camper may be exposed, and I understand that there are risks of injuries and possibly death from some of the activities at Camp Hollymont.

I am aware of the dangers and risks which are inherent in the operation of an overnight children's camp and in my camper's participation in all Camp activities on or off the premises of the Camp and in transportation of campers. The following describes some, but not all of these risks:

1. Environmental Hazards: I understand, accept, and assume the inherent risks associated with recreating outside, including but not limited to, potential exposure to changing weather conditions, lightning, insects, spiders, snakes, animals, sunburn, hypothermia, dehydration, poison ivy/oak, ticks, and mosquito bites.
2. Recreational and Outdoor Activity Hazards: I understand, accept, and assume the inherent risks associated with the activities at Camp Hollymont, including, but not limited to, those risks that can arise from swimming, boating,

hiking, or athletics, including bodily contact, gymnastics, cheerleading, dance, use of tools and equipment in cooking, arts and crafts, sewing, work projects and other programs, tubing, caving, rafting, creek hiking, biking, archery, ziplining, water-skiing, ropes course, canoeing, kayaking, fishing, horseback riding, camping out, outdoor-living skills, and vehicular travel.

3. Medical Care: I understand, accept, and assume the inherent risks associated with the fact that some of Camp Hollymont's programs and activities occur in more remote locations, where cell phone service may be unavailable and prompt emergency medical care and transportation may be significantly delayed.
4. Travel Risks: I understand, accept, and assume the inherent risks that are associated with my camper traveling by van, car, bus, bike, and by any other means, including in locations where there may be dirt roads and trails over unpredictable terrain.
5. Human Risks: I understand, accept, and assume the risks that could arise from the acts, conduct, and mental/emotional state of my camper and her fellow participants that are outside the control of Camp Hollymont. These risks may include, but not be limited to, episodes of panic or similar emotional episodes, negligent acts by my camper or other campers, and failure to follow direction or instruction.
6. Equine Activities: I understand and accept that, if my camper participates in horseback riding or other horse related activities, under Georgia law, Camp Hollymont is not liable for an injury to or the death of my camper involved with equine activities (e.g. horseback riding), when such injury or death results from the inherent risks of equine activities.

**I further understand, accept, and agree that I and my camper have assumed risks and dangers ranging from minor injuries, such as scrapes and bruises, to serious or catastrophic bodily injury, including permanent disability, emotional and physical trauma, paralysis, and the possibility of death. I have or will instruct my camper on the importance of knowing and abiding by the rules, regulations, and procedures of Camp Hollymont.**

**RELEASE OF ALL CLAIMS AND INDEMNIFICATION:**

**I, the undersigned Parent/Guardian, individually and on behalf of my camper, do hereby release and indemnify, defend and hold harmless Hollymont, Inc. dba Camp Hollymont for Girls, Rabun Gap Nacoochee School, and, as applicable, their respective affiliate, related entities, officers, directors, members, managers, shareholders, administrators, agents, employees, staff, volunteers, successors, and heirs (collectively "releasees"), from any and all liability, claims, demands, losses, suits, or damages (including attorneys' fees or medical expenses) arising from, in whole or in part, directly or indirectly, my camper's participation and/or attendance at Camp Hollymont or transportation while at Camp Hollymont, including any and all claims for personal injury, wrongful death, emotional**

distress, and/or claims arising from rescue, emergency response operations, and/or any medical care provided to my camper while attending Camp Hollymont.

**RIGHT TO REFUSE AND DISMISS:**

I understand and agree that Camp Hollymont reserves and retains the right, at its sole discretion, to cancel, reject, and/or refuse the application, admission, and/or participation of my camper from the Camp and/or any of its programs and that the Camp can exercise this right at any time WITHOUT REFUND, including dismissing my camper while attending and/or participating in the Camp's programs. I further understand that in the event the Camp exercises this right I am required to pick up my camper immediately and Camp Hollymont may, at its sole discretion, retain or refund any and all deposits, fees, tuition, or other moneys paid for my camper to attend Camp Hollymont.

**PAYMENT AND REFUND POLICY:**

I understand and agree to the payment, cancellation and refund policies and deadlines as stated in the "2024 Camp Hollymont Terms of Service - Financial".

I understand that any account past due after March 15, 2024 (March 1<sup>st</sup> Payment Deadline) or May 5, 2024 (April 20<sup>th</sup> Final Payment Deadline), will result in cancellation of enrollment with notice.

It is expressly understood that Camp Hollymont does not provide refunds for absences, health problems, family emergencies, late arrivals, or early withdrawals of campers. I agree to assume all liability for Camp Hollymont's cancellation policy in the event my camper's enrollment is cancelled or if my camper leaves Camp early, regardless of cause.

In the event it is necessary to collect any amount due to Camp Hollymont, I agree to pay the reasonable costs of collection, including reasonable attorney's fees, as provided by the laws of the State of Georgia. I agree that sole venue for any collection action will be in a court in Cobb County, Georgia, and that the applicable laws will be those of the State of Georgia.

These payment and refund policies are in effect for each camper and are not affected by the number of other family members enrolled as campers or CITs at Camp with the exception of Mother/Daughter Session registrations where mothers and daughter(s) are considered one unit. Any deviation from the above-stated policies shall be at the sole discretion of Camp Hollymont.

**HOUSE/HALL PLACEMENT POLICY:**

I understand and agree that Camp Hollymont reserves the right to place each camper on the hall of the house that the Camp feels is best.

**Starter & Classic Sessions:** Girls on the hall are close in age and grade. Hall preferences are shared via the camp application and may be changed or added prior to April 20, 2024, by logging into Circuitree. Girls may request the same hall, but not the same room.

Hollymont works to accommodate a maximum of two requests for campers staying the same dates. You may indicate a preference for your camper not to be in the same room with another camper. While careful consideration is given to each request, the final decision rests with the Camp. I agree to support Hollymont's final decision regarding my camper's house/hall assignment, as last-minute changes are very disruptive and may not be honored.

**Mother/Daughter Camp:** Mothers and daughters will room together in facilities designated for Mother/Daughter camp.

**AUTHORIZATION FOR USE OF PHOTOGRAPHS/VIDEO:**

I understand and agree that my camper may be photographed and/or video recorded while attending Camp Hollymont. I hereby authorize the Camp to use any photographs, videotapes, images, statements or utterances, motion picture recordings, or any other record of my camper for publicity, advertising, or for any other legitimate promotional purpose without approval by or compensation to the camper or parent/guardian. I also grant permission for the Camp to use my comments and testimonials in promotional materials. I also grant Camp Hollymont all rights, title and interest in any creative works created by my camper as part of camper time at Camp Hollymont. I understand that Camp Hollymont and its partners may contact me with marketing communication and promotional offers.

**PERSONAL PROPERTY:**

Camp Hollymont accepts **NO RESPONSIBILITY** for **LOSS** or **DAMAGE** to any camper's property incurred while at Camp, in transit or at any third-party location.

**INSPECTION OF BELONGINGS:**

Camp Hollymont prohibits food and specific contraband items from being brought or sent into Camp. I consent to any packages, bags, backpacks, or luggage being opened and inspected, and understand that if such packages, bags, backpacks, or luggage contain weapons, ammunition, alcohol or spirits, illicit drugs, pornography, tobacco products including vaping pens/devices, fireworks, explosives, or the like and any other contraband items, they will be disposed of or turned over to the legal authorities where appropriate. Possession of these items is grounds for camper dismissal at the discretion of Camp Hollymont. Campers and CITs are not allowed to keep cell phones and other personal electronic devices in their possession for the duration of their camp session(s).

**MEDICAL:**

During each camp session Camp Hollymont has trained medical professionals (RNs or LPNs) on staff who provide health care based upon a local physician's general written orders. Camp Hollymont is located near Mountain Lakes Medical Center (GA) and Angel Medical Center – Mission Health (NC).

I grant Camp Hollymont permission to secure any medical and/or surgical treatment and hospital service for any illness and/or injury, allergic reaction, or emergency that is deemed necessary by Camp Hollymont. I grant permission to the outside medical providers selected by Camp Hollymont to administer proper treatment, including but not limited to hospitalization, injections, anesthesia, or surgery for my camper. It is understood that Camp Hollymont cannot assume responsibility for the adequacy or quality of services rendered by the physician or other health care provider selected in the event of such an emergency. It is further understood that I will be responsible for all of my camper's medical expenses incurred while attending Camp or during transportation to and from Camp and/or activities. I also authorize the release of medical information for my camper as necessary to treat any injury or illness. In the event of an emergency,

Camp Hollymont will contact the camper's emergency contacts provided as soon as reasonably possible.

**NONDISCRIMINATION:**

Camp Hollymont does not discriminate on the basis of race, religion, color or national origin, and makes every effort to accommodate disabilities. If any parent/guardian believes that their child needs accommodation, he or she should contact us to discuss what reasonable accommodations we can make without altering the nature of the camping experience.

**LICENSING:**

Camp Hollymont is not licensed and is not required to be licensed by the Georgia Department of Early Care and Learning.

**CHOICE OF LAW/SUBMISSION TO JURISDICTION AND FORUM:**

I agree that any legal dispute between Camp Hollymont or any of the releasees arising out of or related to this agreement or my camper's enrollment and/or participation with Camp Hollymont shall be governed by the substantive laws of the State of Georgia. By signing below, I understand I am agreeing to submit myself and my camper to the personal jurisdiction of the State Superior Court located in Cobb County, Georgia, and any action, lawsuit, or other proceeding against Camp Hollymont or the releasees shall only be brought in the State Superior Court located in Cobb County, Georgia.

**INTEGRATION:**

I understand and agree that this Agreement is a fully integrated contract and supersedes any oral and/or written expressions by Camp Hollymont whether given directly or indirectly to me.

**SEVERABILITY:**

In the event that any clause or part of this Agreement is determined or found to be invalid by any court of competent jurisdiction, this finding shall not otherwise affect the validity or enforceability of the remaining parts of this Agreement.

**LIMITATION ON LIABILITY:**

Notwithstanding any other provision of this Agreement, in no event will the aggregate liability of Camp Hollymont for any claim or cause of action arising out of this Agreement or any act or omission involving any camper exceed an amount equal to the fees paid for such camper plus the aggregate amount payable by applicable insurance policies insuring Camp Hollymont.

**AUTHORIZATION**

I, the undersigned Parent/Guardian, state affirmatively that I have legal custody of my camper, a minor child, and I have complete authority to sign this Agreement on my camper's behalf. My consent and agreement to the terms hereof binds any other Parent/Guardian of my camper.

By electronically signing this Agreement, I agree that my signature below is the legally binding equivalent of my handwritten signatures on paper. My electronic signature applies to all pages and terms of this Agreement.

# **Counselor in Training (CIT) AGREEMENT for 2024 CAMP HOLLYMONT FOR GIRLS**

**(Including Release of Liability and Indemnity Agreement)**

**Please read this Agreement carefully. This is a contract, and your signature below indicates that you have read and understand every provision of this Agreement and that you unequivocally agree to all terms, conditions, and promises herein. By signing below, I, the undersigned parent (or guardian) of my Counselor-in-Training/CIT (hereinafter "CIT" or "camper"), on my own behalf and on behalf of my CIT, as consideration for Hollymont, Inc. dba Camp Hollymont for Girls (hereinafter "Camp" or "Camp Hollymont") allowing my CIT to attend Camp Hollymont, agree and promise as follows:**

## **FITNESS FOR CAMP:**

I certify that my CIT is healthy and socially and psychologically ready for a camp experience. I will complete and upload all information and forms required by Camp Hollymont including, but not limited to medical forms (signed by the CIT's physicians if required) and CIT profile information requested within the online modules. Failure to complete required forms/modules by May 5, 2024, constitutes grounds for cancellation or dismissal from Camp without refund. Failure to disclose medical or emotional health history as required on the Camp medical or emotional health printed or online forms/modules by the stated due date is also grounds for cancellation or dismissal from Camp without refund.

## **RISK OF INJURY AND ASSUMPTION OF RISKS:**

I acknowledge that I am fully aware of all aspects of Camp Hollymont's programs, activities, premises, and risks and that participation in any activity, transportation to and from camp and activities or programming is completely voluntary. I have been given ample opportunity to ask any questions which I may have about the activities and the environment to which my CIT may be exposed, and I understand that there are risks of injuries and possibly death from some of the activities at Camp Hollymont.

I am aware of the dangers and risks which are inherent in the operation of an overnight children's camp and in my CIT's participation in all Camp activities on or off the premises of the Camp and in transportation of CITs. The following describes some, but not all of these risks:

1. Environmental Hazards: I understand, accept, and assume the inherent risks associated with recreating outside, including but not limited to, potential exposure to changing weather conditions, lightning, insects, spiders, snakes, animals, sunburn, hypothermia, dehydration, poison ivy/oak, ticks, and mosquito bites.
2. Recreational and Outdoor Activity Hazards: I understand, accept, and assume the inherent risks associated with the activities at Camp Hollymont,



including, but not limited to, those risks that can arise from swimming, boating, hiking, or athletics, including bodily contact, gymnastics, cheerleading, dance, use of tools and equipment in cooking, arts and crafts, sewing, work projects and other programs, tubing, caving, rafting, creek hiking, biking, archery, ziplining, water-skiing, ropes course, canoeing, kayaking, fishing, horseback riding, camping out, outdoor-living skills, and vehicular travel.

3. Medical Care: I understand, accept, and assume the inherent risks associated with the fact that some of Camp Hollymont's programs and activities occur in more remote locations, where cell phone service may be unavailable and prompt emergency medical care and transportation may be significantly delayed.
4. Travel Risks: I understand, accept, and assume the inherent risks that are associated with my CIT traveling by van, car, bus, bike, and by any other means, including in locations where there may be dirt roads and trails over unpredictable terrain.
5. Human Risks: I understand, accept, and assume the risks that could arise from the acts, conduct, and mental/emotional state of my CIT and her fellow participants that are outside the control of Camp Hollymont. These risks may include, but not be limited to, episodes of panic or similar emotional episodes, negligent acts by my CIT or other campers, and failure to follow direction or instruction.
6. Equine Activities: I understand and accept that, if my CIT participates in horseback riding or other horse related activities, under Georgia law, Camp Hollymont is not liable for an injury to or the death of my CIT involved with equine activities (e.g. horseback riding), when such injury or death results from the inherent risks of equine activities.

**I further understand, accept, and agree that I and my CIT have assumed risks and dangers ranging from minor injuries, such as scrapes and bruises, to serious or catastrophic bodily injury, including permanent disability, emotional and physical trauma, paralysis, and the possibility of death. I have or will instruct my CIT on the importance of knowing and abiding by the rules, regulations, and procedures of Camp Hollymont.**

#### **RELEASE OF ALL CLAIMS AND INDEMNIFICATION:**

**I, the undersigned Parent/Guardian, individually and on behalf of my CIT, do hereby release and indemnify, defend and hold harmless Hollymont, Inc. dba Camp Hollymont for Girls, Rabun Gap Nacoochee School, and, as applicable, their respective affiliate, related entities, officers, directors, members, managers, shareholders, administrators, agents, employees, staff, volunteers, successors, and heirs (collectively "releasees"), from any and all liability, claims, demands, losses, suits, or damages (including attorneys' fees or medical expenses) arising from, in whole or in part, directly or indirectly, my CIT's participation and/or**

attendance at Camp Hollymont or transportation while at Camp Hollymont, including any and all claims for personal injury, wrongful death, emotional distress, and/or claims arising from rescue, emergency response operations, and/or any medical care provided to my CIT while attending Camp Hollymont.

**RIGHT TO REFUSE AND DISMISS:**

I understand and agree that Camp Hollymont reserves and retains the right, at its sole discretion, to cancel, reject, and/or refuse the application, admission, and/or participation of my CIT from the Camp and/or any of its programs and that the Camp can exercise this right at any time WITHOUT REFUND, including dismissing my CIT while attending and/or participating in the Camp's programs. I further understand that in the event the Camp exercises this right I am required to pick up my CIT immediately and Camp Hollymont may, at its sole discretion, retain or refund any and all deposits, fees, tuition, or other moneys paid for my CIT to attend Camp Hollymont.

**PAYMENT AND REFUND POLICY:**

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In the event it is necessary to collect any amount due to Camp Hollymont, I agree to pay the reasonable costs of collection, including reasonable attorney's fees, as provided by the laws of the State of Georgia. I agree that sole venue for any collection action will be in a court in Cobb County, Georgia, and that the applicable laws will be those of the State of Georgia.

These payment and refund policies are in effect for each CIT and are not affected by the number of other family members enrolled as campers or CITs at Camp with the exception of Mother/Daughter Camp registrations where mothers and daughter(s) are considered one unit. Any deviation from the above-stated policies shall be at the sole discretion of Camp Hollymont.

**HOUSE/HALL PLACEMENT POLICY:**

I understand and agree that Camp Hollymont reserves the right to place each CIT in the session and hall that the Camp feels is best. I agree to support Hollymont's final decision regarding my CIT's assignments.

**AUTHORIZATION FOR USE OF PHOTOGRAPHS/VIDEO:**

I understand and agree that my CIT may be photographed and/or video recorded while attending Camp Hollymont. I hereby authorize the Camp to use any photographs, videotapes, images, statements or utterances, motion picture recordings, or any other record of my CIT for publicity, advertising, or for any other legitimate promotional purpose without approval by or compensation to the CIT or parent/guardian. I also grant permission for the Camp to use my



comments and testimonials in promotional materials. I also grant Camp Hollymont all rights, title and interest in any creative works created by my CIT as part of CIT time at Camp Hollymont. I understand that Camp Hollymont and its partners may contact me with marketing communication and promotional offers.

**PERSONAL PROPERTY:**

Camp Hollymont accepts NO RESPONSIBILITY for LOSS or DAMAGE to any CIT's property incurred while at Camp, in transit or at any third-party location.

**INSPECTION OF BELONGINGS:**

Camp Hollymont prohibits food and specific contraband items from being brought or sent into Camp. I consent to any packages, bags, backpacks, or luggage being opened and inspected, and understand that if such packages, bags, backpacks, or luggage contain weapons, ammunition, alcohol or spirits, illicit drugs, pornography, tobacco products including vaping pens/devices, fireworks, explosives, or the like and any other contraband items, they will be disposed of or turned over to the legal authorities where appropriate. Possession of these items is grounds for CIT dismissal at the discretion of Camp Hollymont. CITs and campers are not allowed to keep cell phones and other personal electronic devices in their possession for the duration of their camp session(s).

**MEDICAL:**

During each camp session Camp Hollymont has trained medical professionals (RNs or LPNs) on staff who provide health care based upon a local physician's general written orders. Camp Hollymont is located near Mountain Lakes Medical Center (GA) and Angel Medical Center – Mission Health (NC).

I grant Camp Hollymont permission to secure any medical and/or surgical treatment and hospital service for any illness and/or injury, allergic reaction, or emergency that is deemed necessary by Camp Hollymont. I grant permission to the outside medical providers selected by Camp Hollymont to administer proper treatment, including but not limited to hospitalization, injections, anesthesia, or surgery for my CIT. It is understood that Camp Hollymont cannot assume responsibility for the adequacy or quality of services rendered by the physician or other health care provider selected in the event of such an emergency. It is further understood that I will be responsible for all of my CIT's medical expenses incurred while attending Camp or during transportation to and from Camp and/or activities. I also authorize the release of medical information for my CIT as necessary to treat any injury or illness. In the event of an emergency, Camp Hollymont will contact the CIT's emergency contacts provided as soon as reasonably possible.

**NONDISCRIMINATION:**

Camp Hollymont does not discriminate on the basis of race, religion, color or national origin, and makes every effort to accommodate disabilities. If any parent/guardian believes that their child needs accommodation, he or she should contact us to discuss what reasonable accommodations we can make without altering the nature of the camping experience.

**LICENSING:**

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**CHOICE OF LAW/SUBMISSION TO JURISDICTION AND FORUM:**

I agree that any legal dispute between Camp Hollymont or any of the releasees arising out of or related to this agreement or my CIT's enrollment and/or participation with Camp Hollymont shall be governed by the substantive laws of the State of Georgia. By signing below, I understand I am agreeing to submit myself and my CIT to the personal jurisdiction of the State Superior Court located in Cobb County, Georgia, and any action, lawsuit, or other proceeding against Camp Hollymont or the releasees shall only be brought in the State Superior Court located in Cobb County, Georgia.

**INTEGRATION:**

I understand and agree that this Agreement is a fully integrated contract and supersedes any oral and/or written expressions by Camp Hollymont whether given directly or indirectly to me.

**SEVERABILITY:**

In the event that any clause or part of this Agreement is determined or found to be invalid by any court of competent jurisdiction, this finding shall not otherwise affect the validity or enforceability of the remaining parts of this Agreement.

**LIMITATION ON LIABILITY:**

Notwithstanding any other provision of this Agreement, in no event will the aggregate liability of Camp Hollymont for any claim or cause of action arising out of this Agreement or any act or omission involving any CIT exceed an amount equal to the fees paid for such CIT plus the aggregate amount payable by applicable insurance policies insuring Camp Hollymont.

**AUTHORIZATION**

I, the undersigned Parent/Guardian, state affirmatively that I have legal custody of my CIT, a minor child, and I have complete authority to sign this Agreement on my CIT's behalf. My consent and agreement to the terms hereof binds any other Parent/Guardian of my CIT.

By electronically signing this Agreement, I agree that my signature below is the legally binding equivalent of my handwritten signatures on paper. My electronic signature applies to all pages and terms of this Agreement.

# **MOTHER DAUGHTER ADULT ATTENDEE AGREEMENT**

**for**

## **2024 CAMP HOLLYMONT FOR GIRLS**

**(Including Release of Liability and Indemnity Agreement)**

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### **FITNESS FOR CAMP:**

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### **RISK OF INJURY AND ASSUMPTION OF RISKS:**

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I am aware of the dangers and risks which are inherent in the operation of an overnight children's camp and in my participation in all Camp activities on or off the premises of the Camp and in transportation of participants. The following describes some, but not all of these risks:

1. Environmental Hazards: I understand, accept, and assume the inherent risks associated with recreating outside, including but not limited to, potential exposure to changing weather conditions, lightning, insects, spiders, snakes, animals, sunburn, hypothermia, dehydration, poison ivy/oak, ticks, and mosquito bites.
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use of tools and equipment in cooking, arts and crafts, sewing, work projects and other programs, tubing, caving, rafting, creek hiking, biking, archery, ziplining, water-skiing, ropes course, canoeing, kayaking, fishing, horseback riding, camping out, outdoor-living skills, and vehicular travel.

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6. Equine Activities: I understand and accept that, if I participate in horseback riding or other horse related activities, under Georgia law, Camp Hollymont is not liable for injury or death when participating in equine activities (e.g. horseback riding), when such injury or death results from the inherent risks of equine activities.

**I further understand, accept, and agree that I have assumed risks and dangers ranging from minor injuries, such as scrapes and bruises, to serious or catastrophic bodily injury, including permanent disability, emotional and physical trauma, paralysis, and the possibility of death. I acknowledge and understand the importance of knowing and abiding by the rules, regulations, and procedures of Camp Hollymont.**

**RELEASE OF ALL CLAIMS AND INDEMNIFICATION:**

**I, the undersigned, do hereby release and indemnify, defend and hold harmless Hollymont, Inc. dba Camp Hollymont for Girls, Rabun Gap Nacoochee School, and, as applicable, their respective affiliate, related entities, officers, directors, members, managers, shareholders, administrators, agents, employees, staff, volunteers, successors, and heirs (collectively "releasees"), from any and all liability, claims, demands, losses, suits, or damages (including attorneys' fees or medical expenses) arising from, in whole or in part, directly or indirectly, my participation and/or attendance at Camp Hollymont or transportation while at Camp Hollymont, including any and all claims for personal injury, wrongful death, emotional distress, and/or claims arising from rescue, emergency response**

operations, and/or any medical care provided to me while attending Camp Hollymont.

**RIGHT TO REFUSE AND DISMISS:**

I understand and agree that Camp Hollymont reserves and retains the right, at its sole discretion, to cancel, reject, and/or refuse my application, admission, and/or participation for the Camp and/or any of its programs and that the Camp can exercise this right at any time WITHOUT REFUND, including dismissing me while attending and/or participating in the Camp's programs. I further understand that in the event the Camp exercises this right I am required to leave immediately, and Camp Hollymont may, at its sole discretion, retain or refund any and all deposits, fees, tuition, or other moneys paid for me to attend Camp Hollymont.

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These payment and refund policies are in effect for each participant and are not affected by the number of other family members enrolled as campers or CITs at Camp with the exception of Mother/Daughter Session registrations where mothers and daughter(s) are considered one unit. Any deviation from the above-stated policies shall be at the sole discretion of Camp Hollymont.

**HOUSE/HALL PLACEMENT POLICY:**

Mothers and daughters will room together in facilities designated for Mother/Daughter camp.

**AUTHORIZATION FOR USE OF PHOTOGRAPHS/VIDEO:**

I understand and agree that I may be photographed and/or video recorded while attending Camp Hollymont. I hereby authorize the Camp to use any photographs, videotapes, images, statements or utterances, motion picture recordings, or any other record of me for publicity, advertising, or for any other legitimate promotional purpose without approval by or compensation to me. I also grant permission for the Camp to use my comments and testimonials in promotional materials. I also grant Camp Hollymont all rights, title and interest in any creative works created by me as part of participant time at Camp Hollymont. I understand that Camp Hollymont and its partners may contact me with marketing communication and promotional offers.

### **PERSONAL PROPERTY:**

Camp Hollymont accepts **NO RESPONSIBILITY** for **LOSS** or **DAMAGE** to any camp participant's property incurred while at Camp, in transit or at any third-party location. Housing units are locked and have a shared entry code. Individual rooms are not locked. I understand and agree that in order to preserve the ability for camp participants to disconnect from the real world and to fully immerse themselves in the camp experience that as a Mother Daughter Adult Attendee, I am to leave non-essential electronic devices at home. Electronic devices brought to camp including cell phones, smart watches, digital cameras, iPods, iPads, laptop computers, DVD players and other electronic equipment of similar or different nature are to remain in my room or locked vehicle. Any personal sporting equipment brought to camp is to be left in my room or vehicle when not in use. I understand and agree that for the safety of campers, all medications (prescription and over-the-counter) brought to camp must be either locked in my vehicle or handed over to Health Center personnel for secure storage and I will have access to my meds as needed. Medications are to be in their original container with proper labeling.

### **PROHIBITED ITEMS/RESTRICTED ACTIVITIES:**

Possession or use of tobacco products, alcoholic beverages, illegal drugs, improperly obtained prescription medications, knives, firearms, and/or explosives is prohibited on the Camp Hollymont / Rabun Gap Nacoochee School campus or when participating in Hollymont sponsored activities off-campus. I understand that Mother Daughter Camp participants are to refrain from the use of profanity and deliberate abuse of self or abuse of others or their property. I agree to abide by the campus curfew hours, speed limits and gate policy. I understand that my personal vehicle is to be parked in the designated areas and that non-family minor campers (Mother/Daughter, Starter, Classic, and CITs) are not allowed to ride in my vehicle unless accompanied by a parent or without express permission communicated in writing to Camp Hollymont by their parent. I also understand that Hollymont staff members are not allowed to operate my vehicle without the express permission of a Camp Hollymont director. Spouses, relatives, friends, and pets are not allowed on campus other than during check-in and check-out.

### **INSPECTION OF BELONGINGS:**

Camp Hollymont prohibits food and specific contraband items from being brought or sent into Camp. I consent to any packages, bags, backpacks, or luggage being opened and inspected, and understand that if such packages, bags, backpacks, or luggage contain weapons, ammunition, alcohol or spirits, illicit drugs, pornography, tobacco products including vaping pens/devices, fireworks, explosives, or the like and any other contraband items, they will be disposed of or turned over to the legal authorities where appropriate. Possession of these items is grounds for participant dismissal at the discretion of Camp Hollymont. Minor campers and CITs are not allowed to keep cell phones and other personal electronic devices in their possession for the duration of their camp session(s).

### **MEDICAL:**



During each camp session Camp Hollymont has trained medical professionals (RNs or LPNs) on staff who provide health care based upon a local physician's general written orders. Camp Hollymont is located near Mountain Lakes Medical Center (GA) and Angel Medical Center – Mission Health (NC).

In the event I am incapacitated, I understand that Camp Hollymont will attempt to contact my emergency contacts as soon as reasonably possible and will provide my emergency contact information to attending medical personnel. I authorize medical information which I have shared with Camp Hollymont to be released to attending medical personnel. It is understood that Camp Hollymont cannot assume responsibility for the adequacy or quality of services rendered by the physician or other health care provider selected in the event of such an emergency. It is further understood that I will be responsible for all of my medical expenses incurred while attending Camp or during transportation to and from Camp and/or activities.

**NONDISCRIMINATION:**

Camp Hollymont does not discriminate on the basis of race, religion, color or national origin, and makes every effort to accommodate disabilities. If you need accommodation, contact us to discuss what reasonable accommodations we can make without altering the nature of the camping experience.

**LICENSING:**

Camp Hollymont is not licensed and is not required to be licensed by the Georgia Department of Early Care and Learning.

**CHOICE OF LAW/SUBMISSION TO JURISDICTION AND FORUM:**

I agree that any legal dispute between Camp Hollymont or any of the releasees arising out of or related to this agreement or my enrollment and/or participation with Camp Hollymont shall be governed by the substantive laws of the State of Georgia. By signing below, I understand I am agreeing to submit myself to the personal jurisdiction of the State Superior Court located in Cobb County, Georgia, and any action, lawsuit, or other proceeding against Camp Hollymont or the releasees shall only be brought in the State Superior Court located in Cobb County, Georgia.

**INTEGRATION:**

I understand and agree that this Agreement is a fully integrated contract and supersedes any oral and/or written expressions by Camp Hollymont whether given directly or indirectly to me.

**SEVERABILITY:**

In the event that any clause or part of this Agreement is determined or found to be invalid by any court of competent jurisdiction, this finding shall not otherwise affect the validity or enforceability of the remaining parts of this Agreement.

**LIMITATION ON LIABILITY:**

Notwithstanding any other provision of this Agreement, in no event will the aggregate liability of Camp Hollymont for any claim or cause of action arising out of this Agreement or any act or omission involving any camp participant exceed an amount equal to the fees paid for such camper plus the aggregate amount payable by applicable insurance policies insuring Camp Hollymont.

**AUTHORIZATION**

I, the undersigned, state affirmatively that I have complete authority to sign this Agreement on my own behalf. My consent and agreement to the terms hereof binds any other person or entity with authority over my affairs.

By electronically signing this Agreement, I agree that my signature below is the legally binding equivalent of my handwritten signatures on paper. My electronic signature applies to all pages and terms of this Agreement.

## **MOTHER DAUGHTER CAMPER AGREEMENT for 2024 CAMP HOLLYMONT FOR GIRLS**

**(Including Release of Liability and Indemnity Agreement)**

**Please read this Agreement carefully. This is a contract, and your signature below indicates that you have read and understand every provision of this Agreement and that you unequivocally agree to all terms, conditions, and promises herein. By signing below, I, the undersigned parent (or guardian) of my camper, on my own behalf and on behalf of my camper, as consideration for Hollymont, Inc. dba Camp Hollymont for Girls (hereinafter "Camp" or "Camp Hollymont") allowing my camper to attend Camp Hollymont, agree and promise as follows:**

### **FITNESS FOR CAMP:**

I certify that my camper is healthy and socially and psychologically ready for a camp experience. I will complete and upload all information and forms required by Camp Hollymont including, but not limited to medical forms (signed by the camper's physicians if required) and camper profile information requested within the online modules. Failure to complete required forms/modules by May 5, 2024, constitutes grounds for cancellation or dismissal from Camp without refund. Failure to disclose medical or emotional health history as required on the Camp medical or emotional health printed or online forms/modules by the stated due date is also grounds for cancellation or dismissal from Camp without refund.

### **RISK OF INJURY AND ASSUMPTION OF RISKS:**

I acknowledge that I am fully aware of all aspects of Camp Hollymont's programs, activities, premises, and risks and that participation in any activity, transportation to and from camp and activities or programming is completely voluntary. I have been given ample opportunity to ask any questions which I may have about the activities and the environment to which my camper may be exposed, and I understand that there are risks of injuries and possibly death from some of the activities at Camp Hollymont.

I am aware of the dangers and risks which are inherent in the operation of an overnight children's camp and in my camper's participation in all Camp activities

**on or off the premises of the Camp and in transportation of campers. The following describes some, but not all of these risks:**

1. Environmental Hazards: I understand, accept, and assume the inherent risks associated with recreating outside, including but not limited to, potential exposure to changing weather conditions, lightning, insects, spiders, snakes, animals, sunburn, hypothermia, dehydration, poison ivy/oak, ticks, and mosquito bites.
2. Recreational and Outdoor Activity Hazards: I understand, accept, and assume the inherent risks associated with the activities at Camp Hollymont, including, but not limited to, those risks that can arise from swimming, boating, hiking, or athletics, including bodily contact, gymnastics, cheerleading, dance, use of tools and equipment in cooking, arts and crafts, sewing, work projects and other programs, tubing, caving, rafting, creek hiking, biking, archery, ziplining, water-skiing, ropes course, canoeing, kayaking, fishing, horseback riding, camping out, outdoor-living skills, and vehicular travel.
3. Medical Care: I understand, accept, and assume the inherent risks associated with the fact that some of Camp Hollymont's programs and activities occur in more remote locations, where cell phone service may be unavailable and prompt emergency medical care and transportation may be significantly delayed.
4. Travel Risks: I understand, accept, and assume the inherent risks that are associated with my camper traveling by van, car, bus, bike, and by any other means, including in locations where there may be dirt roads and trails over unpredictable terrain.
5. Human Risks: I understand, accept, and assume the risks that could arise from the acts, conduct, and mental/emotional state of my camper and her fellow participants that are outside the control of Camp Hollymont. These risks may include, but not be limited to, episodes of panic or similar emotional episodes, negligent acts by my camper or other campers, and failure to follow direction or instruction.
6. Equine Activities: I understand and accept that, if my camper participates in horseback riding or other horse related activities, under Georgia law, Camp Hollymont is not liable for an injury to or the death of my camper involved with equine activities (e.g. horseback riding), when such injury or death results from the inherent risks of equine activities.

**I further understand, accept, and agree that I and my camper have assumed risks and dangers ranging from minor injuries, such as scrapes and bruises, to serious or catastrophic bodily injury, including permanent disability, emotional and physical trauma, paralysis, and the possibility of death. I have or will instruct my camper on the importance of knowing and abiding by the rules, regulations, and procedures of Camp Hollymont.**

**RELEASE OF ALL CLAIMS AND INDEMNIFICATION:**

I, the undersigned Parent/Guardian, individually and on behalf of my camper, do hereby release and indemnify, defend and hold harmless Hollymont, Inc. dba Camp Hollymont for Girls, Rabun Gap Nacoochee School, and, as applicable, their respective affiliate, related entities, officers, directors, members, managers, shareholders, administrators, agents, employees, staff, volunteers, successors, and heirs (collectively "releasees"), from any and all liability, claims, demands, losses, suits, or damages (including attorneys' fees or medical expenses) arising from, in whole or in part, directly or indirectly, my camper's participation and/or attendance at Camp Hollymont or transportation while at Camp Hollymont, including any and all claims for personal injury, wrongful death, emotional distress, and/or claims arising from rescue, emergency response operations, and/or any medical care provided to my camper while attending Camp Hollymont.

**RIGHT TO REFUSE AND DISMISS:**

I understand and agree that Camp Hollymont reserves and retains the right, at its sole discretion, to cancel, reject, and/or refuse the application, admission, and/or participation of my camper from the Camp and/or any of its programs and that the Camp can exercise this right at any time WITHOUT REFUND, including dismissing my camper while attending and/or participating in the Camp's programs. I further understand that in the event the Camp exercises this right I am required to pick up my camper immediately and Camp Hollymont may, at its sole discretion, retain or refund any and all deposits, fees, tuition, or other moneys paid for my camper to attend Camp Hollymont.

**PAYMENT AND REFUND POLICY:**

I understand and agree to the payment, cancellation and refund policies and deadlines as stated in the "2024 Camp Hollymont Terms of Service - Financial".

I understand that any account past due after March 15, 2024 (March 1<sup>st</sup> Payment Deadline) or May 5, 2024 (April 20<sup>th</sup> Final Payment Deadline), will result in cancellation of enrollment with notice.

It is expressly understood that Camp Hollymont does not provide refunds for absences, health problems, family emergencies, late arrivals, or early withdrawals of campers. I agree to assume all liability for Camp Hollymont's cancellation policy in the event my camper's enrollment is cancelled or if my camper leaves Camp early, regardless of cause.

In the event it is necessary to collect any amount due to Camp Hollymont, I agree to pay the reasonable costs of collection, including reasonable attorney's fees, as provided by the laws of the State of Georgia. I agree that sole venue for any collection action will be in a court in Cobb County, Georgia, and that the applicable laws will be those of the State of Georgia.

These payment and refund policies are in effect for each camper and are not affected by the number of other family members enrolled as campers or CITs at Camp with the exception of Mother/Daughter Session registrations where mothers and daughter(s) are considered one unit. Any deviation from the above-stated policies shall be at the sole discretion of Camp Hollymont.

**HOUSE/HALL PLACEMENT POLICY:**

Mothers and daughters will room together in facilities designated for Mother/Daughter camp.

**AUTHORIZATION FOR USE OF PHOTOGRAPHS/VIDEO:**

I understand and agree that my camper may be photographed and/or video recorded while attending Camp Hollymont. I hereby authorize the Camp to use any photographs, videotapes, images, statements or utterances, motion picture recordings, or any other record of my camper for publicity, advertising, or for any other legitimate promotional purpose without approval by or compensation to the camper or parent/guardian. I also grant permission for the Camp to use my comments and testimonials in promotional materials. I also grant Camp Hollymont all rights, title and interest in any creative works created by my camper as part of camper time at Camp Hollymont. I understand that Camp Hollymont and its partners may contact me with marketing communication and promotional offers.

**PERSONAL PROPERTY:**

Camp Hollymont accepts **NO RESPONSIBILITY** for **LOSS** or **DAMAGE** to any camper's property incurred while at Camp, in transit or at any third-party location.

**INSPECTION OF BELONGINGS:**

Camp Hollymont prohibits food and specific contraband items from being brought or sent into Camp. I consent to any packages, bags, backpacks, or luggage being opened and inspected, and understand that if such packages, bags, backpacks, or luggage contain weapons, ammunition, alcohol or spirits, illicit drugs, pornography, tobacco products including vaping pens/devices, fireworks, explosives, or the like and any other contraband items, they will be disposed of or turned over to the legal authorities where appropriate. Possession of these items is grounds for camper dismissal at the discretion of Camp Hollymont. Campers and CITs are not allowed to keep cell phones and other personal electronic devices in their possession for the duration of their camp session(s).

**MEDICAL:**

During each camp session Camp Hollymont has trained medical professionals (RNs or LPNs) on staff who provide health care based upon a local physician's general written orders. Camp Hollymont is located near Mountain Lakes Medical Center (GA) and Angel Medical Center – Mission Health (NC).

In the event of an emergency, if I am incapacitated or attempts to contact me fail, I grant Camp Hollymont permission to secure any medical and/or surgical treatment and hospital service for any illness and/or injury, allergic reaction, or emergency that is deemed necessary by Camp Hollymont for my camper. I grant permission to the outside medical providers selected by Camp Hollymont to administer proper treatment, including but not limited to hospitalization, injections, anesthesia, or surgery for my camper. It is understood that Camp Hollymont cannot assume responsibility for the adequacy or quality of services rendered by the physician or other health care provider selected in the event of such an emergency. It is further understood that I will be responsible for all of my camper's medical expenses incurred while attending Camp or during transportation to and from Camp and/or activities. I also authorize the release of

medical information for my camper as necessary to treat any injury or illness. Camp Hollymont will contact the camper's other emergency contacts provided as soon as reasonably possible.

**NONDISCRIMINATION:**

Camp Hollymont does not discriminate on the basis of race, religion, color or national origin, and makes every effort to accommodate disabilities. If any parent/guardian believes that their child needs accommodation, he or she should contact us to discuss what reasonable accommodations we can make without altering the nature of the camping experience.

**LICENSING:**

Camp Hollymont is not licensed and is not required to be licensed by the Georgia Department of Early Care and Learning.

**CHOICE OF LAW/SUBMISSION TO JURISDICTION AND FORUM:**

I agree that any legal dispute between Camp Hollymont or any of the releasees arising out of or related to this agreement or my camper's enrollment and/or participation with Camp Hollymont shall be governed by the substantive laws of the State of Georgia. By signing below, I understand I am agreeing to submit myself and my camper to the personal jurisdiction of the State Superior Court located in Cobb County, Georgia, and any action, lawsuit, or other proceeding against Camp Hollymont or the releasees shall only be brought in the State Superior Court located in Cobb County, Georgia.

**INTEGRATION:**

I understand and agree that this Agreement is a fully integrated contract and supersedes any oral and/or written expressions by Camp Hollymont whether given directly or indirectly to me.

**SEVERABILITY:**

In the event that any clause or part of this Agreement is determined or found to be invalid by any court of competent jurisdiction, this finding shall not otherwise affect the validity or enforceability of the remaining parts of this Agreement.

**LIMITATION ON LIABILITY:**

Notwithstanding any other provision of this Agreement, in no event will the aggregate liability of Camp Hollymont for any claim or cause of action arising out of this Agreement or any act or omission involving any camper exceed an amount equal to the fees paid for such camper plus the aggregate amount payable by applicable insurance policies insuring Camp Hollymont.

**AUTHORIZATION**

I, the undersigned Parent/Guardian, state affirmatively that I have legal custody of my camper, a minor child, and I have complete authority to sign this Agreement on my camper's behalf. My consent and agreement to the terms hereof binds any other Parent/Guardian of my camper.

By electronically signing this Agreement, I agree that my signature below is the legally binding equivalent of my handwritten signatures on paper. My electronic signature applies to all pages and terms of this Agreement.



Updated 7/29/2023

# 2024 CAMP HOLLYMONT TERMS OF SERVICE

## FINANCIAL

### TUITION

Tuition includes room & board and camp programming. Not included in the tuition charge is the Spending Account Deposit. The fees for optional offerings including, but not limited to certain Skill selections, Off-Campus Trips, Airport Transportation Shuttle, and UPS Shipping are also excluded.

13 Day Classic Session (\$4990)

7 Day Starter Session (\$2750)

Counselor-in-Training Session (\$3990)

Mother/Daughter Camp (\$1290 + \$400 Additional Daughter)

### REGISTRATION DEPOSITS– Fall 2023 – Summer 2024

An event specific deposit is required to secure registration in the 2024 session of your choice.

13 Day Classic Session (\$1990)

7 Day Starter Session Deposit (\$1350)

Counselor-in-Training Session Deposit (\$1990)

Mother/Daughter Camp (\$645)

### EVENT SPECIFIC PAYMENT DUE DATES

**March 1, 2024**

13 Day Classic Session = \$2000 (Plus Registration Deposit of \$1990 = \$3990)

7 Day Starter Session = \$1000 (Plus Registration Deposit of \$1350 = \$2350)

Counselor-in-Training Session = \$1000 (Plus Registration Deposit of \$1990 = \$2990)  
Mother/Daughter Camp \$645 (Plus Registration Deposit of \$645 = \$1290)  
Any account past due after March 15<sup>th</sup> will result in cancellation of camper/CIT/MD enrollment with notice. If your plans for the summer have changed, we need to know before staff and program commitments are made.

**April 20, 2024 – All remaining balance is due.**

Any account past due after May 5<sup>th</sup> will result in cancellation of enrollment with notice. If your plans for the summer have changed, we need to know immediately as we are finalizing staffing and programming.

**Forms of Payment Accepted**

We accept checks, Echecks/ACH, wire transfers, and credit cards (VISA, Mastercard, Discover, and American Express.) **Effective March 7, 2023, all credit card payments will incur a surcharge fee for utilization.**

**Automatic Payment Information**

You will receive a reminder e-mail 10 days in advance of each scheduled automatic payment. Payment will be made with the credit card on file in Circuitree. If there is no card on file, you will need to log into your account and make payment by the due date. If you wish to pay via check or if someone else will be making payment, please call the Hollymont Camp Office at (828) 686-5343 to discuss payment arrangements.

**CANCELLATION & REFUND POLICY**

**Classic Camper, Starter Camper & CIT Sessions**

Deposits and payments are refundable through March 1, 2024, except for a \$250 per camp participant cancellation fee.

Cancellations made between March 2 and May 31, 2024, will be charged a \$400 cancellation fee, and will receive a refund of the remaining 2024 monies paid.

Cancellations June 1, 2024, and after will be charged a \$400 cancellation fee and the remaining 2024 monies paid will be transferred to Summer 2025 and applied to tuition and fees for that year only.

**Mother/Daughter Session**

Deposits and payments are refundable through March 1, 2024, except for a \$100 cancellation fee.

Cancellations made between March 2 and May 31, 2024, will be charged a \$250 cancellation fee, and will receive a refund of the remaining 2024 monies paid.

Cancellations June 1, 2024, and after will be charged a \$250 cancellation fee and the remaining 2024 monies paid will be transferred to Summer 2025 and applied to tuition and fees for that year only.

**General**

It is expressly understood that Camp Hollymont does not provide refunds for absences, health problems, family emergencies, late arrivals or early withdrawals of campers or CITs.

These payment and refund policies are in effect for each camp participant and are not affected by the number of other family members enrolled at camp with the exception of mother/daughter camp registrations which are considered as one unit. Any deviation from the above-stated policies shall be at the sole discretion of Camp Hollymont.

## **SPENDING MONEY**

Campers/CITs do not use cash at camp. They have spending accounts. Charges from the camp store, personal item requests, and medical expenses are recorded on the individual's spending sheet.

### **Classic Camper, Starter Camper, & CITs**

We will automatically add spending money to each camp participant's spending account prior to camp. The charge will be reflected on the invoice as "Spending Account Deposit."

13 Day Classic and Counselor-in-Training Sessions (amount **\$150**)

7 Day Starter Sessions (amount **\$125**)

We will monitor and discuss your camper/CIT's spending with her. If the spending limit presents a challenge for your camper/CIT, we will act on the instructions you provided during registration and/or contact you. At the end of the summer after accounts have received a final review, unused spending money will first be applied to any outstanding balance and then refunded. Spending account overages will be billed at the end of the session.

### **Mother/Daughter Participants**

Due to the short-term nature of the Mother/Daughter Session, participants will not have a spending account with deposited funds, but rather mothers and their daughters will have a joint spending sheet on which the charges from the camp store and any miscellaneous charges will be recorded. When the session ends, the spending sheet balance will be charged to the credit card provided by the participant.

## **CAMP LIVING**

### **SPIRITUAL EMPHASIS**

We believe that God weaves our personal and collective experiences into His narrative of love and redemption for the world. The Hollymont owners and directors believe in the Triune God (God the Father, God the Son-Jesus Christ, and God the Holy Spirit). We believe that the Bible is God's Word to all people. It is our infallible and inerrant rule for faith and life. We select staff who model the life of a Christ-Follower. Together we seek to encourage camp participants to read and study their Bibles to learn how God has called people to Himself and to learn how He wants to work in each life he created.

Our views on gender identity and sexual activity are grounded in traditional interpretations of the Bible's teaching on gender and human sexuality. We recognize that due to sin and human brokenness, our experience of our sex and gender often does not reflect God's original intention. We also realize that believing in Jesus does not resolve all tensions and sufferings of this life. Given the congregate living nature of camp, we embrace our calling to extend love, care, and respect to all people, as we affirm God's plan for gender and human sexuality.

### **PERSONAL PROPERTY AND CONDUCT**

Possession or use of tobacco products including vaping pen/devices, alcoholic beverages, illegal drugs, improperly obtained prescription medications, knives/firearms/explosives are prohibited. Use of profanity, deliberate abuse of self, abuse of others (bullying, sexual harassment, and/or inappropriate touch), inappropriate possession/abuse of property belonging to others, inappropriate language or conversations, actions

contrary to Biblical standards, and leaving the Hollymont premises without the directors' permission are strictly forbidden.

**We request that camp participants leave animals, cell phones, Apple watches or similar, digital cameras, iPods, iPads, laptop computers, DVD players, and other electronic equipment at home.** Campers/CITs may not bring personal vehicles to camp. If camp participants choose to bring their personal sporting equipment to camp, some items may be left in their rooms (example: tennis racquet) while other items (example: archery bows) will be stored securely. **We ask that all items be well marked with the camp participant's name.** WE ARE NOT RESPONSIBLE FOR ANY LOST OR STOLEN ITEMS.

### **CARE PACKAGES – NO FOOD OR GUM, PLEASE!**

The problems (allergic reactions, sanitation, hurt feelings, poor eating habits, and upset stomachs) created by food packages far outweigh the joys of receiving them. Any food sent will be held in the camp office and when feasible, sent home with your camp participant.

### **INSURANCE**

Please note that we do not carry health or accident insurance on camp participants. Camp participants must be covered under a policy provided from home. Medical bills incurred while at camp will be forwarded home for submission to your health insurance company.

### **RIGHT TO REFUSE AND EXPEL**

Camp Hollymont reserves and retains the right, at its sole discretion, to cancel, reject, and/or refuse the application, admission, and/or participation of a minor camper, CIT or adult participant from the Camp and/or any of its programs. Camp Hollymont can exercise this right at any time, including expelling a minor camper, CIT, or adult registrant while attending and/or participating in the Camp's programs. In the event Camp Hollymont exercises this right, it may, at its sole discretion, retain or refund any and all deposits, fees, tuition, or other money paid for the camp participant to attend Camp Hollymont.

## **MOTHER DAUGHTER CAMP CAMP LIVING**

### **SPIRITUAL EMPHASIS**

We believe that God weaves our personal and collective experiences into His narrative of love and redemption for the world. The Hollymont owners and directors believe in the Triune God (God the Father, God the Son-Jesus Christ, and God the Holy Spirit). We believe that the Bible is God's Word to all people. It is our infallible and inerrant rule for faith and life. We select staff who model the life of a Christ-Follower. Together we seek to encourage camp participants to read and study their Bibles to learn how God has called people to Himself and to learn how He wants to work in each life he created.

Our views on gender identity and sexual activity are grounded in traditional interpretations of the Bible's teaching on gender and human sexuality. We recognize that due to sin and human brokenness, our experience of our sex and gender often does not reflect God's original intention. We also realize that believing in Jesus does not resolve all tensions and sufferings of this life. Given the congregate living nature of camp, we embrace our calling to extend love, care, and respect to all people, as we affirm God's plan for gender and human sexuality.

### **PERSONAL PROPERTY AND CONDUCT**

Possession or use of tobacco products including vaping pen/devices, alcoholic beverages, illegal drugs, improperly obtained prescription medications, knives/firearms/explosives are prohibited. Use of profanity, deliberate abuse of self, abuse of others (bullying, sexual harassment, and/or inappropriate touch), inappropriate possession/abuse of property belonging to others, inappropriate language or conversations, and



actions contrary to Biblical standards are strictly forbidden. Mother Daughter Adult Attendees who go off-campus either with or without their daughter(s) must notify the Mother Daughter Camp Head Counselor prior to leaving the premises.

Preserving the experience, safety and privacy of our camp community requires careful attention to aspects of technology and social media interactions. We challenge staff and campers to do a digital detox and to focus on the people, places, and opportunities in front of them. As such, we have a "no cell phone" policy at camp. (This includes smart watches.) **Campers are to leave cell phones, smart watches, digital cameras, iPods, iPads, laptop computers, DVD players, and other electronic equipment at home.** In order to promote and preserve this "disconnecting from the real world" for all campers and staff, we ask that Mother Daughter participants do the same. As an adult attendee, we acknowledge that allowances may be needed, but we ask that adults please limit use of cell phones and other technologies to the privacy of your room or in a location that is far removed from campers and staff and that children abide by the no electronics policy.

If participants choose to bring their personal sporting equipment to camp, items are to be stored in their rooms or in their vehicle. **We ask that all items be well marked with the camp participant's name.** WE ARE NOT RESPONSIBLE FOR ANY LOST OR STOLEN ITEMS.

Mother Daughter Adult Attendees are to park their personal vehicle in the designated areas. Non-family minor campers (Mother/Daughter, Starter, Classic, and CITs) are not allowed to ride in participant's vehicle unless accompanied by a parent or without express permission communicated to Camp Hollymont by their parent. Hollymont staff members are not allowed to operate a participant's vehicle without the express permission of a Camp Hollymont director. Spouses, relatives, friends, and pets are not allowed on campus other than during check-in and check-out.

## **FOOD & CARE PACKAGES**

The problems (allergic reactions, sanitation, hurt feelings, poor eating habits, and upset stomachs) created by food packages far outweigh the joys of receiving them. Any food sent or brought to camp must be stored in your vehicle.

## **INSURANCE**

Please note that we do not carry health or accident insurance on camp participants. Camp participants must be covered under a policy provided from home. Medical bills incurred while at camp will be forwarded home for submission to your health insurance company.

## **RIGHT TO REFUSE AND EXPEL**

Camp Hollymont reserves and retains the right, at its sole discretion, to cancel, reject, and/or refuse the application, admission, and/or participation of a minor camper, CIT, or adult participant from the Camp and/or any of its programs. Camp Hollymont can exercise this right at any time, including expelling a minor camper, CIT, or adult registrant while attending and/or participating in the Camp's programs. In the event

Camp Hollymont exercises this right, it may, at its sole discretion, retain or refund any and all deposits, fees, tuition, or other money paid for the camp participant to attend Camp Hollymont.

## **SUMMER PREP**

**Available Early February - - - - - DUE APRIL 20, 2024**

### **MEDICAL HISTORY & DOCUMENT MODULES**

#### **MEDICAL HEALTH HISTORY**

We must have a completed health history for each minor camp participant every year. This module will allow you to input or update required health history information and upload health related documents into your camper's file. This module will address information on allergies, diet & nutrition, health history, emergency contacts, medications, immunization history, insurance information, healthcare providers, and the medical release. Basic information will be collected for adults attending the Mother/Daughter Session.

#### **Came to Hollymont in 2023 - Returning campers/CITs:**

Please answer the Medical History Module questions and review/add to the immunization information in your camper's account. (It will be helpful to have your camper's immunization record before you and you will need a legible PDF of your camper's current insurance card (front & back) to upload into her file.)

#### **DID NOT come to Hollymont in 2023 - New or returning campers/CITs:**

Please answer the Medical History Module questions and enter your camper's immunization record. Upload a legible copy of your camper's insurance card (front & back on a single page.)

#### **NEW CAMPER HEALTH EXAM FORM**

All first-time camp participants or returning campers/CIT's who did not come in 2023 will need to have their healthcare provider complete the "New Camper Health Exam Form." This gives our camp nurses a baseline for care. **Returning campers who came in 2023 only need complete this form if they have a new or chronic**

**condition requiring a treatment plan update.** Instructions for completion will be available in the module.

## **SKILLS REQUEST & TRIPS MODULE**

### **SKILLS REQUEST**

The Skills Request Module allows you to view and select skills for your camper. Skill placement has many dimensions and is subject to change as skill requests are received, interest is determined, and the staff is hired. Skill schedules will be handed out at the beginning of the camp session on Monday morning prior to 1st skill.

NOTE: If you register for camp after the April 20<sup>th</sup> Payment Deadline, you must pay for skills that have an additional fee **AT THE TIME OF SELECTION**. Failure to do so will leave your skill selections in a “pending” status.

CIT’s will complete the Skills Request Module to indicate their ability and preference for assisting with Skills.

### **OFF-CAMPUS TRIPS**

Campers may choose to participate in activities which occur off-campus and are offered for an additional fee (examples: Horseback Trail Rides, Zipline Adventure, etc.) Space will be limited for these opportunities, waiting lists will be utilized as needed, and trips are subject to age restrictions. This module will allow you to sign-up for trips, add the fee to your camper’s invoice and complete required waivers. If there is space available, trip reservations will be accepted after the April 20th deadline.

## **HALL REQUEST MODULE**

### **HALL REQUEST / HOUSE LIVING**

Campers are housed by camper age/school grade with Hummingbirds being the youngest and Eagles being the oldest. Over the course of the summer, we anticipate using 3 or 4 houses depending on each session’s enrollment and the school grade distributions.

Houses are named for Hummingbirds, Cardinals, Blue Jays, and Eagles. Each house has two halls. Girls on the hall are close in age and grade. Hall requests are shared via the camp application and may be changed or added to up until April 20, 2024.

Girls may request the same hall, but not the same room. Hollymont works to accommodate a maximum of two requests for campers staying the same dates. You may indicate a preference for your camper not to be in the same room with another camper.

CIT house/hall placement is at the discretion of the directors.

Mother/Daughter Camp will utilize one of our dorm-style houses with mother and daughter(s) sharing a room.

Camp Hollymont reserves the right to place camp participants in the house/hall that the Camp feels is best. While careful consideration is given to each request, the final decision rests with the Camp.

We ask that you support Hollymont's final decision regarding your camper/CIT's living assignment, as last minute changes are very disruptive and may not be honored.

## **CAMP ARRIVAL/DEPARTURE and UPS SHIPPING**

This module has you relate how your camper will arrive to and depart from camp and allows you to reserve **airport transportation** if needed. In addition, information on how to **ship your camper's trunk** to camp and make reservations and pay to have your camper's trunk shipped home via UPS Ground after the Hollymont session ends will be available.

### **TRANSPORTATION**

It is essential that we know how your camper will arrive and depart from camp. Airport arrivals and departures require sufficient advance notice to make the personnel and transportation arrangements necessary. This module will let us know your travel plans and provide you with the ability to reserve airport transportation, add the transportation fee(s) to your account, and upload flight confirmations.

**We only pick up from and deliver to the Asheville Regional Airport (AVL), which is 88 miles away.**

Flights must arrive and depart **between 10 a.m. and 2 p.m.**, as we will only make one trip to the airport on opening and closing days.

Outgoing flights will require us to depart 3-4 hours prior to the first boarding flight of the day. This allows for traffic and weather delays.

Airport Transportation reservations will incur a Transportation Fee of \$175 each way.

Please contact our office 1-2 weeks before your camper or CIT's flight to verify that she is on our airport arrival and/or departure list.

Although most airlines offer an unaccompanied minor program, airline policies can change without notice. Please inquire with the individual airlines about their unaccompanied minor program when you purchase your ticket and again the week before your daughter's scheduled flight. Ask specifically about escorts for connecting flights.

## **Third-Party Pick Up Authorization - DUE UPON ARRIVAL AT CAMP**

This module is used to authorize the release of a camp participant at session end to a third party.

# MOTHER DAUGHTER CAMP SUMMER PREP

Available early February.....DUE APRIL 20, 2024

## MEDICAL HISTORY & DOCUMENT MODULES

### MEDICAL HEALTH HISTORY

We must have a completed health history for each minor camp participant every year. This module will allow you to input or update required health history information and upload health related documents into your camper's file. This module will address information on allergies, diet & nutrition, health history, emergency contacts, medications, immunization history, insurance information, healthcare providers, and the medical release. Basic information will be collected for adults attending the Mother/Daughter Session.

Please answer the Medical History Module questions and review/add to the immunization information in your camper's account. (It will be helpful to have your camper's immunization record before you and you will need a legible PDF of your camper's current insurance card (front & back) to upload into her file.)

### NEW CAMPER HEALTH EXAM FORM

All first-time camp participants or returning campers/CIT's who did not come in 2023 will need to have their healthcare provider complete the "New Camper Health Exam Form." This gives our camp nurses a baseline for care. **Returning campers who came in 2023 only need complete this form if they have a new or chronic condition requiring a treatment plan update.** Instructions for completion will be available in the module.

## OFF-CAMPUS TRIPS

Mother Daughter Campers may choose to participate in an off-campus activity (most likely a Horseback Trail Ride) which is offered for an additional fee. Space will be limited for this opportunity, waiting lists will be utilized as needed, and trips are subject to age restrictions. This module will allow you to sign-up, add the fee to your invoice and complete required waivers. If there is space available, trip reservations will be accepted after the April 20th deadline.

## SKILLS REQUEST

Mother/Daughter programming will follow a set agenda designed to meet the needs and goals of this unique session and will offer some opportunity for skill selection. Mother Daughter participants will select skills once they arrive at camp.

## **APRIL SUMMER PREP**

### **DUE APRIL 20, 2024**

#### **REGISTRATION REVIEW**

All modules are due April 20<sup>th</sup> unless otherwise noted. Because it may have been months since you registered your camper or CIT, we ask that you review the information you provided when registering and update anything that may have changed. Please pay particular attention to any medical updates, hall requests, and incomplete modules.

If your camper/CIT has a major change to their information after the deadline (example: custody change, medical update that the medical team will need to know about, traumatic life event, etc.), please update the information/modules in your Camper/CITs registration AND call the Camp Office so that we can note these changes and make our staff aware as needed.

You will find packing lists and other information on our website to help as you prepare to come to camp. We encourage you to regularly visit our website and our social media



platforms in addition to checking your email inboxes and spam folders for the latest information.

### Camp Hollymont for Girls - Staff Statement of Faith

During the campers' stay at Hollymont, our desire is to see them grow in their knowledge and love of the Triune God (God the Father, God the Son, God the Holy Spirit). This growth is accomplished by nurturing their relationship with Jesus Christ and by teaching them to have a Biblical World and Life View. In establishing and directing Camp Hollymont, the camp owners hold to these central beliefs:

1. The Sovereignty of God – The Lord God Almighty is omnipotent, omnipresent, and omniscient. He reigns from the beginning of time, through all history, and into eternity and beyond. God creates, sustains, governs and directs everything.
2. Scripture Alone – The Bible is God's Word to mankind. It is the only infallible and inerrant rule for faith and life. Psalm 119:11 I have hidden your word in my heart that I might not sin against you.
3. Grace Alone – No person has done and nor can do anything to deserve or earn salvation and favor with God. It is God's grace that extends the gift of salvation to each person in this rebellious and dying world.
4. Christ Alone – God sent his one and only son, Jesus Christ to earth. He lived as a human without sin, died a perfect sacrifice for our sins, and was raised from the dead by the Heavenly Father to claim victory over death, hell, and the grave. He is the only possible way of reconciliation between a holy God and sinful mankind. There is no salvation in anyone or anything else.
5. For the Glory of God alone – The primary reason for living is to glorify God bringing him pleasure by our praise, worship, and obedience.
6. Biblically Based - Our views on gender identity and sexual activity are grounded in traditional interpretations of the Bible's teaching on gender and human sexuality. We recognize that due to sin and human brokenness, our experience of our sex and gender often does not reflect God's original intention. We also realize that believing in Jesus does not resolve all tensions and sufferings of this life. Given the congregate living nature of camp, we embrace our calling to extend love, care, and respect to all people, as we affirm God's plan for gender and human sexuality.

While recognizing that staff come from various church backgrounds and denominations, as a staff member representing Camp Hollymont, you are expected to hold to these central beliefs and we ask that you agree to the following statements:

1. I confess that I am a sinner in the sight of God, justly deserving His displeasure, and that I am without hope except in His sovereign mercy.
2. I believe in the Lord Jesus Christ as the Son of God and Savior of sinners, and I receive and rest upon Him alone for salvation.

3. I promise, in reliance upon the power, presence, and guidance of the Holy Spirit, that I will seek to live in obedience to God's Word as becomes a follower of Christ.
4. I will respect the beliefs of other staff and campers and will promote only that which is consistent with Scripture and reiterated in the Hollymont statement of faith.
5. I will answer questions in devotions in light of these faith statements while encouraging the campers and fellow staff members to respect each other's differences.

## **CAMP HOLLYMONT EMPLOYEE MANUAL**

### ***Living and Learning with Love and Laughter***

Camp Hollymont is a privately owned Christian summer camp for girls. Our camp motto, "Living and Learning with Love and Laughter", succinctly states our priority to foster each camper's physical, social, and spiritual development in the context of a loving environment of Christ Followers.

We set extremely high goals for ourselves and dedicate our time to:

- Providing each camper with the opportunity and guidance for fun and adventure.
- Improving skills and increasing self-confidence.
- Fostering meaningful relationships.
- Teaching patience, understanding, independence, and appreciation.
- Demonstrating the value of cheerfulness and the joys of unselfishness.
- Introducing each camper to Jesus Christ, Son of God and Savior of all who seek Him.
- Encouraging her to study the Bible and model her life in accordance with God's Word.

We believe that God weaves our personal and collective experiences into His narrative of love and redemption for the world. The Hollymont owners and directors believe in the Triune God (God the Father, God the Son-Jesus Christ, and God the Holy Spirit). We believe that the Bible is God's Word to all people. It is our infallible and inerrant rule for faith and life. We select staff who model the life of a Christ-Follower. Together we seek to encourage camp participants to read and study their Bibles to learn how God has called people to Himself and to learn how He wants to work in each life he created.

Staff members have a strong influence on the campers' lives. The effort the staff puts forth determines how impactful this influence will be. Camp employment involves long hours, hard work, and selflessness. A summer at Camp Hollymont is a learning and growing experience. Staff members practice patience and understanding as they experience the roles of mentor, mother, teacher, sister, and friend.

***Trust in the Lord with all your heart, and do not rely on your own understanding; Think about Him in all your ways, and He will guide you on the right paths. Proverbs 3:5,6***

### **MISSION**

- We want Hollymont to be a refuge where campers can disconnect from the outside world and the accompanying stresses and responsibilities.

- We want Hollymont to be a place of recreation where they can re-create, try new activities and experiencing the joy of familiar traditions.
- We want Hollymont to be a place of restoration where campers can connect with God in new and more meaningful ways.

## **STAFF GUIDELINES AND WORKPLACE RULES**

Our campers are young girls who will look up to you as a role model. Accordingly, you are expected to maintain a professional, positive, and enthusiastic demeanor while interacting with campers, their parents, and other employees. Use good judgment in every decision you make while at Camp Hollymont. While it is impossible to list every action that is unacceptable conduct, the following provides guidelines for your behavior. Failure to comply with these workplace rules may lead to disciplinary action. You are always welcome to ask about these guidelines if you need further clarification or advice.

**A Job.....Not A Vacation:** The camp directors assume a serious responsibility for the welfare of the girls entrusted to her care. Hollymont is run primarily for the campers and the good of each camper is our first consideration. Working at Hollymont can be lots of fun but you must understand that camp employment entails hard work, long hours, and responsibility for the campers in your care. You became an employee at Hollymont voluntarily and your employment is at will. “At will” means that you are free to resign at any time, with or without cause. Likewise, “at will” means that Hollymont may terminate your employment at any time, with or without cause or advance notice, as long as we do not violate any applicable federal or state law.

**Spiritual Emphasis:** We seek to give positive direction to our campers and fellow staff members as we model the lifestyle of a Christ follower. Counselors are responsible for nightly devotions for five to twelve girls.

**A Servant's Heart:** When parents arrive at camp, the first impression you make is the primary basis for their confidence in the camp and you as a counselor. Staff members must be able to meet and greet campers and parents - extending to them a gracious, comforting hospitality. Throughout the summer you must have a “servant’s heart” to befriend and support the campers and your fellow staff members. A loving, unselfish attitude goes a long way toward encouraging and motivating those around you.

**Camper Welfare:** The first responsibility of each staff member is the health and welfare of the campers. Each staff member is expected to take every care to protect the privacy and person of each camper. Staff members should avoid being alone with a camper (outside of the view of other staff members). This is for the protection of the camper and the staff member, as well as Camp Hollymont.

**Personal Appearance:** Your appearance will play a major role in the impression you make on parents. They know that you are going to be the most important person in their child's life for the next few weeks and that your influence will extend for years. Therefore, it is essential that your professional appearance is neat, clean, modest, and appropriate.

Please dress comfortably. You may wear camp T-shirts or other clothing, so long as it does not display a message that is inappropriate for camp. Clothing should not be excessively short, tight, or expose undergarments. T-shirts should not be excessively long to the point in which your shorts are not visible. Bathing suits should be one-piece and provide full coverage. You must cover or remove all body jewelry (except earlobe studs) and tattoos while at camp. Hair color must be a natural color, and we ask that you do not change your hair color significantly during the session. If you have any questions about appropriate appearance, please contact the camp directors.

**Speech:** Your speech should encourage good character, good sportsmanship, and Christian living. You may not use language that is profane or vulgar.

We want to provide the best for the entire camp, and we welcome suggestions from our staff. We also want to provide a positive experience for our girls. Please do not criticize the camp, its programs, equipment, staff and management, food or policies in the presence of the campers or their parents. We encourage you to direct your concerns to the Camp Director to ensure we promote good programs and strong leaders.

**Supervision:** Unless on an approved break, staff must be with their group at all times and be aware of the location of all the campers in their charge.

**Personal Contact:** It is important to use your discretion in your personal contact with campers and staff. Staff members should not spend an undue amount of time with personal friends among campers or staff. Overly affectionate or physically invasive contact that is inappropriate in the camp setting is prohibited. Sexual activity or conduct, of any degree or nature, is strictly prohibited at camp, whether between staff or with campers. Physical punishment or hazing is also strictly prohibited. Because we work with young girls, it is extremely important that you report any inappropriate physical or verbal conduct to the directors.

**Communication:** While we encourage healthy communication between campers and staff at Hollymont, all communication outside of camp between campers and staff, or between staff and parents, must be approved by the Camp Director. All communication should be professional, free from profanity or vulgarity, and appropriate. If you receive any communication from a parent, you must promptly present it to the Camp Director.

**Social Media:** We recognize that staff may be active on social media. At the same time, children are especially at risk of abuse, harassment, and invasion of privacy online. Inappropriate posting and online relationships expose both staff and Hollymont to potential legal risk. As a result, personal relationships (friending or following) on social media with campers is prohibited without obtaining written parental or custodial consent which must be provided to the Camp Director. Please ensure you set the highest privacy setting to prevent anyone other than your authorized friends to view or connect with you on these sites.

- You may not record or post pictures, video or audio of campers or Hollymont, or describe camp activities with any personally identifying information, without prior permission from the Camp Director. You may never record images of private areas, such as cabins, bathrooms, and shower rooms.
- You may not carry or use your cell phone for any purpose, including posting on social media, except during your time off.
- Do not disclose confidential or proprietary information about Hollymont, its staff, clients or third parties. Confidential information includes any personally identifying information about any camper (such as pictures or names).
- Do not accept from or request to any camper to friend or follow on any social media platform or application at any time without obtaining written parental or custodial consent which must be provided to the Camp Director.
- You may not use Hollymont equipment or communication tools to violate any laws, or to harass, bully or discriminate against any other party. You may not use Hollymont's logo except as authorized by the Camp Director.

- You must clearly identify yourself (including your name and position) when posting or communicating on behalf of Hollymont.
- Employees may note their position at Hollymont on personal social media. If your profile or signature identifies you as a Hollymont employee, however, you must post "This statement does not reflect the views of Camp Hollymont". If you choose to like, follow or friend Camp Hollymont on social media, please be professional and appropriate when posting.

Hollymont takes the risk of harm to our campers and reputation from inappropriate social media use very seriously. Consequences of violating these workplace rules may result in discipline, including confiscation of the inappropriate images/recordings and termination of employment. Please contact the Camp Director if you have any questions about the use of social media in relation to Camp Hollymont.

**Healthy Behavior:** Hollymont staff is responsible for the physical and emotional health of our campers. You should report any concerns you have about a camper or staff member's physical, mental or emotional health to ensure we provide proper support. Everyone in camp is adversely affected when someone is struggling.

If you or another counselor are suffering from any issues that affect your/their ability to work, please contact the Camp Director. Such conditions might include physical injury, insomnia, depression, self-mutilation, unhealthy eating habits, or other conditions that prevent staff from fulfilling their responsibilities or campers from enjoying activities. Likewise, if you observe such behaviors or conditions harming a camper, please notify the Camp Director.

**Valuables:** Pets, computers, jewelry, and electronics are prohibited at camp. Any other valuables that you bring should be kept secure in your locked suitcase or trunk. Hollymont reserves the right to limit or manage personal items at camp. This may include requiring you to secure such valuables in the camp office or return them home. You may have your cell phone at camp, but carrying or using cell phones is prohibited except during time off. Hollymont is not responsible for any loss or damage of your possessions at camp.

**Tips/Gratuities:** We expect our staff to treat all campers equally. Occasionally, parents or relatives of campers will give the staff a tip or gift (cluster counselor, utility crew luggage handler, etc.). While you should not expect and may not ask for tips, you are permitted to accept gratuities. We recommended you respond with "Thank you so much. I wasn't expecting anything, but I certainly appreciate your generosity."

**Facilities:** All staff are responsible for care of the Hollymont/Rabun Gap School buildings and equipment. Camp vehicles and camp animals are not available for personal use without prior approval of a camp director. Unauthorized use of camp gasoline, tools, equipment, or supplies is prohibited. Office phones are for camp business only.

Staff must keep their vehicles on campus locked. Campers are never permitted in staff personal vehicles.

**Community Relations:** Staff are asked to be sensitive to the residents of the Rabun Gap School campus and in the communities near the Hollymont/Rabun Gap School campus. Each staff member represents Hollymont in his or her dealings with members of the local communities, as well as behavior off campus.

**Confidentiality:** In some circumstances, campers may entrust you with (or you may learn of) private information. Hollymont supports protecting the trust and confidentiality of our campers. If you learn of any abuse or serious neglect of any camper, however, you must report it to the Camp Director.

You may also learn confidential information about Camp Hollymont during your employment. This might include confidential information about camper or client information, medical information, camp processes and procedures, financial information, marketing strategies, and other proprietary information. Do not discuss this confidential information outside of work, or at camp with anyone who does not have a need to know such confidential information.

## COMPENSATION AND BENEFITS

Your employment offer letter outlines your pay. Other compensation and benefits are listed below:

**Room and Board:** For Hollymont's convenience, free lodging and meals are provided on campus during camp. You will not be permitted to leave campus for meals except during your limited time off. Living at camp is provided to you as a condition of your employment. Please keep your living area neat and clean. Valuables should be kept locked in your trunk or suitcase brought from home.

**Insurance:** Worker's compensation insurance is carried by Hollymont on each employee for work-related injuries or illnesses. This insurance does not cover non-work-related injuries/illnesses. You should carry and maintain your own health insurance policy.

**Payroll:** Camp staff are paid at the rate and on the date set forth in their contract. Please note that as a seasonal employer, Hollymont is exempt from minimum wage and overtime requirements set forth in state and federal law.

**Payroll Deduction:** You will be allowed credit at the camp store, canteen and for approved purchases made on your behalf. The amounts will be recorded on your spending sheet and deducted from your paycheck issued at the end of your contract. If you prefer to settle your account prior to departure by credit card, cash, or check, please contact the Administrative Director when you arrive at camp this summer.

### **Time Off:**

Counselors & Central Staff - Time-off periods will be scheduled as regularly as possible but necessarily at the convenience of the camp program. During each 13-day camper session, hall staff will receive one day off (8:30 a.m. - 5:30 p.m.) and 1 night off (5:40 p.m. - 11:40 p.m.), scheduled by the Camp Director, Emily Levy. Factors considered in granting time off include but are not limited to cluster/hall obligations and daily skill responsibilities. In some cases, with advance permission only (minimum 1 month notice), days off may be accumulated to provide successive time off. Staff with cluster responsibilities will have a total of two hours daily free time (given in increments of 30-50 minutes). You must remain on campus during your free time.

Program Staff & Nurses - Work schedules for program staff and camp nurses are generally limited in terms of sessions, days, and / or hours and therefore, do not require time off scheduling. If a staff person is working full-time for consecutive sessions, then time off will be scheduled at the convenience of the camp program. Time off is scheduled with either the Camp Director, Emily Levy, or the Administrative Director, Gail Mashburn.

Absences beyond those specified as days off or short-term sick leave, or requests for unpaid leaves of absence, will be considered by the directors and granted on a case-by-case basis at the convenience of the camp. Such absences are given under limited circumstances (for example, in case of the death of an immediately family member) and the Camp Director may require documentation in some cases.

**Health Services and Physical Examination:** It is important that you are able to perform your job duties safely, and that we are aware of any allergies, illnesses or conditions that may require our response at camp. After you are offered employment but prior to arriving at camp, you will receive a health history form and health examination form to complete. Please provide the form to the

business office upon your arrival at camp. This information will be kept confidential, but you may wish to share information about life-threatening allergies or other conditions with other staff members to allow a prompt response.

A registered nurse is on duty at camp and staff members have access to his/her services as needed. Outside medical care, including the cost of prescriptions, doctors, or hospital visits must be paid for privately or through your personal health insurance. Job-related injuries and illnesses are covered under worker's compensation illness.

**Sick Leave:** If you are unable to work because of illness or injury, you must see the camp nurse. The camp nurse will notify the Camp Director if sick leave is required. You may be moved to other facilities during sick leave for your comfort and other campers' health and convenience. If you are unable to work for the remainder of your term due to illness or disability, please notify the Camp Director. Please see the **Disability** policy if you have any questions about Hollymont's accommodation for staff with disabilities.

**Weapons Prohibited:** If you hear any threat of violence or see any violent behavior, please notify your supervisor immediately. As a Christian summer camp, possession of and/or use of firearms, explosives, knives, and other weapons is strictly prohibited both on the Hollymont campus and at off-campus Hollymont activities. Violating this policy will result in disciplinary action, which may include dismissal for a first offense.

Hollymont reserves the right at any time and at its discretion to search all rooms, vehicles, suitcases, trunks, packages, containers, purses, lockers, desks, and enclosures for the purpose of determining whether any weapon or other prohibited items is on premises in violation of this policy. Employees are notified prior to any search, except in an emergency, and searches will be conducted as discreetly as is reasonably possible. A search is part of an investigation, not an accusation of behavior. Employees who fail or refuse to promptly permit a search under this policy may be subject to discipline up to and including termination.

**Evaluation:** We will provide evaluation and feedback to ensure staff meet required standards, and training to ensure those standards are met. You can anticipate an evaluation during orientation week and subsequent sessions. If you wish any feedback before a scheduled evaluation, please don't hesitate to contact your supervisor or the Camp Director.

## **EQUAL EMPLOYMENT OPPORTUNITIES**

**Discrimination:** To give equal employment and advancement opportunities to all people, Hollymont makes employment decisions based on each person's performance, qualifications, and abilities. We do not discriminate in employment opportunities or practices on the basis of race, color, religion, gender, national origin, age over 40, disability, genetic information, veteran status, sexual orientation or identity, or any other characteristic protected by law. We make our employment decisions based on the needs of our campers and required job duties, in accordance with defined criteria.

We will provide reasonable accommodations for qualified individuals with known disabilities unless making the reasonable accommodation would result in undue hardship to Camp Hollymont.

Our Equal Employment Opportunity Policy covers all employment practices, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

If you have a question about any type of discrimination at work, talk with the Camp Director. You will not be punished for asking questions about this or reporting discrimination. We will promptly conduct a discreet investigation. If we determine that anyone was discriminating illegally against another employee, that person will be subject to disciplinary action, up to and including termination of employment.



**Disability:** Camp Hollymont is committed to complying fully with the Americans with Disabilities Act (ADA). We are also committed to ensuring equal opportunity in employment for qualified persons with disabilities. We conduct all our employment practices and activities on a non-discriminatory basis.

Our hiring procedures are intended to provide meaningful employment opportunities for persons with disabilities. When asked, we will make job applications available in alternative, accessible formats. We will also give assistance with completing the application. We only make pre-employment inquiries regarding an applicant's ability to perform the duties of the job.

Reasonable accommodation is available to an employee with a disability when the disability affects the performance of job functions. We make our employment decisions based on the merits of the situation in accordance with defined criteria, not the disability of the individual. It is the employee's responsibility to let the employer know of any disability that affects their ability to perform required job functions.

Qualified individuals with disabilities are entitled to equal pay and other forms of compensation (or changes in compensation) as well as job assignments, classifications, organizational structures, position descriptions, lines of progressions, and seniority lists. We make all types of leaves of absence available to all employees on an equal basis.

Camp Hollymont is also committed to not discriminating against any qualified employee or applicant because the person is related to or associated with a person with a disability. Camp Hollymont will comply with any state or local law that gives more protection to a person with a disability than the ADA gives.

### **Sexual Harassment**

As a Christian summer camp, we want all staff and camp to work free from any form of unlawful harassment, including sexual harassment. Sexual harassment constitutes discrimination and is prohibited by state and federal laws, and Hollymont will not tolerate any unlawful harassment. Supervisors, employees, parents, and contractors are strictly prohibited from engaging in sexual harassment as defined below. Such conduct will result in disciplinary action up to and including dismissal of the offending employee or termination of the client or contractor relationship.

When we use the term "sexual harassment", we mean either:

Quid Pro Quo – Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute quid pro quo when: (1) an employee is asked to submit or agree to inappropriate conduct as a term or condition of her/his employment; or (2) an employee's submitting to or rejecting inappropriate conduct is used as the basis for employment decisions (positive or negative).

Hostile Environment – Illegal sexual harassment also occurs when sexual advances, requests for sexual favors and verbal or other conduct of a physical nature occur unreasonably interfere with an employee's work performance or create an intimidating, hostile, or offensive work environment.

Some examples of sexual harassment include but are not limited to:

- Unwanted sexual advances
- Offering employment benefits in exchange for sexual favors
- Retaliating against an employee who rejects sexual advances
- Visual conduct such as leering, making sexual gestures, or displaying sexually suggestive objects, pictures, cartoons, or posters

- Verbal conduct such as making derogatory comments, epithets, slurs, sexually explicit jokes or comments about an employee's body or dress
- Sexual advances or propositions
- Verbal abuse of a sexual nature, graphic verbal commentary about an individual's body, sexually degrading words to describe an individual or suggestive or obscene letters, notes or invitations
- Physical conduct such as touching, assault or impeding or blocking movement
- Retaliation for reporting harassment or threatening to report harassment

Any employee who believes s/he has experienced such conduct by anyone, including a supervisor, co-worker, parent, or by persons doing business with or for Camp Hollymont, should tell the offender that such conduct is unwelcome and unacceptable. You should also immediately report such conduct to the Camp Director. If you observe another counselor, camper or other person being unlawfully harassed, you should follow this same policy.

If you have a question about any type of harassment at work, talk with the Camp Director. You will not be punished for asking questions about this or reporting harassment. We will promptly conduct a discreet investigation. If we determine that anyone was illegally harassing another employee, that person will be subject to disciplinary action, up to and including termination of employment.

### **DRUG AND ALCOHOL USE**

Young girls are extremely impressionable. Therefore, to provide a Christian camp environment that is strong, clean, and wholesome, Hollymont has zero tolerance for any drinking, smoking, or use of illegal substances (or illegal use of prescribed substances) while working or at camp property (including parking areas).

You may use legally prescribed drugs on the job only if they do not impair your ability to perform the essential functions of your job effectively and safely without endangering yourself or others. Lawfully prescribed drugs must be kept in a secure location. Staff members should store medications and supplies in a locked trunk or with the camp nurse.

If you violate this policy, it may lead to disciplinary action, up to and including immediate termination of your employment. If you violate this policy, there could also be legal consequences. If you have questions about this policy or issues related to drug or alcohol use at work, you can raise your concerns with your supervisor without fear of retaliatory action.

**Drug and Alcohol Testing:** Hollymont may require drug and/or alcohol testing if you are involved in a work-related accident requiring outside care, or if we have cause or reasonable suspicion to believe you are in violation of this policy.

All testing will be conducted in compliance with Georgia law. In the event the Camp Director reasonably suspects you are in violation of this policy, you may be asked to consent to a search of your property. Failure to consent to drug or alcohol testing, or to a search of your person or property, may result in your termination.

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### **DISCIPLINARY PROCESS**

This policy describes the policy for administering fair and consistent discipline for unsatisfactory conduct at Hollymont.

We believe that a Christian environment requires that all employees are treated fairly and that disciplinary actions are prompt, consistent, and impartial. The major purpose of a disciplinary action is to correct the problem, prevent it from happening again, and prepare the employee for satisfactory performance in the future.

Hollymont may use progressive discipline at its discretion. This policy does not create a contract or obligation for Hollymont to follow this discretionary procedure.

Disciplinary action may be any of the following four steps:

1. Verbal warning
2. Written warning
3. Suspension
4. Termination of employment

We will consider the severity of the problem when deciding which step to take. There may be circumstances when one or more steps are bypassed, leading to a more serious response. In most cases, progressive discipline means that we will normally take these steps in the following order:

1. A first offense may call for a verbal warning
2. A second offense may be followed by a written warning
3. A third offense may lead to a suspension
4. Still another offense may then lead to termination of employment

By using progressive discipline, we hope that most employee problems can be corrected at an early state, benefiting both the employee and Hollymont.

The use of profanity, deliberate abuse of self, abuse of others (bullying, sexual harassment, and/or inappropriate touch), inappropriate possession/abuse of property belonging to others, inappropriate language or conversations, actions contrary to Biblical standards, and leaving the Hollymont premises without the director's permission are strictly forbidden.

### **Camp Hollymont for Girls - Staff Statement of Faith**

During the campers' stay at Hollymont, our desire is to see them grow in their knowledge and love of the Triune God (God the Father, God the Son, God the Holy Spirit). This growth is accomplished by nurturing their relationship with Jesus Christ and by teaching them to have a Biblical World and Life View. In establishing and directing Camp Hollymont, the camp owners hold to these central beliefs:

1. The Sovereignty of God – The Lord God Almighty is omnipotent, omnipresent, and omniscient. He reigns from the beginning of time, through all history, and into eternity and beyond. God creates, sustains, governs and directs everything.
2. Scripture Alone – The Bible is God's Word to mankind. It is the only infallible and inerrant rule for faith and life. *Psalm 119:11 I have hidden your word in my heart that I might not sin against you.*
3. Grace Alone – No person has done and nor can do anything to deserve or earn salvation and favor with God. It is God's grace that extends the gift of salvation to each person in this rebellious and dying world.
4. Christ Alone – God sent his one and only son, Jesus Christ to earth. He lived as a human without sin, died a perfect sacrifice for our sins, and was raised from the dead by the Heavenly Father to

claim victory over death, hell, and the grave. He is the only possible way of reconciliation between a holy God and sinful mankind. There is no salvation in anyone or anything else.

5. For the Glory of God alone – The primary reason for living is to glorify God bringing him pleasure by our praise, worship, and obedience.

6. Biblically Based - Our views on gender identity and sexual activity are grounded in traditional interpretations of the Bible's teaching on gender and human sexuality. We recognize that due to sin and human brokenness, our experience of our sex and gender often does not reflect God's original intention. We also realize that believing in Jesus does not resolve all tensions and sufferings of this life. Given the congregational living nature of camp, we embrace our calling to extend love, care, and respect to all people, as we affirm God's plan for gender and human sexuality.

**While recognizing that staff come from various church backgrounds and denominations, as a staff member representing Camp Hollymont, you are expected to hold to these central beliefs, and we ask that you agree to the following statements:**

1. I confess that I am a sinner in the sight of God, justly deserving His displeasure, and that I am without hope except in His sovereign mercy.
2. I believe in the Lord Jesus Christ as the Son of God and Savior of sinners, and I receive and rest upon Him alone for salvation.
3. I promise, in reliance upon the power, presence, and guidance of the Holy Spirit, that I will seek to live in obedience to God's Word as becomes a follower of Christ.
4. I will respect the beliefs of other staff and campers and will promote only that which is consistent with Scripture and reiterated in the Hollymont statement of faith.
5. I will answer questions in devotions in light of these faith statements while encouraging the campers and fellow staff members to respect each other's differences.

# 2024 CAMP HOLLYMONT TERMS OF SERVICE

## FINANCIAL

### TUITION

Tuition includes room & board and camp programming. Not included in the tuition charge is the Spending Account Deposit. The fees for optional offerings including, but not limited to certain Skill selections, Off-Campus Trips, Airport Transportation Shuttle, and UPS Shipping are also excluded.

13 Day Classic Session (\$4990)

7 Day Starter Session (\$2750)

Counselor-in-Training Session (\$3990)

Mother/Daughter Camp (\$1290 + \$400 Additional Daughter)

### REGISTRATION DEPOSITS– Fall 2023 – Summer 2024

An event specific deposit is required to secure registration in the 2024 session of your choice.

13 Day Classic Session (\$1990)

7 Day Starter Session Deposit (\$1350)

Counselor-in-Training Session Deposit (\$1990)

Mother/Daughter Camp (\$645)

### EVENT SPECIFIC PAYMENT DUE DATES

#### March 1, 2024

13 Day Classic Session = \$2000 (*Plus Registration Deposit of \$1990 = \$3990*)

7 Day Starter Session = \$1000 (*Plus Registration Deposit of \$1350 = \$2350*)

Counselor-in-Training Session = \$1000 (*Plus Registration Deposit of \$1990 = \$2990*)

Mother/Daughter Camp \$645 (*Plus Registration Deposit of \$645 = \$1290*)

Any account past due after March 15<sup>th</sup> will result in cancellation of camper/CIT/MD enrollment with notice. If your plans for the summer have changed, we need to know before staff and program commitments are made.

#### April 20, 2024 – All remaining balance is due.

Any account past due after May 5<sup>th</sup> will result in cancellation of enrollment with notice. If your plans for the summer have changed, we need to know immediately as we are finalizing staffing and programming.

### **Forms of Payment Accepted**

We accept checks, Echecks/ACH, wire transfers, and credit cards (VISA, Mastercard, Discover, and American Express.) **Effective March 7, 2023, all credit card payments will incur a surcharge fee for utilization.**

### **Automatic Payment Information**

You will receive a reminder e-mail 10 days in advance of each scheduled automatic payment. Payment will be made with the credit card on file in Circuitree. If there is no card on file, you will need to log into your account and make payment by the due date. If you wish to pay via check or if someone else will be making payment, please call the Hollymont Camp Office at (828) 686-5343 to discuss payment arrangements.

## **CANCELLATION & REFUND POLICY**

### **Classic Camper, Starter Camper & CIT Sessions**

Deposits and payments are refundable through March 1, 2024, except for a \$250 per camp participant cancellation fee.

Cancellations made between March 2 and May 31, 2024, will be charged a \$400 cancellation fee, and will receive a refund of the remaining 2024 monies paid.

Cancellations June 1, 2024, and after will be charged a \$400 cancellation fee and the remaining 2024 monies paid will be transferred to Summer 2025 and applied to tuition and fees for that year only.

### **Mother/Daughter Session**

Deposits and payments are refundable through March 1, 2024, except for a \$100 cancellation fee.

Cancellations made between March 2 and May 31, 2024, will be charged a \$250 cancellation fee, and will receive a refund of the remaining 2024 monies paid.

Cancellations June 1, 2024, and after will be charged a \$250 cancellation fee and the remaining 2024 monies paid will be transferred to Summer 2025 and applied to tuition and fees for that year only.

### **General**

It is expressly understood that Camp Hollymont does not provide refunds for absences, health problems, family emergencies, late arrivals or early withdrawals of campers or CITs.

These payment and refund policies are in effect for each camp participant and are not affected by the number of other family members enrolled at camp with the exception of mother/daughter camp registrations which are considered as one unit. Any deviation from the above-stated policies shall be at the sole discretion of Camp Hollymont.

## **SPENDING MONEY**

Campers/CITs do not use cash at camp. They have spending accounts. Charges from the camp store, personal item requests, and medical expenses are recorded on the individual's spending sheet.

### **Classic Camper, Starter Camper, & CITs**

We will automatically add spending money to each camp participant's spending account prior to camp. The charge will be reflected on the invoice as "Spending Account Deposit."

13 Day Classic and Counselor-in-Training Sessions (amount **\$150**)

7 Day Starter Sessions (amount **\$125**)

We will monitor and discuss your camper/CIT's spending with her. If the spending limit presents a challenge for your camper/CIT, we will act on the instructions you provided during registration and/or contact you. At the end of the summer after accounts have received a final review, unused spending money will first be applied to any outstanding balance and then refunded. Spending account overages will be billed at the end of the session.

### **Mother/Daughter Participants**

Due to the short-term nature of the Mother/Daughter Session, participants will not have a spending account with deposited funds, but rather mothers and their daughters will have a joint spending sheet on which the charges from the camp store and any miscellaneous charges will be recorded. When the session ends, the spending sheet balance will be charged to the credit card provided by the participant.