

Dear Parent(s),

Thank you for the opportunity to have your child on staff. We hope this will be an enriching experience complete with positive memories, a new appreciation for God's creation, and increased maturity for them.

We as the management staff, commit ourselves to:

- Prepare your child as a whole person
- Provide a safe, healthy, fun and challenging environment for your child
- Support your child in their work, faith and life
- Be role models
- Connect and engage your child in Camp's mission

While Camp Arcadia provides a Christian family environment, it is not our intention as employers to act as custodians or surrogate parents to your child during the summer's employment period. In hiring your child, we have assumed he or she is sufficiently independent and responsible to behave appropriately as a Christian staff member. If, for any reason, you should feel that your child is not sufficiently responsible to act appropriately while absent of your supervision, then you may wish to reevaluate whether it is wise for them to join the Camp Arcadia staff this summer.

Our attorneys and insurance company have required that we obtain signatures of all staff member parents whose children are under the age of 21 on the enclosed waiver/indemnification agreement. The age of 21 is specific to the age at which alcohol, tobacco, and marijuana may be legally purchased and consumed in the state of Michigan.

By signing the enclosed waiver/indemnification agreement, you will, as parents of a minor staff member, agree not to bring any claim against Camp Arcadia, the Lutheran Camp Association and/or its various officers, administrators and/or employees, and indemnify us from any damage or harm which may come to your child, third persons or their property as a result of your child's misconduct, in the unlikely event it should occur.

You may wish to discuss the contents of this letter with your child to insure they understand the nature of a staff member's behavior while employed at Camp Arcadia. You may wish to consult the STAFF POLICY MANUAL which has been made available to your child. After signing the waiver/indemnification agreement, return it to Tyler Schlitzkus, Operations Director either via email to camp-arcadia@camp-arcadia.com, or upload to the staff portal. Thank you for your cooperation!

Please come and visit us if you can get away; you may wish to arrange your visit to coincide with your child's day off. Meals are available in our dining room for a moderate charge. You are also welcome to visit your child during their day off and stay for free at Camp Arcadia if we have room.

Sincerely,
Chip May
Executive Director

WAIVER AND INDEMNIFICATION AGREEMENT

THIS WAIVER AND INDEMNIFICATION AGREEMENT

("Agreement") is executed this _____ day of _____, ____ (year), by the

undersigned, as parents of _____, who will be an employee of the Lutheran Camp Association at its facility commonly known as "Camp Arcadia" in Arcadia, Michigan, during the summer of 2020 or until their employment ends.

In consideration of the undertaking by the Lutheran Camp Association and Camp Arcadia in the employing of my/our minor child for the season of 2020, I am/we are executing this Agreement in favor of the Lutheran Camp Association and Camp Arcadia, along with its various administrators and employees, as an inducement to the Lutheran Camp Association and Camp Arcadia to accept my/our minor child for employment.

By executing this Agreement, I/we hereby waive any and all claims that I/we or my/our minor child may have with respect to any damage or harm which may come to my/our minor child, his property or possessions to the extent of said minor child's negligence or misconduct; provided, however, that the foregoing shall not operate to release the Lutheran Camp Association, Camp Arcadia or its various administrators and/or employees for any harm or damage which may come to said minor child, his/her property or possessions as a result of any negligent conduct or conduct stemming from negligent disregard for his/her health or well-being.

I/We hereby agree to defend, indemnify and hold harmless the Lutheran Camp Association, Camp Arcadia, its various administrators and/or employees, from and against any loss, claim, damage or expense to the extent attributable to the misconduct or negligence of said minor child arising within the course of his/her employment.

The terms of this Agreement shall survive the expiration of my child's employment with the Lutheran Camp Association indefinitely.

Dated: _____

Parent/Guardian

Parent/Guardian

Please upload this to your online staff profile or email to camp-arcadia@camp-arcadia.com