Camp United We Stand
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An Invitation to Host Camp United We Stand

Every three to six months, 30 to 35 of our unhoused neighbors pack up their tents, kitchen, and community and move to a new parking lot because a faith community has said, “You are welcome here.” We are looking for our next host. This packet answers the questions congregations most often ask, but we would be very grateful for the chance to talk with you by phone, visit your site, or welcome you to ours.

Many faith traditions share a call to welcome the stranger and shelter the neighbor in need. The Torah teaches, "You too must befriend the stranger, for you were strangers in the land of Egypt" (Deuteronomy 10:19). Jesus said, "I was a stranger and you welcomed me" (Matthew 25:35). The Qur'an calls believers to do good to "the neighbor who is near, the neighbor who is a stranger ... and the traveler" (Surah 4:36). Bahá'u'lláh of the Bahá'í Faith (in Gleanings CXXX) said, "Be ... a home for the stranger, a balm to the suffering, a tower of strength for the fugitive." The Buddha (in the Karaniya Metta Sutta: The Buddha's Words on Loving-Kindness) is quoted as saying, “"Even as a mother protects with her life / Her child, her only child, / So with a boundless heart / Should one cherish all living beings." The Hindu Taittiriya Upanishad 1.11.2 says: "Atithi devo bhava," meaning "Let the guest be to you as God." Hosting CUWS is one of the most direct and visible ways a congregation can live out that call: not by writing a check, but by making room.

Frequently Asked Questions for Congregations Considering Hosting

What Your Congregation Would Gain by Hosting CUWS

- A concrete way to put your faith into action, right on your own property
- Relationships: members, youth, and families can share meals, volunteer, and get to know the people behind the word “homeless”
- Extra eyes on your property around the clock
- A part in real turnarounds: members use their time at CUWS to stabilize, work, save, study, and prepare for housing.

What CUWS Brings and Manages

- Our own tents, platforms, portable toilets, garbage service, shower, kitchen, pantry, and internet
- 24/7 on-site security, a single fenced entrance, security cameras, and fire safety inspected by the local fire department
- Background checks on every resident; no alcohol, drugs, or weapons; strict, enforced Rules of Conduct
- Self-governance by an elected Executive Committee, overseen by a volunteer nonprofit Board
- General liability insurance, with the host named as an additional insured
- Help obtaining local permits, with setup and takedown led by Camp members
- A clean site: members walk the perimeter daily to pick up trash, and hosts often say their neighborhood is cleaner while the Camp is there

What We Ask of a Host

- Space in your parking lot or grounds for 3 to 6 months for our tents for up to 35 adults, a small office trailer, a portable pantry, other tents for our kitchen, dining, meeting, and donations, portable toilets and garbage bins we contract for, plus about 5 parking spaces. That is around 10,000 to 12,000 square feet or about 30-40 average parking spaces. We have done it with less space.
- Access to water and electricity (CUWS reimburses the added cost if your congregation is unable to cover it)
- One or two contact people we can call if a need arises
- Occasional use of an indoor room for our monthly Board meeting

Our experience in the community

During the past years, we have been hosted by churches in Seattle, Shoreline, Kenmore, Kirkland, and Woodinville. Camp and Board members have increasingly taken responsibility for aiding educational efforts among faith communities and other local organizations about what is needed to mitigate and eventually solve homelessness, with the result that CUWS has developed a reputation as a regional resource. We remain the only sanctioned encampment in North King County, and although we wish that wasn't the case, we take that distinction seriously.

Through advice and support from local and regional organizations, we have developed a well-designed management structure that minimizes conflicts and encourages collaboration and companionship among CUWS residents. Our screening process ensures that prospective residents have the intention to follow necessary rules. During their stay, they are given

opportunities to practice leadership. We are now able to care for unhoused sober adults in ways that encourage them to work on skills during their stay and thus increase their chances to transition to housing.

Many people in the Seattle area have a perception that unhoused people are moving to cities in the area from elsewhere because local cities provide good services. The reality is different. We recently surveyed CUWS members and found only one person who was last housed outside of King or Snohomish County. They and the vast majority of unhoused people in the region are from here. They are our neighbors, people who simply cannot afford the expensive housing in our region. And services from government are not adequate. Unhoused people need more support, and faith communities can make a big difference in the lives of a few dozen folks.

CUWS is organized as a 501(c)(3) nonprofit and can accept charitable donations. In fact, that is practically its sole source of funding. We receive no regular government funding and have received only a few small grants over the past 12 years. **CUWS has been able to help meet the basic needs of its members with very little money. In 2025 (before we were paying for insurance) we did this with only $43,000, serving up to 35 adults (at an average cost of $3.37/person/day). In 2026, the average will be around $4.50/person/day.** A typical tiny home village spends around $25/person/day, not counting the $43,000 needed to build each structure or the costs for staff to manage them or provide services.

Below we provide some information about what your experience with Camp United We Stand might be.

Letters testifying to the experience of hosting Camp United We Stand

Letter from a Recent Host Describing Their Experience with CUWS

Testimonial from Ruth Kading (NUCC Trustee) regarding Northshore United Church of Christ's experience hosting Camp United We Stand.

Hosting homeless camps is an important ministry and mission of NUCC. Since 2004 we have hosted several homeless camps. We had the pleasure of hosting Camp United We Stand from April 10 to August 1, 2026.

NUCC created a joint Oversight Committee including both NUCC members and the CUWS Executive Committee. They met regularly to discuss needs, concerns and problems. While I was not on the oversight committee, I did interact regularly with residents in person, by text and by phone.

CUWS invited me and the NUCC oversight committee chair to their monthly board meetings, where we learned what they were working on, received updates, and gave them our feedback.

NUCC had very few asks of the camp, all of which were followed (for example - where to park cars, to monitor hose connections for leaks, and that smokers use the provided ashtray).

CUWS is self-managed. Their executive committee members were visible around the camp area and regularly patrolled the property. They were available to provide information and answer questions. The residents kept the camp area neat and orderly. They cleaned our entire parking lot - not just the part they used.

CUWS asked very little of us during their stay. They asked to borrow some tools and batteries and were very considerate in returning or replacing them promptly.

While the decision to host Camp United We Stand in the future is a decision for the entire NUCC congregation to make, I would gladly welcome them. I would recommend CUWS to any congregation considering hosting.

<u>One Example of Success as Described by a Camp Member</u>

Below is a testimonial from one CUWS member who made significant changes in his life while at and with the help of CUWS. There are more examples.

My name is Jordan. Three and a half years ago, I arrived at Camp United We Stand (CUWS) with nothing. A personal crisis had led to me losing my home, and I was navigating the darkest and most difficult period of my life.

I arrived at camp a boy, broken by my circumstances and expecting only shelter. But instead of a handout, the community offered me a path to becoming a man. I was surrounded by people, primarily elderly residents and veterans, who understood struggle but refused to be defined by it. They didn't just offer sympathy; they offered responsibility. I went from being a resident to being a part of an elected leadership committee, entrusted to help manage the daily life and survival of our 30-person encampment.

That trust changed everything. The camp provided constant opportunities through hardship and community to test and strengthen my character. I found myself mediating disputes, organizing meetings, and managing the immense physical logistics of moving our community every 90 days. In that work, I also solidified my faith, going from a scattered, broken individual to a confident and steady follower of Christ. By ensuring our community was safe and heard, I rediscovered the mature, responsible adult I was meant to be.

The camp didn't just save my life; it gave me a new one. It was from my tent at CUWS that I enrolled in college, and it was the stability and self-worth I learned there that allowed me to make the honors list. The discipline and sense of purpose I regained at CUWS are the primary reasons I am now enlisting in the Washington Army National Guard.

Camp United We Stand is proof that a community can do more than just house people—it can restore them. It restored my pride, my discipline, and my belief in a future. For that, I am eternally grateful.

God Bless this camp and everyone involved.

Structure and Operations of CUWS

1) A description of Camp United We Stand and its mission.

   a) **Camp United We Stand (CUWS)** is a self-managed, authorized encampment that has been hosted by religious congregations in Seattle and North King County since 2014. A volunteer Board of Directors oversees the management of the camp and serves as fiduciary representative through a 501(c)(3) (see Financials). CUWS is hosted and supported by religious congregations and service organizations in North Seattle, Shoreline, Kenmore, Bothell, Woodinville, and Kirkland.

   b) **The mission of CUWS is to provide safe shelter, support, and community for people without housing**. CUWS works toward this mission by assisting members with daily needs and facilitating their transition to independent living. We believe that all individuals deserve respect, and we work toward justice by modeling empowerment, stewardship, and democratic self-governance. To demonstrate respect for the communities they visit, CUWS members subscribe to strict **Rules of Conduct**. We run **background checks** on everyone who requests admission to the camp, barring entry to sex offenders and those with outstanding warrants. We do not allow alcohol, drug use, or weapons in camp, and we do not allow camp members to use other areas of the host site. Bullying and harassment are not tolerated. Respect and civility toward other members, visitors to camp, and host representatives are required. All CUWS members are encouraged to apply for benefits and housing with case management agencies.



   c) You can read more on our website: www.campunitedwestand.org

2) The time frame for our stay.

   a) This is flexible and depends on local municipal policies

   b) Shoreline allows a stay of 3 months with a nearly automatic extension to 6 months. Other communities allow three or four months.

3) The anticipated number of residents, staff, and volunteers.

    a) The Camp has the capacity for and a limit of 35 members. Depending on the size of the host site, the capacity may be lower. Often, the population is around 30 or fewer. We have no staff. Volunteers come regularly to provide food, hot meals, supplies, and laundry service.

4) An overview of how the camp operates on a day-to-day basis.

    a) Before entry and acceptance, Camp members read and agree to abide by the Camp rules (attached). This lays out obligations to assist with Camp maintenance and appropriate conduct with other residents, site hosts, and neighbors in the neighborhood.

    b) Residents must sign in at least every 3 days and attend weekly Camp meetings unless they are working or excused. This helps build trust and rapport among residents and helps with collective resolution of any minor misunderstandings or conflicts among residents.

        i) Any visitors must sign in. They are not allowed to stay overnight.

    c) There are strictly enforced quiet times, so residents do not disturb each other or neighbors.

    d) Camp members can store and prepare their own food and take care of their own dishes.

    e) Members pay $55/month ($45 for veterans) to help pay for Camp costs.

5) The services and support provided to camp residents.

    a) Large tents with two individual tents in each, plus insulated tarps, platforms to set tents on.

    b) Portable toilets with frequent service, as needed. One is ADA compatible and limited to use by people with disabilities or by women.

    c) Garbage service with weekly pickup.

    d) A shower was built by and is maintained by Camp members.

    e) A movable pantry designed and built for CUWS by youth from Saw Horse Revolution with refrigerators and storage for dry and canned goods.

    f) A kitchen tent with propane stove, microwaves, toaster ovens, propane grill, blender, and other cooking equipment.

    g) Laundry service for all Camp members organized by Lisa McDonald who picks up dirty laundry baskets assigned to each member, distributes it to people who wash, dry, and fold it, and gives it back to Lisa who brings it back to the Camp.

    h) Electric bicycles.

    i) Electricity in each tent and the common areas.

    j) Wi-fi service provided by a generous donor.

6) Camp governance, including leadership structure, community expectations, and how conflicts or behavioral issues are addressed.

    a) The Camp has three tiers of governance.

        i) The Board members of the CUWS nonprofit develop agreements with host sites and local governments (getting permits, understanding rules they may have). The Camp members elect one of them as a voting member of the Board. CUWS has a President, Secretary, Treasurer, and a volunteer bookkeeper. See our website for current officers.

        ii) Day-to-day operations are managed by the Camp members under the leadership and oversight of Camp members nominated by themselves and approved by the Board. They are called Executive Committee members or ECs. ECs must pass initial and random drug tests. The Board can remove them from their EC positions at any time there is cause to do so.

            (1) The ECs have authority to and must investigate any complaint against any Camp member. Usually there is a written Incident Report that describes an alleged rule violation or complaint. The ECs meet to decide how to resolve issues. The resolutions can involve members being barred from Camp for 1 or more days or permanently. If there is violence, a threat of violence, weapons or drugs found, theft, or other major issues that represent a threat to overall Camp safety, the member can be evicted immediately (in which case, their belongings will be bagged and tagged for them to pick up soon).

            (2) If a complaint is brought against an EC, the Board develops a temporary committee to investigate and bring information back to the whole board to decide what to do.

        iii) For issues of concern to the whole Camp, all members who have paid their maintenance fees can vote on resolutions at the weekly Camp meeting (e.g., deciding on committees and leaders of them like the kitchen or fire safety committees).

7) Sanitation, restrooms, showers, laundry, waste management, and site maintenance.

    a) See services in section 5.

    b) In addition, daily, Camp members walk the perimeter of the Camp and pick up any trash they find. Hosts often remark that their neighborhoods are cleaner when the Camp is there.

8) Security and safety plans, including emergency procedures.

    a) We run background checks on everyone who requests admission to the camp, barring entry to sex offenders and those with outstanding warrants. We do not allow alcohol, drug use, or weapons in camp, and we do not allow camp members to use other areas of the host site. Bullying and harassment are not tolerated. Respect and civility toward other members, visitors to camp, and host representatives are required.

b) The Camp is designed with one entrance through the Camp's fence around the whole Camp. The Camp Office trailer is near there with monitors for security cameras, access to Camp records, and shelter for whoever is on duty.

c) There are one or more fire exits as well.

d) An EC or trusted Camp member is on security duty 24/7. The one there has a Camp phone to call for assistance or field inquiries.

e) Cameras are placed strategically around the Camp to record any theft or entry not approved.

f) Per requirements of the local fire marshal, there are fire extinguishers (inspected and approved regularly) placed around the Camp within easy reach of all. Members of the fire committee make sure all Camp members know how to recognize fire threats and how to respond to any emergencies. At the beginning of each new site residency, the fire department will inspect and approve fire safety in the Camp.

g) During inclement weather (especially when temperatures fall to near freezing) Camp members are told about cold weather shelters available and given extra blankets if we have them. Sometimes host sites open their buildings to let Camp members sleep inside.

h) If criminal activity is noticed or if people barred refuse to leave, the ECs will call the police. We have worked with police departments to make sure they understand that legally, the Camp can evict someone and that if they refuse to leave, they can be arrested for trespassing. These events are exceedingly rare.

i) The proactive work of the ECs in getting to know new Camp members and giving them proper orientation and support does a lot to avoid security issues and conflicts before they escalate.

j) Host sites in neighborhoods where many unhoused individuals are living often feel that their property is safer with the eyes of Camp members in the neighborhood. They will inform any unhoused people that may be near that they are not allowed to be there, but will offer them food, clothing, or other items if we have spare. At one site with a day care center, the parents who oversaw it expressed their appreciation for the Camp being there to keep an eye on things 24/7.

9) Proof of liability insurance, including whether the host could be named as an additional insured.

a) Proof of general liability insurance will be provided separately. We can have the host named as an additional insured and provide a copy when that is done.

10) Permits, licenses, or other requirements applicable to our operations.

a) CUWS works with site hosts to obtain the necessary local permits to establish the Camp and maintain it in a sanitary way.

b) Usually there is an inspection by the local fire department shortly after move-in.

c) Washington State law specifically protects the right of religious organizations to host people experiencing homelessness on property they own or control, and limits the conditions local governments may impose to those necessary to protect public health and safety (RCW 35.21.915, RCW 35A.21.360, and RCW 36.01.290). CUWS has worked through the permitting process in several cities and will handle the paperwork with you.

11) Roles we envision hosts playing beyond providing the physical site.

a) Portions of the property CUWS would like to use.

i) We work this out with each host to ensure we do not inhibit access to buildings or parking needed by the host.

ii) Having around 5 parking spaces for the few cars of Camp members is helpful.

iii) We have a trailer for our Camp office and a portable pantry for refrigerators and dry goods.

b) Access to utilities such as electricity, water, internet, or other facilities.

i) We need access to water and electricity. We have our own internet.

ii) Graywater is channeled into the sewer or septic system.

c) Expectations regarding use of the host building.

i) For the monthly Board meetings, we would like to meet inside. Meetings are usually the third Thursday 5:30 – 6:30 PM but this can change. Weekly Camp meetings are held in the Camp's community tent. But in severe weather, Camp meetings inside would be helpful.

ii) If possible, the Camp will welcome access to a warm inside space for sleeping if temperatures fall below freezing (though usually only a few Camp members will choose to go inside).

d) Financial, material, or other forms of support anticipated.

i) Some hosts cover the extra costs for electricity and water, but if that is not possible, CUWS will reimburse the host. Any other support is welcome but not required.

e) Involvement from the congregation or host volunteers.

i) No help is required but we would welcome volunteers who can help set up tents upon arrival and help take them down when we are leaving.

ii) Some hosts organize occasional meals for the Camp but none are expected.

iii) Camp members lead setup and takedown (volunteers are welcome to help) and leave the site clean.

iv) Hosts may also choose to invite the Camp back for a future stay.

f) Role of host staff or members in supporting camp operations.

    i) Mostly we just need one or two people we can call if some need arises.

12) Common concerns congregations raise, and how we address them.

a) **Will our neighbors object?** We are glad to join a congregational or neighborhood meeting before move-in to answer questions in person. Hosts often remark that their neighborhoods are cleaner while the Camp is there, and at one site the parents who oversaw a day care center thanked the Camp for keeping an eye on things 24/7.

b) **Is it safe for our members, children, and programs?** Every resident is background-checked, sex offenders are barred, alcohol, drugs, and weapons are prohibited, and Camp members do not use other areas of the host site. The Camp is fenced with one monitored entrance and has someone on security duty 24/7 (see section 8).

c) **What will it cost us?** Very little. CUWS brings its own tents, rented toilets, garbage service, shower, kitchen, and internet, and will reimburse the added cost of water and electricity if needed. Our liability insurance can name the host as an additional insured.

d) **How much volunteer time will it take?** None is required. We ask only for one or two contact people. Many congregations find that members want to get involved once they meet the Camp, through meals, setup and takedown days, or simply conversation.

e) **What if a problem comes up?** The Executive Committee investigates and resolves issues quickly, and the Board steps in when needed (see section 6). Many hosts form a joint oversight committee with CUWS, as Northshore UCC did, that meets regularly to address any concerns early.

f) **What if our congregation is not sure yet?** That is normal. Come visit the Camp, share a meal, attend a weekly Camp meeting, or talk with a past host. There is no obligation. We would welcome an opportunity to discuss the option or other ways your congregation might help CUWS.

We believe CUWS and our hosts share a common commitment to helping people experiencing homelessness find safety, dignity, community, and hope for a more stable future. As we look toward a potential partnership, we would value hearing the thoughts of potential hosts on what a successful partnership would look like, including expectations around communication, shared problem-solving, mutual accountability, and day-to-day coordination. We would welcome the opportunity for potential hosts to tour the Camp, meet with the ECs and other members of our community, and speak with one of our current or past host liaisons.

Next Steps

1. **Contact us.** Sally Kinney, 206-290-1423, sallykinney@comcast.net
2. **Visit the Camp.** Take a tour, meet the Executive Committee, or attend a weekly Camp meeting.
3. **Talk with a past host.** We will connect you with host liaisons from congregations that have hosted CUWS.
4. **Invite us to present.** Board and Camp members are glad to speak with your council, committee, or congregation.
5. **Set dates.** We agree on dates and a simple hosting agreement, and CUWS handles the permit process with your city.

Because permits take time, we ideally begin conversations v3-6 months before move-in. We are currently seeking hosts for 2027.

Below are some of the forms we use to manage the Camp. They demonstrate the kinds of care and processes CUWS has developed over the years in collaborations between hosts, board members, and the Camp members who are the real experts in running the Camp. Everyone wants a stable home and caring community, and CUWS strives to provide and support the best possible shelter and support, given the nature of the needs, resources, and expectations of the communities within which it serves those in need.

CAMP UNITED WE STAND
INTAKE AND POLICY ACCEPTANCE FORM
PLEASE PRINT CLEARLY

Name_____D.O.B._____Age_____

Phone #_____ Email_____

Emergency contact_____ Phone_____ Email_____

Gender_____ Preferred pronouns _____ Race/Ethnicity _____

Do you have any special needs or physical limitations to accommodate? Yes___ No____ If yes, list
_____
_____

Do you have pets with you? Yes___ No___ (Species, #, name(s) _____

Are any pets certified support animals? Yes___ No___

Do you own or possess a motorized vehicle? Yes___ No___

Year_____ Make_____ Model_____ License plate_____

Do you currently work? Yes___ No___ Do you attend school? Yes___ No___

Optional but Helpful

Goals for housing and public assistance:
_____

_____

Do you have a case worker? Yes___ No___ (If no, would you like to connect with one? Yes___ No___ Maybe___)

Have you lived in other legal encampments? Yes___ No___

(Name and city: _____)

How did you hear about CUWS?
_____

Before becoming unhoused (most recent even), in what city and state did you live?
_____

How long have you lived without permanent housing (counting all periods of being unhoused)?

__ less than 6 months __ 6-12 months __ 1-2 years __ 3-5 years __ 6-10 years __ 10 years+

- For the first month in camp, you will be on a probationary basis. You must check in with an EC every week regarding how your stay is going. If all is good after 4 weeks, you will then be a full camp member.

- The camp maintenance fee is $55 each month ($45 for veterans) due on the 1st camp meeting of the month. The pay or leave date is the 2nd weekly mandatory camp meeting of the month.

- By signing this form, you acknowledge receiving and reading copies of the camp rules, camp code of conduct, and camp pet rules and you agree to adhere to all rules, policies, and procedures and payment of the monthly maintenance fee.

Resident Signature_____ Date_____

Executive Committee Member: Complete this section before move in. (Email CUWS Board President a copy of this form and a picture of the ID with blocked out ID number.)

Warrant check completed? Yes___ No___ Registered sex offender check completed? Yes___

No___

License / ID type checked: Driver's license ____ Other _____State_____

Intake issuer EC _____Date_____

CAMP UNITED WE STAND
Camp Rules

Camp United We Stand ("CUWS") is a self-managed tent encampment moving between sites in Seattle and North King County. We became a Washington State non-profit and federal 501(c)(3) organization in 2015. A volunteer Board of Directors is legally and financially responsible for CUWS. Daily activities are overseen by a Camp-appointed Executive Committee consisting of up to eight (8) CUWS Members ("ECs"). ECs are responsible for ensuring that these rules are followed and any necessary penalties are applied.

Due to the camp's transient nature, shelter status, membership requirements, and state ordinances regarding temporary shelter, no CUWS Member may claim official residency.

The parking of or living within RVs, campers and trailers are prohibited on host property and will be considered trespassing and towed at owners' expense.

MAINTENANCE FEES

Fees are $55 per month per individual ($45 for veterans).

If an incoming Member applies to move into Camp partway through the month, the EC or Board Member doing intake will ask them if they can pay the full (pro-rated) maintenance fee on the day of the first meeting of the following month.

- Fees are due on the day of the **first meeting of the month**. If no alternate arrangement is made with an EC, the incoming Member must pay $5 late fee within one (1) week. If unable to pay the fee, Member must talk to an EC.

- If maintenance fees are not paid in full by the **second meeting of the month**, the CUWS Member will lose electrical power and voting privileges.

- If maintenance fees are not paid in full by the **last meeting of the month**, the CUWS Member must vacate premises the next day.

- **When CUWS moves to a new site, a CUWS with outstanding maintenance fees cannot move with the camp.**

CUWS WEEKLY CAMP MEETINGS

Meetings are set by the ECs and are mandatory unless excused by prior arrangement with an EC. Motions made and discussed will be posted in the minutes and voted on at the next weekly meeting. If a Member has been excused from a meeting but their plans have changed and they are in camp for the meeting, their excuse will no longer apply.

DEPARTMENT DUTIES

All Members are expected to participate in work in at least one department of the following: Kitchen, Maintenance, Donations, Fire and Safety, and Executive Committee. Failure to participate

will result in electricity cutoff until participation in duties resumes. No participation for a week will result in a 3-day bar.

QUIET TIME

This varies by site, city ordinance, and sometimes by season. See current "Quiet Times" posted in the Office.

Quiet Time Is a courtesy to CUWS Members and our CUWS neighbors. A continued disturbance of the peace, after being asked by an EC to comply with CUWS policy during those hours, will result in the Member being issued a 24-hour bar at the earliest possible time.

DISRUPTION OF HOST SITE/NEIGHBORHOOD

Disrupting the neighborhood or the property of the host site will result in a permanent bar.

If a loud disruptive verbal dispute between two Members escalates and cannot be resolved, both parties will be served a 24-hour bar upon EC discretion and can lead to a permanent bar.

DISRUPTION OF OTHER CAMP MEMBERS

Any continual disturbance of other CUWS Members will result in the immediate pulling of electrical power and a 24-hour bar the earliest possible time.

PERSONAL PRIVACY

Entering another CUWS Member's tent is by permission only, unless 2 or more ECs are needed to investigate due to a wellness check or to investigate a rule violation. The discovery of weapons, drugs, or stolen items will result in a permanent bar.

SMOKING

Smoking is permitted only in designated areas. Failure to comply will result in a 24-hour bar.

KEEP CAMP PROBLEMS IN CAMP

CUWS Members experiencing a problem with any other Member must not seek resolution by congregational host site staff or clergy. Doing so may result in a permanent bar at the discretion of the ECs. We have a commitment to our hosts that we will handle our own problems.

VERBAL ABUSE OR THREATS

Any degrading remarks regarding gender, sexual orientation, immigration status, race, religion, political views, handicapping conditions, or ethnicity will result in a bar up to 7 days from CUWS at the discretion of the ECs. Non-physical threats of any kind will result in a 7-day bar from CUWS, or up to a permanent bar, depending upon the threat type and at the discretion of the ECs. Any visiting child of a parent or guardian within the camp is protected under these same rules and can lead to a CPS report.

DELIBERATE HAMPERING OF CARRYING OUT DUTIES

If a Member hinders, disrupts, or sabotages the carrying out of duties of any Member, doing so will result in a bar of up to 7 days from CUWS at the discretion of the ECs.

USE OR POSSESSION OF ALCOHOL OR DRUGS OF ANY KIND

Any use of alcohol or drugs in Camp or on host property will result in a permanent bar. If a CUWS Member is prescribed a medication, the Member must provide a copy of the prescription to an EC at admission to the Camp or within five (5) days of being issued a new prescription.

Drug paraphernalia found in any basket by a laundry angel without an existing prescription will result in a permanent bar.

PHYSICAL VIOLENCE
Physical violence or intimidation of any degree will not be tolerated. Both parties will be served a 24-hour bar upon EC discretion and can lead to a perm bar, neither of which can be appealed.

Physical violence towards a pet or child will result in a bar and reports to the proper authorities.

DESTRUCTION OR WILLFUL DESTRUCTION OF CAMP PROPERTY OR ANOTHER MEMBER'S PROPERTY will result in a permanent bar.

REPEAT OFFENDERS

Camp Members who have repeat of multiple violations may receive a permanent bar at the discretion of the ECs.

INSPECTIONS BY BOARD

The Board retains the right to conduct at any time an inspection of a CUWS Member's environment (including inside CUWS Member's unit) and if property is found hidden in or around the unit, the Board has the right to bar that CUWS Member.

PROCESS REGARDING BARS FROM CUWS

CUWS recognizes that since shelter is extremely limited, *perm bars must be a last resort*. However, if a bar is necessary, the following processes must be followed:

> A bar of 1-2 days may be issued immediately by a majority of ECs with follow-up Incident reports and signed bar form sent to the Board.
>
> However, if two ECs investigate and confirm that violence or threat of violence is involved, two ECs may sign the bar form and issue the bar immediately, and then inform the Board and transmit the Incident Reports and signed bar form.

BAR APPEALS (If no violence or threat of violence is involved)

CUWS Members may appeal permanent bars to CUWS Members as a whole at the next weekly Camp Meeting. The Member appealing may attend the meeting at the time of the appeal on the agenda and must leave the meeting for the vote. If that appeal fails, the CUWS Member may appeal to the Board. If the bar is sustained by either the Members, and/or by the Board, it must be served.

All bars (except those for violence, drugs or theft) must be served before 5 PM, and the person barred must leave the premises within two hours of being served. If serving the bar before 5 PM is impossible, service of the bar must wait until the following day. Leaving a note on a Member's tent is considered sufficient notice if the Member is not in Camp for over a day.

DUTIES OF CAMP UNITED WE STAND

EXECUTIVE COMMITTEE MEMBERS (ECs)

Camp United We Stand (CUWS) is a community, and all communities need leaders. As a self-managed community, CUWS campers are appointed by the Board of Directors as ECs to organize and lead the Camp. CUWS' Board of Directors is legally responsible for managing and funding the Camp. It serves as the final authority, on all major decisions. But ECs are responsible for ensuring that the day-to-day functioning of Camp allows Camp members to live together as neighbors in peace.

Like every other community, CUWS includes individuals from many different backgrounds and with many different experiences and beliefs. However, all Camp members are in the same current state in their lives: they do not have safe, secure, and private housing. That's a stressful situation to be in, and that stress adds to the necessity for Camp members to show each other as much friendly cooperation as possible. ECs need to recognize that necessity and use their leadership positions for the good of the Camp as a whole. The Board will stand behind and aid ECs in every way possible, but ECs are the "first-line" managers.

Rules are important in CUWS, just as in every other community. The rules serve as a protection for campers to live in CUWS within a framework that everyone understands. That framework must operate in the same way for everyone, no matter how different individuals are. That's the only way Camp members can feel secure that they are not being treated differently than other Camp members. That's really the most important job an EC has: *ensuring that rules are enforced without discrimination*.

Basic duties expected of an EC:

- Being available to campers who need to discuss a situation
- Showing friendliness to everyone, whether you like them personally or not
- Applying Conduct Rules to everyone, without partiality
- Taking care to not use your leadership position to expect others to share your beliefs
- Demonstrating knowledge of and adherence to Camp Rules and Board Rules

Intake of people seeking entry into Camp

- Noting down name, former address, and other personal information on the intake form
- Having them read the camp rules and initial acceptance of them on the intake form
- Explaining that if they were admitted to Camp, it would be on a one-month probationary basis, and would need to do 4 weekly check-ins with an EC regarding how things were going
- Explaining need for regularly-paid maintenance fees
- Running background checks
- If background checks are satisfactory, notifying Board member to formally admit person, and asking camp clerk to make 2 copies of the intake form for the board

Setting up, posting, and administering the Security Desk schedule

- Determining who is exempt from serving on the Security Desk
- Notifying who is next to serve, according to the schedule
- Taking action if the camper does not appear for their spot in the schedule and taking their spot or recruiting someone to fill it
- Arranging for a camper to substitute extra chore, etc. for a security shift

Running the Camp Meetings

- Determining the Agenda per week's events, talking with campers and Board Member(s)
- Keeping the Meeting on schedule and proceeding calmly
- If Kitchen, Tent or other Coordinator or Camp Clerk positions are open, ask for volunteers (and facilitate discussion and voting if there is more than one candidate)

Investigating rules violations and issuing sanctions with other ECs

- Passing out an Incident Report Form to someone complaining about or observing a rule violation
- Reviewing Incident Report with all other ECs
- Determining if some sanction or bar is needed and signing Bar Form if it is
- Giving two copies of paperwork to the board
- Serving the bar form to the camper sanctioned
- Making sure they leave and stay away for the bar
- Seeking help from other ECs, board members if necessary
- As a last resort, calling police for assistance if necessary for personal safety of self or other campers (e.g., to make sure a bared camper leaves if they refuse to leave or if there is a threat of violence)

Consulting with other ECs and Board regarding possible temporary or permanent bars

Addressing any disruption of neighborhood peace by Camp members

Ensuring that Camp is physically arranged according to Fire Department rules

CAMP UNITED WE STAND

INCIDENT REPORT

DATE: _____

TIME: _____ **(a.m. or p.m.)**

REPORTED BY: _____

DESCRIPTION:

(Write on back of sheet if more space is needed)

(Do not write below this line – <u>for EC (Executive Committee) use only</u>)

_____

WITNESSES:
Yes/No

_____

_____

_____

_____

_____

OUTSIDE SERVICES INVOLVED?

Police _____

Fire _____

Other

CASE #

DATE RECEIVED: _____

RECEIVED BY: _____

ACTION TAKEN: