



## **Volunteer Position Description & Agreement**

**Bear Creek Lake State Park  
(804)492-4410**

**Camp Host**



*Instructions: This document is to be printed and completed in ink through cooperation between the park's Host Site Supervisor and the Host(s) on the first day of the Host(s) term of service. A completed copy of this document must remain onsite.*

## **Section 1**

### **Opportunity Description**

The following **Basic Duties** apply to all VSP Camp Hosts:

1. **Customer Service** – as a representative of Virginia State Parks, the host will extend polite and informative customer service to park guests, and serve as a role model for campground conduct. The host will greet and introduce themselves to new arrivals in the campground, and maintain a clean and orderly camp site.
2. **Bathhouse** – bathhouse cleanliness is **not** the primary responsibility of the Host. The host is limited to minor upkeep & sanitation roles in the bathhouse. These duties may include monitoring the state of supplies (i.e. Toilet paper, soap, and towels) contributing to the general tidiness of the facility, and reporting other maintenance needs to park staff.
3. **Service Hours** – Each Host placement, whether composed of one or multiple volunteers, will offset the labor of at least one part-time employee. This is quantified at **30 hours of service per week** mandatory. In instances of Host placement with multiple volunteers (spouse teams, families, etc.) these 30 hours may be shared among the members of the host party. *We frequently see and strongly encourage that hosts, especially in groups, contribute above and beyond 30 hours per week.*
4. **On-call Status** – The specific nature of the Host's on-call status will be determined through cooperation between the Host and Park staff.
5. **Conflict Resolution** – While the host may monitor the campground for disturbances and conflict between parties of guests, it is **not** the primary responsibility of the Host to finally resolve these disturbances, or to enforce quiet hours within the campground. The Host will be provided with instructions about how to get in touch with park law enforcement to carry out the direct enforcement of park policies.
6. **Operation of equipment** – The Host shall not be *required* to operate machinery including but not limited to lawn mowers, weed-whackers and chain-saws.
7. **All other duties** – All other Host duties are defined by the Park Staff and the Volunteer Host based upon Park requirements and Host ambitions provided they do not conflict with items 1 – 6 of the Volunteer Host Program Basic Duties.



**General Description: Bear Creek Lake Camp Host Position**

Provide high quality customer service to campers in state parks; assist with day-to-day operations of the campground.

**Duties:**

- Perform public relations role in the campground by answering questions about camping, park facilities, programs, rules, and nearby points of interest. Be readily accessible to campers to receive their concerns and comments.
- Assist campers with setup when appropriate.
- Announce park programs to campers.
- Maintain the campground by picking up litter, cleaning campsites, cleaning bath houses, replenishing restroom supplies, and performing minor repairs.
- Check for fee compliance.
- Perform campground checks periodically.
- Contact park staff and/or other law enforcement personnel when emergencies or activities within the park warrant. A Camp Host shall not take any law enforcement action under any circumstances.
- Act as a liaison between campers and park staff; provide input to staff on campground operations.
- Be on duty and available to park visitors on all weekends and holidays as well as other days during the week as assigned by the site supervisor.
- Selling of ice and firewood to overnight guests as needed. Change fund will be provided.

**Park-Specific Duties:**

- Hosts may assist with programming to the extent that their interests or talents allow.

**Qualifications:**

- Set an example as a model camper, practicing good housekeeping, and being courteous and helpful to the public.
- Bring own camping gear and personal items.
- Be able to follow directions and use safety precautions.
- Be able to bend, kneel, and move light to medium weight.

**Other Requirements:**

- Refrain from any outside employment or other volunteer activities that might interfere with commitments of a CampHost.
- Comply with all CampHost Program guidelines as stated in the CampHost Handbook.
- Wear hat and vest, and/or nametag if provided, when completing assigned tasks and when acting in a public relations capacity on behalf of the park.



### **Training:**

- Orientation using Volunteer Orientation/Training Checklist
- Other training – possible cash register training for contact station coverage.

### **Time Commitment:**

Ranges from 30 days to 60 days with a maximum of 120 days in a season. A season is not calendar-year dependent but reflects continual service.

### **Description of the Host site:**

These amenities/features are available at the host's camp site:

- Water and electric hookups (no sewer, but dump station available)
- Open site

### **Size/type of RV that can be accommodated:**

The site is large enough for a 35 foot RV and personal vehicle.

### **General Description: Bear Creek Lake Park Host Position**

Volunteer will need a specialized skill that can be utilized to enhance and improve our park. This skill may be electrical, plumbing, mechanical, carpentry, landscaping, administrative, or IT.

### **Duties:**

Duties vary greatly depending on the specialized skill of the park host. Each Park host:

- Will be assigned a staff supervisor and will work in close cooperation with others at the park in the area of their expertise.
- Is responsible for providing high quality customer service to the park's campers, guests, and staff.
- Will assist with camp host duties as needed.

### **Qualifications:**

- Host needs to be able to follow directions and use safety precautions
- Host needs to be able to work independently or as part of a team

### **Other Requirements:**

- Comply with all Camp Host program guidelines as stated in the Camp Host handbook
- Wear hat, vest/host t-shirt, and nametag when completing assigned tasks and when acting in a public relations capacity on behalf of the park.

### **Training:**

- Orientation using Volunteer Orientation/Training Checklist
- Safety videos
- Other training

**Time Commitment:**

Ranges from 30 days to 60 days with a maximum of 120 days in a season. A season is not calendar-year dependent but reflects continual service.

**Description of the Host site:**

These amenities/features are available at the host's camp site:

- Water and electric hookups (30 amps)
- Shady site

**Size/type of RV that can be accommodated:**

Up to 50'. Tow vehicle parking is nearby if trailer is longer than 35'.

Other equipment host may place on the campsite: Any personal vehicles that fit on site. Any camp equipment and lawn furniture that fits tastefully on site. Park Gator may be available for hosts' use much of the time.

## **Section 2**

### **Host/Site Agreement**

This agreement is entered into between the Host Volunteer, hereinafter called the Host, and the Virginia Department of Conservation and Recreation, Virginia State Parks, hereinafter called the Department.

The **Host agrees to perform the tasks outlined in the Host Position Description (Section 1).**

**The Host further agrees to the following:**

1. To be on duty as required by the site supervisor.
2. To work the minimum number of hours as assigned by the site supervisor.
3. To refrain from any outside employment or other volunteer activities that might interfere with commitments of a host.
4. To supply their own camping gear and personal items.
5. To set an example as a model camper, practicing good housekeeping and being courteous and helpful to the public.
6. To wear the shirt, hat, vest, or nametag if provided when completing assigned tasks and when acting in a public relations capacity on behalf of the Department.

**The Department agrees to the following:**

1. To waive the campground fees for the period of the agreement.
2. To waive for the period of the agreement the rule that limits camping to a maximum stay of 14 days within a 30-day period.



3. To orient and train the Host to the reasonable extent needed to enable the Host to perform assigned tasks.
4. To ensure that the Host's duties are conducted in a safe and secure environment.
5. To provide all Hosts with proper equipment, uniform, tools, site signage and other benefits as outlined in the Host Handbook.

**The Department and the Host mutually agree as follows:**

The Department, through the Virginia State Parks Director or his designee, shall decide on all questions that may arise as to the quality, fitness, promptness and acceptability of service provided by the Host to the park visitor, and that the State Parks Director or his designee may void or cancel this agreement by giving oral notice to the Host, thereby voiding or canceling this agreement. The Director's (or designee's) determination and decision shall be final and conclusive. The Host may cancel this agreement at any time for any reason, giving verbal notice to the site supervisor and/or the Host Coordinator.

As Volunteers, Hosts do not receive wages or stipend. They are not eligible for benefits applicable to State Employees. Hosts are not covered by Worker's Compensation. There is no insurance coverage for damage or theft of personal property.

**Special Statement Regarding Cleaning:**

Park staff holds the duties of bath house primary cleaners. They are responsible for any thorough sanitizing and addressing of biohazard issues. Hosts are responsible for regular sweeping, policing for trash on floors, checking for toilet paper, replenishing supplies, general appearance of the building and grounds, and notification of park maintenance of major cleaning issues. Our customer surveys have shown that clean bath houses are important to our visitors. If you wish to assist us in additional efforts to perform this important aspect of park operations, park staff will provide training in this area and would welcome your assistance.



## **Section 3**

### **Host Earned Benefit**

1. Hosts are eligible to receive **40,000** Virginia State Parks **Customer Loyalty Points** after completing one 30-day assignment. Hosts who complete two or more 30-day assignments in the same season are eligible for **80,000 Customer Loyalty Points** in total for the season.
2. The maximum benefit allowed per season is 80,000 loyalty points regardless of the length of service or number of parks served in.
3. Benefits earned are for the use of the host or host couple only and can be used in any increment, and in any period the host wishes, subject to availability. Points may be used toward any type of stay in or entry pass for a Virginia State Park.
4. Unused loyalty points expire after five years.
5. Learn more about our loyalty points program and redemption values online at: <https://www.dcr.virginia.gov/state-parks/customer-loyalty>.



**Section 4**  
**On-Duty Assignment**

**Assigned Month(s):** \_\_\_\_\_

**Regular Scheduled Days/Hours:**

**Other Days/Hours Assigned by the Site Supervisor:**

**Other Services that the Host Agrees to Furnish AND/OR Changes/Exceptions/Special Considerations:**

**Logging hours at end of term of service (*choose one*):**

**Camp Host(s) will log own hours during or at end of month \_\_\_\_\_**  
**Host Site Supervisor at park will log hours during or at end of month \_\_\_\_\_**





## **Section 5**

### **Host Contact Information & Signatures**

Name(s): \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Supervisor: \_\_\_\_\_

Agreement dates: \_\_\_\_\_

### **Signatures**

Host(s)

Date

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Host Site Supervisor

Date

\_\_\_\_\_

\_\_\_\_\_