

AN OPEN LETTER TO RFK VOLUNTEERS WHO VOLUNTEER AT ANOTHER RFK CAMP

With nearly 15,000 RFK volunteers, it is becoming more common that volunteers join a second Camp or transfer to another Camp. We really appreciate you taking your passion to another nearby Camp.

We know that Volunteers coming from another Camp can be great assets and bring a wealth of knowledge, experience and perspective. However, Camp Directors usually don't call us when everything went well with these new volunteers, they usually call us when things didn't go well.

The following information is based on real life conversations and concerns and should help you be an asset to any RFK.

1. You're not guaranteed a spot just because you volunteered somewhere else.
2. If accepted, you may have to serve in a different role.
3. You **may** have to go through the entire vetting process again. Application, interview, references, background check and training. The new Director doesn't know you, they will be responsible for your actions and they need to know you and have confidence in you. The new Camp Director should be calling your old Camp Director and getting a personal, over the phone reference.
4. RFK Camps are like airports, they all have the same stuff, but they have them in different places. Expect the new camp to be very different! They will still follow the core of RFK, but they will NOT do it the way your old Camp did.
5. You need to be a **servant** for the week of camp, not a consultant, not an advisor, not an inspector, not an expert.
6. If you're a veteran of many years, act like a rookie, because you are a rookie at their camp.
7. If people ask for your opinion, give it with **balance and wisdom**. If they don't ask, don't offer it.
8. Don't tell them how much better your camp was, just help them get better with your actions not your opinions and not your comparisons.
9. At some point during the week, your mind will tell you, "They're doing it all wrong!" Feel free to **think** that thought, do not feel free to **share** that thought! In all likelihood, they are not doing it wrong, they are just doing it different. If you really believe they are doing something wrong, meet with the Director 2 weeks after camp and discuss how you would like to help them get better in that area with your involvement.
10. If you believe a child is not safe, speak to the Director or leadership team ASAP!

Think of it like this, if you invited a new friend over to your house and as soon as they walked in they said, "That couch is too big for this room, and the paint is the wrong shade, your kids pictures should be on the south wall and they don't look that good anyway, your area rug is out dated and you should have updated to solar by now," you would want to throw them out.

Don't be that person! Be the servant who adds value from your experience and wisdom. Impress them with your work, not your opinion!

Thank you again for taking your passion on the road and finding another place to serve. The children will never know what effort you made to serve them. So, on their behalf, let us say, "Thanks."