



SAFETY INFORMATION

The same organizational objectives for 60 years

Since 1955, Sky Ranch staff members have been trained to apply a consistent set of priorities to everything we do.

1. **Safety First:** The job of every staff member is to first create an environment that manages the physical, emotional, and spiritual safety of a child. Everything starts here.
2. **Fun for Life:** Once we have provided for the health and welfare of a child, we want to create a memorable experience that will last a lifetime. We want to enhance the joy in their life in fresh, creative, wholesome, kid-friendly ways.
3. **Spiritual Growth:** A camper's spiritual growth is at the core of the mission of Sky Ranch. However, we understand that if a child is not safe or enjoying their experience, we lose the opportunity to invest in their character and faith.

Well Trained, Carefully Selected Summer Staff

Each year we recruit over 1,200 college students from over 30+ schools across the country. Of the applicants interviewed, we hire approximately 400 staff members. About 40% will be students who have worked with us in previous summers or have been trained through our leadership camp programs.

Our staff selection process is extensive and begins with a candidate's first interview with Sky Ranch.

Every staff member is trained from day one to "Care for the Legacy". Therefore, before we ever begin interviewing for new staff team members, our previous summer staff has begun their own recruiting process. They search their university campuses in the pursuit of Godly role models and character driven individuals who will complement the Sky Ranch team.

Once selected for an interview, the applicant will participate in a detailed 60 - 70 minute meeting with one of our trained Camp Ministry Team leaders, during which we ask many personal questions about family history, social involvement, spiritual background, and moral beliefs. These questions are designed to screen out candidates that do not meet the standards we set for our staff. Our intentional methodology provides us the very best counselors, without compromise.

If we find the candidate to meet the requirements of our Summer team, we then perform an extensive background and character check on the individual. Our dedicated Human Resources team will perform character reference checks while we employ an outside agency to provide comprehensive background and criminal history checks which includes a check against the national sex offender registry. We even go so far as to check social networking sites, such as Facebook, to be certain that our candidates conduct themselves

appropriately even in their personal lives.

Once selected for employment, a student is required to attend a 7-14 day training at camp. This is a probationary period, and if we do not feel completely confident in a student's ability to be an outstanding caregiver and role model for your child, we will not allow them to serve during the summer.

Our full-time staff and board regularly pray for the recruiting and hiring of these students throughout the entire year.

Furthermore, Sky Ranch contracts with an outside consulting company, Ministry Safe (www.ministrysafe.com), an expert in the field of identifying sexual predators. This organization trains our full-time staff on what to look for in the hiring process. Additionally, they help us identify potential risk areas at camp from which we have developed systems and adjusted facilities in efforts to avoid any threat of child abuse.

We also encourage you, as parents, to partner with us for your children's utmost safety by talking to them about what to do in an uncomfortable situation. Every cabin community contains a 'message lock box.' This is a means for campers to anonymously report any information or circumstance in which they have felt threatened or abused. Each box is checked by our Camp Ministry Team leaders every day.

The Decentralized Difference

Sky Ranch is unique in the summer camp world in that we run a completely decentralized program. What that means is that our cabins are communities. Your child will stay with the same team of campers and counselors for the entire week. They travel together, play together, learn together, and grow together. Each community has a team of counselors who stay with the kids for their entire experience. There is a mix of personalities and skill sets in each cabin. This provides certain key advantages in terms of child care.

One size does not fit all. We attempt to provide counselors and leaders of different personalities and backgrounds in hopes that your camper will find a role model to match their temperament and meet their needs.

The accountability factor. Because it is a team, we can avoid situations where campers are left alone with any one counselor. In fact, staff are trained to prohibit any person on camp from being in a private situation with any camper. This provides a built-in check and balance system, and a high level of accountability for following standards and appropriate conduct.

Utilizing a Senior Counselor. A trusted, well-trained Senior Counselor oversees only one cabin of staff and counselors of which they are always a part. They are not asked to watch multiple groups. All staff members receive performance reviews and in-service training during the summer.

These Senior Counselors are trained to identify and handle potential threatening situations such as bullying, health risks, or even the stress of being away from home.

Senior Counselors report directly to a Ministry Team Professional whose sole purpose is to oversee the health and welfare of your camper. These leaders are full-time, adult staff with

special training in safety, spiritual growth for kids, and camp management. They will stay directly involved with each community they oversee.

Learn more about our awesome counselors!

Relationship Managers vs. Safety Managers. We hire staff whose job it is to build relationships with kids and care for their emotional and spiritual needs. Then we hire a team that specializes in managing the safety of activities for campers. Because we are decentralized, we have specialists who can become highly skilled in their area of care. In other words, we don't ask our students to do too many jobs at once, but we do expect that they be excellent at their designated roles.

However, every summer staff member must undergo a skills test in order to participate in or facilitate any high risk activity.

Regardless of part-time or full time employment status, the emotional, physical, and spiritual safety of our campers is every staff member's responsibility.

We have set in place a system of written and verbal warnings. Depending on the amount of warnings and severity of our concerns, termination of a staff member may occur.

Extremely favorable staff to camper ratios. Our staff to camper ratio is approximately 1: 5. Depending on the activity or situation, it may get adjusted 1:2. State regulations call for a minimum of 1:10.

Standards of Excellence. Sky Ranch exceeds the state's requirements involving the training and testing on the subject of abuse prevention for youth camps in many ways.

Securing our Perimeter. Sky Ranch employs a security person to live on site and regularly patrol camp areas throughout the summer.

Full-Time Professional Ministry Team

Each full-time staff member undergoes a thorough interview process, a full set of background checks which includes a check against the national sex offender registry, and references checks at time of hire.

Every staff member on camp is trained and expected to never be alone in a private setting with a camper.

Full-time staff receive annual performance reviews overseen by a member of our Executive Team. Moreover, the entire Executive Team of Sky Ranch, including our CEO, participates in the continual monitoring and quality assurance checks of all camp ministries.

Sky Ranch practices daily monitoring of all activities through a system of checks and balances. Ministry Team Leaders, Activity Managers, the Health Care Administrator, the Senior Director of Operations, and a team of seasonal staff provide constant monitoring of all camp activity.

In compliance with Texas, Oklahoma, and Colorado State law, if any of our staff become aware of potential or actual camper abuse, we report any suspicions or information to the appropriate agency.

Professional Activity Training and Standards

Sky Ranch is an American Camp Association accredited camp. ACA is an independent organization that establishes and evaluates standards and best practices for the camping industry. Our camps are visited and reviewed by fellow camp professionals trained as ACA visitors and graded against a set of standards established by ACA. Sky Ranch exceeds many of the standards set by ACA.

Basic camper protection against dehydration and sunburn is a part of our daily ritual. Sunblock application is scheduled throughout the day. All campers are encouraged to drink water at each meal and carry filled water bottles throughout the day. Counselors are trained to proactively require campers to stay hydrated throughout the day.

Rigorous hand washing, daily hygiene procedures, and a full-time housekeeping team help us protect against the spread of illness.

When open for camper use, trained American Red Cross Lifeguards are posted at every water activity.

Every cabin has counselors certified in CPR by the American Red Cross.

Staff who lead ropes activities are trained through Adventure Experiences Inc. (www.advexp.com)

Non-swimmers must wear a life jacket to participate in any water activity.

All campers must wear a life jacket at water front activities.

Waverunner instructors, boat drivers, etc. undergo specialized training in their area.

Skilled Certified Medical Team

During the summer, we provide licensed and certified healthcare professionals and a team of health assistants on duty 24 hours a day at our Van facility. At Ute trail we provide trained Wilderness First Responders for our Wilderness program and a nurse for each session of Sigma.

Sky Ranch employs a Registered Nurse as our Health Care Administrator to supervise all summer camp healthcare professionals and health assistants.

Sky Ranch's medical protocols are regulated by a local physician that specializes in family medicine.

Sky Ranch is located close to a medical clinic and near Tyler, TX which provides a level 1 trauma center that can handle all emergencies. Our Colorado camps use the Lake City Medical Center or Emergency facilities in Gunnison.

All lifeguards, senior counselors and senior assistant counselors are trained to use the Automated External Defibrillator. Sky Ranch has 3 AED's on the Van property and 1 at Ute Trail.

Outstanding Facilities

All ropes courses and ropes equipment are inspected annually by Adventure Experiences Inc. (www.advexp.com).

Water in all pools and Sky Lake undergoes scheduled testing to ensure the water content is in safe swimming condition. Continuous air inflatables and waterslides are inspected annually by third party inspectors and registered with the Texas Department of Insurance.

Cabins are all equipped with heat and A/C, fire alarms and extinguishers, and posted safety procedures in case of fire or natural disaster.

All of our camps have secured entries.

Kid Friendly Food Service Standards

Sky Ranch's kitchens are regulated by the Texas Department of State Health Services in the same way public restaurants are regulated. While we are not peanut free, we have limited the amount of peanut products in our food.

Fruits and/or vegetables are integrated into the menus at Sky Ranch, and we also include a full salad bar with all lunch and dinner meals.

Menu alternatives can be provided in the case of severe allergies. Please contact Guest Services at 903.266.3300 for more information.