

# Basic Qualifications & Essential Functions for CAMP Volunteers and Staff



*The self-assessment checklist below is to be used by individuals to help them determine their readiness to serve as staff or volunteers. Additionally, all staff and volunteers must attend Pre-CAMP Training where they will be evaluated on their readiness to return in an independent staff or volunteer role. Those who are not able to meet the basic qualifications or perform the essential functions listed below will be invited to apply to attend CAMP as campers.*

## ***The following criteria must be met by all staff and volunteers:***

- \* Able to groom self
- \* Able to dress self
- \* Able to feed self
- \* Able to shower self
- \* Able to manage own bowels
- \* Able to manage own bladder
- \* Able to transfer self to/from wheelchair (if applicable)
- \* Able to assist a camper in grooming
- \* Able to assist a camper in dressing
- \* Able to assist a camper in eating
- \* Able to assist a camper in showering
- \* Able to assist a camper in bowel management
- \* Able to assist a camper in bladder management
- \* Able to interact with and supervise campers in a rustic environment during a 24-hour/5-6 day period
- \* Able to foster a wholesome and supportive environment in which campers can experience success
- \* Able to maintain a positive example in personal life and daily living situations

- \* Able to understand and follow CAMP rules and schedules with minimal supervision
- \* Able to manage time off appropriately and without direct supervision
- \* Able to fulfill duties in the Texas Hill Country climate (which is often hot and humid)

**As an organization we strive to offer opportunities for individuals who have special needs in roles as campers, as well as in staff or volunteer roles. Our first priority and greatest obligation must always be to our current campers, providing first and foremost for their safety and care. As such we are not always able to promote campers into volunteer or staff roles, but we do continue to welcome them back to CAMP as campers.**