



Youth CAMPS

Guide Training

"Where the Great Commission Meets the Great Outdoors"

~Matthew 28:18-20

Training Agenda

Welcome/Prayer

2023 Verse

Guide Expectations

Safety

- First Aid Training
- Heat Exhaustion and Heat Stroke Signs
- Injuries

Swimming

- Deep Water Swimming Test

Camps: Types, Locations, & Itineraries

- Basic Camps
- Day Camps
- Overnight Camps
- Host Locations & General Itinerary

Education

Photos & Stories

"SOL" Questions

(Spiritual | Outdoor | Life Skills)

Forms

- Statement of Faith Form
(read & sign tonight-required every year)
- Code of Conduct Form
(read & sign tonight-required every year)
- Background Check Form
(read & sign tonight-required every 3 years)
- Boat Usage Hold Harmless Agreement
(read & sign tonight-required every year)
- Hunting Event Assumption of Risk, Release, and Waiver of Liability and Indemnity Agreement
(read & sign tonight-required every year-HUNTING camps ONLY)

2023 Verse



“Keep this Book of the Law always on your lips; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful. Have I not commanded you? Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go.” ~Joshua 1: 8-9

Guide Expectations

While the Camp Director has already established the format of each camp, guides will be responsible for assisting the staff leader to execute the format, along with Christian education and fishing or hunting seminars within the camps. The following list includes other possible duties as assigned.

- Each Guide may have a role in the transportation of campers to and from camp.
- Guides may occasionally be asked to transport campers in their own vehicles, but not a 1:1 ratio.
- Guides may be asked to drive troubled campers home, if needed.
- Use your time with campers to get to know and minister to the campers. Feel free to use Fishing For Life's list of SOL questions (Spiritual | Outdoor | Life Skills) to startup conversations (see page, 9).
- If your personal boat is approved by Fishing For Life for safety, please bring it to camp! You are expected to have personal insurance on your boat as well as a fire extinguisher and a 100' rope on board.
- Anyone who is volunteering to operate & use their own private boat should have liability coverage in place for that boat and be able to place a copy of their liability policy on file with Fishing For Life.
- Boat drivers must be at least 18 years old. Bring your own lifejacket. You will be expected to wear one at all times when on the boat. No exceptions. If it's too hot to wear a life jacket, it's too hot to be on the water!
- Hunting guides may be asked to bring hunting equipment if available for campers to use during camp (you may decline if you wish).
- During hunting camp, there is direct interactions with firearms. Doing so in a safe manor is at the utmost importance. Every guide, camper, or volunteer will have to be able to handle firearms safely. If anyone cannot do this they will need to be removed from camp. Firearms safety is paramount in any hunting camp.
- Guides may be sleeping in the same cabins as the campers, but not a 1:1 ratio.

OPTIONAL: All BOAT GUIDES are encouraged to complete an **Online Boater Safety Training Course**. This training is **NOT required, but optional and only completed once in a lifetime**. This is an 8 hour online course. <https://www.dnr.state.mn.us/safety/boatwater/education.html>

FISHING FOR LIFE MISSION

Founded in 2004, Fishing For Life has spent almost two decades serving campers, families, veterans & communities through fishing and outdoor programs.

First and foremost is our relationship with Christ. He is the reason why we do what we do. Secondly, we intentionally create fishing and other outdoor programs and events to enter us into relationships with campers, families, veterans and communities throughout our state.

To create opportunities for relationship, our 501(c)(3) non-profit organization uses hands-on fishing and hunting events along with mentoring programs to impact the lives of campers and families in the Twin Cities and surrounding areas. These programs range from customized campers and family events, to men's and women's groups, veteran support and more. We believe the Bible, both Old and New Testament, to be the inspired, infallible Word of God, without error in the original writings (manuscripts), written under the inspiration of the Holy Spirit, and the final authority for Christian faith and conduct.

LIFE AT CAMP

Cabins. Sleeping accommodations vary by camp. Campers spend their session with counselors and a group of other campers in a cabin. Campers are assigned to their cabin based on age and gender.

Friends. Campers will have an opportunity to bunk with one or two friends if they are the same age and the request is made in advance. If the request was not made on the registration form, you may email the registrar (Registration@fishingforlife.org) prior to your session. Children make many new friends at camp in addition to enjoying their old ones. This is on a case-by-case basis and not always feasible.

Phone Usage. Campers will have limited cell phone usage at camp. Except for emergency situations, phone and e-mails by campers are off limits as it distracts from the camp experience. Guides are allowed to use their phones, but we do ask that you limit the use to taking photos while at camp as taking calls will also distract the guides from the camp experience and paying attention to the campers in your care.

Photo Gallery. Guides will be sent a link to a camp photo folder to upload all photos from the camp they guided at, you will receive this via email from Fishing For Life's Dropbox account. (Tom@fishingforlife.org)

Books and Bibles. Campers are engaged in enriching activities and opportunities to learn age-appropriate curriculum while at camp. Every camper who attends camp will receive the following:

Fishing For Life book that remains with the child through the years. Returning campers bring their book back to camp year after year.

A Bible for devotions.

First and Last Day.

Transportation: Refer to the specific camp information which will indicate if transportation to and from camp is being provided. The parents are responsible for getting their child(ren) to and from camp or pickup location on the first and last days of camp.

Drop-Off: Guides might be asked to help transport campers to and from camps. Parents & guides will be given a designated drop-off time. Please arrive at designated drop-off place and at designated time. This will be communicated prior to the camp date. Please call if you will be arriving late.

Pick-Up: Parents will be communicated to about the estimated pick-up time from the camp leader. Campers can ONLY be picked up by someone listed on their Camper Registration Form. The camp leader will let the guide know who is approved to be picking up the campers. Please make sure to make us aware of any situation or change that may happen.



Most Drop-Off's or Pick-Up's will be from:

Patriot Converting-12698 Industrial Blvd, Elk River, MN 55330

Food. Fishing For Life campers & guides eat very well at camp. If you have any dietary restrictions or allergies please let your camp leader know prior to camp.

Health and Safety. Fishing For Life campers & guides are well looked after. Our staff is first aid, CPR, and life-saving certified. We will treat bumps, bruises, and scrapes. In the case of illness, parents or emergency contacts are called to make arrangements for treatment or pick-up. Fishing For Life uses the urgent care facilities closest to the location of the camp.

If any symptoms arise, the camp leader will communicate with the parents/guardians, and follow any protocol on responding to symptoms or suspected cases of COVID-19. We have significantly increased our cleaning, hand-washing, and sanitation procedures. Our goal is to be safe while having a normal camp experience.

Medications. Medication will be turned into the camp leader upon arrival. All medication must be in the original container or marked clearly with dosage, frequency and camper's name. This includes over-the-counter drugs. All medication will be distributed by the camp leader ONLY, UNLESS the situation is medically urgent such as an epi-pen and if the camp leader is not near.

Camp Activities. Campers & guides will experience a variety of activities during their camp session. Our camp staff aim to encourage campers' and guides creativity, skill development, and understanding of the world around them. Often times, during these creative learning experiences in a camp setting, campers are exposed to the natural elements of camp. They will experience dirt, mud, bugs, plants, and various types of weather but camp will go on. Our staff are trained to recognize and avoid unsafe situations. However, if you or the child you are guiding has a specific reaction (allergies, fears, etc.) to any camp elements; be sure to let the camp leader know what is happening with you or any camper at camp.

Waterfront. Please make note of camper's swimming ability. If they are not a proficient swimmer, please keep attention to that camper. Personal Flotation Devices are worn by campers, guides and staff at all times during boating activities.

Homesickness. For many campers, a week away with Fishing For Life will be the longest time they've ever been away from home. The challenge can be significant for both campers and their parents. Fishing For Life staff are very experienced in coaching campers through their experience and we believe that overcoming the challenge of home-sickness can be a hugely positive experience. Please make the camp leader aware of any campers that might need extra assurance when dealing with home-sickness.

Camper Behavior. Fishing For Life wants to make camp safe and fun for everyone, therefore we have the following expectations of our campers & guides.

- We expect campers & guides to take responsibility for their actions.
- We expect campers & guides to respect themselves, one another, the environment, and the camp equipment.
- We expect campers & guides to be honest with one another and their camp leader.
- We expect campers & guides to care for themselves and one another.
- No weapons of any type are permitted at any camp, unless it is to be used at a specialty camp AND is checked in with the Specialty Camp Coordinator or camp leader at drop off.
- No cell phones, iPads, or any electronic devices will be permitted at the camp for campers.
- No lewd or inappropriate images will be permitted.
- Vulgar or condescending language will not be accepted.

Fishing For Life staff do a great job at coaching campers who behave inappropriately. If we find that we are unable to redirect a camper's behavior we may be in contact with the parent. We reserve the right to send a camper home, without refund, if consistent misbehavior or egregious behavior affects the experience of other campers.

Risks at Camp. At Fishing For Life we strive to provide a safe and faith-filled environment for the campers. However, like all other experiences in life, camp is not risk-free. We simply cannot guarantee that no harm will befall a camper or guide. Please refer to our waiver in the registration forms at FishingForLife.org if you would like to review our indemnification policies.

Safety

- Fishing For Life camp guides are in charge of all campers at all times, both on and off the water. A host camp counselor may also occasionally accompany Fishing For Life's leadership.
- Be aware of campers' dietary restrictions and medical needs and monitor the campers both during the drives to and from camp as well as during the week. The Fishing For Life staff leader leading the camp will have this information for you at your guide orientation.
- Each guide must have a personal cell phone aboard their boat, and a means to keep it charged for the duration of the time they are on the water.
- Life jackets must be worn at all times, by all campers and adults on the boat. NO EXCEPTIONS.
If it's too hot to wear a life jacket, it's too hot to be out on the water.
- If a camper falls overboard and is wearing a life jacket, DO NOT jump in after them. You are required to have a 100' rope on board to pull the person back to the boat.
- Pay attention to the skies. If you see lightning, go back to the landing immediately. The Fishing For Life camp director or leader will determine when it is safe to return to the water. Leaving the water when lighting is spotted, though an inconvenience, is an important safety lesson for our campers to learn.

FIRST AID TRAINING

- The Fishing For Life staff director is certified in First Aid and CPR. Fishing For Life has 3 sets of First Aid Bins that are available and kept on shore. The bins contain a First Aid Kit, CPR barrier mask, as well as a First Aid instructional booklet. It is a good idea to have a First Aid Kit of your own on board as well.
- We offer a free First Aid/CPR certification class to all our camp leaders and other volunteers. This year's class was on **May 8th, 2023. If you were not able to attend, you can always attend a First Aid/Red Cross training at your own expense.**

HEAT EXHAUSTION AND HEAT STROKE SIGNS:

- Watch carefully for signs of sunburn, heat exhaustion and heat stroke for those on your boat. If you see any signs, immediately get off the water!
- Throbbing headache; dizziness and light-headedness; lack of sweating despite the heat; red, hot and dry skin; muscle weakness or cramps; nausea and vomiting; rapid heartbeat, which may be either strong or weak; rapid, shallow breathing; behavioral changes such as confusion, disorientation, or staggering; seizures; unconsciousness.
- Parents are very concerned about sunburn. Please be sure campers are applying sunscreen every 4 hours, and after swimming. Campers should be able to apply their own sunscreen without help.

INJURIES:

- Assess each injury and contact the camp leader to decide what treatment is needed.
- In most cases scraps or cuts will require cleaning the wound of debris and bandaging the area to keep it clean and protected.
- For fish hook removal, each First Aid Kit will have fish hook removal instructions, but if this is beyond your expertise, please contact the camp leader to decide if a trip to the nearest clinic/hospital is needed.

Swimming:

Campers must wear a lifejacket anytime they enter water deeper than their waist, unless they've passed the host camp's swimming test under a certified lifeguard, or Fishing For Life's swimming test under the supervision of Fishing For Life's Wilderness Water Safety certified staff leader.

Swimming tests will be done before swimming occurs; Fishing For Life follows the guidelines listed below for swimming tests, and issues a wristband to those who pass.

DEEP WATER SWIMMING TEST:

1. Jump into water
2. Tread water for 30 seconds
3. Transition from treading to a front float for 10 seconds

4. Return to treading for an additional 10 seconds
5. Complete a 25-meter swim of any stroke without stopping.

Camps: Types, Locations, & Itineraries

HOST LOCATIONS & GENERAL ITINERARY

- Host Site Rules—will be announced at camper orientation on the first night of camp. It's important to remember that we are the guests of the host site.
- Flexibility—We are a mobile camp, meaning we hold camps all over the state of MN. Each week will look slightly different, but here is a general itinerary for you to refer to:

BASIC OVERNIGHT CAMPS

- Guide Orientation: 1 hour before camper drop-off at the drop-off location
- Day 1: Arrive at camp, Unpack, & Camper orientation
- Day 1: Evening Dinner, Chapel, Fishing/Hunting
- Day 2-4: Breakfast/Fishing/Hunting
- Day 2-4: Lunch/Chapel
- Day 2-4 Afternoon: Education, Down/Free Time
- Day 2-4 Evening: Dinner, Chapel, Fishing/Hunting
- Day 5 Morning: Brunch, Chapel, Pack & Clean Up
- Day 5 Afternoon: Return to metro (lunch on the way home; parents will receive a call or text when campers are roughly an hour away from pick up destination)

DAY CAMPS*

- 8:00am: Guides arrive and get boats ready and in the water
- 9:00am: Campers Arrive
- 9:15-11:30am: Fishing Time
- 11:30-12:30pm: Lunch, Training, Devotions
- 12:30-3:00pm: Fishing

**We go to a different lake every day, throughout the metro area.*

Education

The Camp Director will be responsible for developing the content and presentation of Christian Education and worship time at Chapel. Guides will be expected to help with aiding the Fishing For Life staff leader to execute the Christian education as well as the fishing/hunting seminars. The camp leader will reach out prior to the camp if you are being asked to help during the teaching or seminar portion.

- Fishing For Life Camp book: “The Camp that Goes Home with the Kid”
- Our camp book is a 5-day curriculum, which includes both fishing/hunting education and Christian education to be used during our week-long overnight camps.
- Fishing/Hunting Seminar(s): An hour of dry-land fishing/hunting education will be set aside each day. Part of that hour will be general instruction for the entire group, and part of that hour will be based on grouping campers into fishing/hunting skill levels. Fishing/hunting education will be reinforced with leaders evaluating levels of skill.
- Multi-Species Tournament: campers will have a place to log their best catches in their camp book. The goal is to create healthy competition, species identification, and a tangible way to look back on their fishing achievements once home. Trophies will also be given. At camp when measuring fish, we do so with mouths closed and pinched tails. When measuring fish, please use the ½” rule. (*Example: If fish comes in under 69.5”, fish should round down to 69”. If fish is 69.5” or over, it rounds up to 70”.*) We practice CPR on fish, Catch, Photo and Release!
- There are other ways to earn inches towards the tournament like learning the memory verses, learning everyone’s names, and learning knots will all count towards the “camp champ” award.

Photos and Stories:

- Guides should send photos of campers to the Fishing For Life camp registrar to be used in future marketing or as needed. The camp registrar will send a photo link to all guides for photo uploading. If you need assistance, please reach out. All campers should have submitted a photo release.
- Photos taken at camp of campers should not be used on personal social media or publications of any type. The photo release covers Fishing For Life and not guides personally.
- The best practice is to delete any pictures of campers on your personal devices once they are submitted to the Fishing For Life staff.
- We would love to include your stories and moments of joy and faith in our Depth Finder and Jimmy Journal newsletters. We also do a “Feature Friday” Facebook post and would love to include a quote from guide/camper. Please submit by email, along with a photo to Registration@fishingforlife.org for future publication.

"SOL" Questions

SPIRITUAL:

1. What do you know about Jesus?
2. Do you and your family go to church?
3. Have you ever had a prayer answered?
4. Have you ever witnessed a miracle?
5. Do you know why Jesus had to die?
6. What part of your life needs a radical change?
7. What do you think God is teaching you right now?
8. What's the one question you'd want to ask God?

OUTDOOR:

1. Tell me your biggest hunting or fishing story. I'll tell you mine too!
2. What do you like more: catching a fish or letting it go?
3. Would you rather fight a bear, a lion or a shark?
4. Do you know how to fillet a fish?
5. Do you know how to tie a fisherman's knot?
6. Can you ID five basic game fish?
7. What does "Catch and Release" mean?
8. Do you know what "invasive species" means?

LIFE SKILLS:

1. Where do you see yourself in 10 years?
2. What are you good at?
3. What characteristics do you value most in your closest friends?
4. How do you respond when you're angry?
5. What's your best and worst memory of all time?
6. What do you like/not like about school?
7. What books do you like to read?
8. What would you do with a million bucks? How about 10 bucks?
9. Who is the person who has had the most influence in your life?
10. How would others describe you?
11. What 3 words would describe your relationship with your mom and dad?
12. Is there anything in your life you'd like to change?

Contacts



CAMP DIRECTOR:

Ryan Strugar | Ryan@fishingforlife.org | 218-343-2717

CAMP REGISTRAR:

Sara Shrode | Sara@fishingforlife.org | 612-553-6304

SUMMER CAMP LEADERS

- **Mark Schwietz** | Mark@fishingforlife.org | 651-343-5731
- **Cody Klaus** | cody.klaus32@gmail.com | 651-269-6821
- **Vaughn Blackburn** | Vaughn@fishingforlife.org | 763-308-5434

FISHING FOR LIFE LEADERS

EXECUTIVE DIRECTOR:

Tom Goodrich | Tom@fishingforlife.org | 612-987-5466

CHIEF OPERATING OFFICER:

Chad Lanners | Chad@fishingforlife.org | 612-770-6096

FISHING FOR LIFE ADMINISTRATORS

DIRECTOR OF ADMINISTRATIVE SERVICES:

Laura Hudson | Laura@fishingforlife.org | 612-961-6833

ADMINISTRATIVE COORDINATOR:

Linda Crosson-Posavad | Linda@fishingforlife.org | 651-324-2310

Forms



STATEMENT OF FAITH FORM

We believe the Bible, both Old and New Testament, to be the inspired, infallible Word of God, without error in the original writings (manuscripts), written under the inspiration of the Holy Spirit, and the final authority for Christian faith and conduct.

We believe there is only one true and living God, eternally existing in three persons: Father, Son, and Holy Spirit, who are equal in attributes, power, and glory.

We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power, and love. We believe that He concerns Himself in the affairs of each person, hears and answers prayer, and saves from sin and death all who come to Him through Jesus Christ.

We believe in Jesus Christ, who came to earth as the incarnate Son of God, was conceived by the Holy Spirit, born of a virgin, fully God and fully man. We believe Jesus lived a sinless life while on this earth, performed miracles and taught those things given to Him by the Father, and paid the penalty for the sins of all people with His own blood, which was shed on the cross. We believe He rose from the dead and ascended to His place of glory in heaven from where He intercedes for His own and rules as Lord.

We believe in the Holy Spirit, who convicts the world of sin, lives in all people who have surrendered their life to God through faith in Jesus Christ, draws true believers closer to God and transforms their lives, gives spiritual gifts and empowerment for service and ministry, and guides and teaches God's people.

We believe all people are sinners by nature and by choice and are therefore separated from God and condemned to eternal death. We believe that those who repent of their sins, trust in Jesus Christ as Savior and commit their life to Him will have their sins forgiven and will be regenerated (reborn) by the Holy Spirit and will become a child of God. We believe salvation is only available through Jesus Christ. We believe God desires all believers to demonstrate God's love and share their faith in Jesus Christ with others.

We believe the Church is the living Body of Christ, consisting of all those who have entered into a personal relationship with Jesus Christ as Savior and Lord. The Church exists to bring glory to Jesus Christ, to be a united family of faith and love, and to make Christ known to all people in the world.

We believe Jesus Christ shall return to earth someday in power and glory to establish His eternal kingdom and that at His return all people shall be judged. Those who have been reborn in Christ shall live and reign with Him forever and those who rejected Him shall suffer eternal destruction.

Print name

Signature

Date

CODE OF CONDUCT FORM



Fishing For Life Volunteer Code of Conduct: Camp & overnight events as a Fishing For Life volunteer, you shall strive to be a positive, uplifting role model to the camper and families participating in Fishing For Life events. Volunteers should be flexible, adaptable, and patient, remembering that our purpose is to serve Christ. Fishing For Life has the following expectations for camp volunteers:

- For your protection, adult leaders should never be alone with a campers. Two leaders will be present when campers or vulnerable adults are involved during all activities. If only one adult is present in a boat with only one campers, that boat should stay within sight of another boat. Communication and contact between adults and campers shall at all times remain professional and appropriate; personal contact information shall not be shared between volunteers and campers. Campers and adults of the opposite sex shall not sleep in cabins/tents together unless they are family members.
- All communication and behavior should be uplifting. Adults should model positive interactions between participants and encourage similar behavior in others. Profanity is not permitted. Physical violence, theft, verbal insults, and use of drugs during Fishing For Life activities may result in the immediate revocation of a volunteer's position. Smoking or use of tobacco products and alcohol are not permitted at any time at camp.
- Behavioral and situational corrections must be constructive. Correction given during camp should be done privately with the camper with a minimum of 2 adults present. Correction must be constructive and reflect the mercy and compassion of Christ at all times. Positive reinforcement should be the first approach; corporal punishment is never permitted. When corrections are needed, the incident, behavior and correction should be documented and signed off on by both adults.
- Report suspected abuse. All persons involved in Fishing For Life activities shall report to the camp director any good faith suspicion or belief that any child is or has been: physically or sexually abused, physically or emotionally neglected, exposed to any form of violence or threat, or exposed to any form of sexual exploitation.
- Appropriate attire for all activities. Proper clothing for activities is required for all camp volunteers and staff. For example, Shirts must be long enough to cover the midriff, and the backside when bending over. Bikinis and Speedo's are not permitted.
- Your photograph or a recording of you may be taken and used for Fishing For Life promotional purposes unless you let us know otherwise.
- Appropriate use of cameras, imaging, and digital devices is expected by Fishing For Life volunteers. Cameras, imaging and recording devices are only allowed in public areas during camp. Recording of any kind in non-public areas, such as bathrooms, showers and/or changing rooms is not tolerated. It is illegal to publish any images of campers on social media without the consent of the campers's parent or Fishing For Life staff.
- Event Liability Release: Volunteers shall hold free and harmless the city and county in which the camp is being held, its present and former officials, officers, agents, volunteers and employees from any and all liability, assertions of liability, claims, causes of action, judgments, damages, losses, costs or expenses, including reasonable attorney's fees, which in any manner arise or be alleged to arise directly or indirectly from any and all activities connected directly or proximately with the event(s) you are participating in. The undersigned forever relinquishes and effectively waives any and all rights, defenses and claims whatsoever against the city or county in which the camp takes place.
- Background Check Release/Informed Consent Authorization: you will be asked to complete a consent form for a State, Federal, and National Sex Offender registry background check to be run every 3 years. Your results will be kept confidential.

Print name

Signature

Date

BACKGROUND CHECK FORM

THE MCDOWELL AGENCY, INC background screening



The McDowell Agency, Inc.
1101 North Snelling Avenue
St. Paul, Minnesota 55108
Telephone: (651) 644-3880
Toll Free: (877) 644-3880
Fax: (651) 644-3877

DISCLOSURE AND AUTHORIZATION

[IMPORTANT—PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION]

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

As part of the volunteer service process, THE MCDOWELL AGENCY, INC. who is a vendor or service provider and its client **Fishing For Life** may obtain information about you for volunteer purposes from a third-party consumer reporting agency. Thus, you may be the subject of a “consumer report” and/or an “investigative consumer report” which may include information about your character, general reputation, personal characteristics, and/or mode of living, and which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history, social security verification, motor vehicle records (“driving records”), verification of your education or employment history, or other background checks. Credit history will only be requested where such information is related to the duties and responsibilities of the position for which you are applying. You have the right, upon written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report and a copy of any report about you. Please be advised that the nature and scope of the most common form of investigative consumer report obtained regarding applicants for volunteer service is an investigation into your education and/or employment history conducted by THE MCDOWELL AGENCY, INC., 1101 Snelling Avenue North, St. Paul, MN 55108, 651-644-3880, <http://www.mcdowellagency.com>. The scope of this notice and authorization is all-encompassing, however, allowing the Company and Sponsor to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and throughout the course of your volunteer service to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

New York and Maine applicants or volunteers only: You have the right to inspect and receive a copy of any investigative consumer report requested by the company by contacting the consumer reporting agency identified above directly. You may also contact the Company to request the name, address and telephone number of the nearest unit of the consumer reporting agency designated to handle inquiries, which the Company shall provide within 5 days.

ACKNOWLEDGMENT AND AUTHORIZATION

I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of those documents. I hereby authorize the obtaining of “consumer reports” and/or “investigative consumer reports” by the Company and Sponsor at any time after receipt of this authorization and throughout my volunteer service if applicable. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, Volunteer Organization, or insurance company to furnish any and all background information requested by THE MCDOWELL AGENCY, 1101 Snelling Avenue North, St. Paul, MN 55108, 651-644-3880, <http://www.mcdowellagency.com>, another outside organization acting on behalf of the company, and/or the Company itself. THE MCDOWELL AGENCY Privacy Policy: <http://www.mcdowellagency.com/resources/frequently-asked-questions/>. I agree that a facsimile (“fax”), electronic or photographic copy of this Authorization shall be as valid as the original.

STATE SPECIFIC RIGHTS OF APPLICANTS OR VOLUNTEERS

New York applicants or volunteers only: By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law. If you did not receive Article 23-A, please contact us or visit: <https://www.labor.ny.gov/formsdocs/wp/correction-law-article-23a.pdf>

Minnesota and Oklahoma applicants or volunteers only: Please check this box if you would like to receive a copy of a consumer report at no charge if one is obtained by the Company. ☐

California applicants or volunteers only: By signing below, you also acknowledge receipt of the NOTICE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW. Please check this box if you would like to receive a copy of an investigative consumer report or consumer credit report at no charge if one is obtained by the Company whenever you have a right to receive such a copy under California law. ☐

Washington State applicants or volunteers only: You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

Volunteer Organization please note: If a Minnesota or Oklahoma checks "YES" regarding the consumer report, or if a California consumer checks "YES" regarding the credit report (and you do request a credit report), you must provide the individual a copy of their report. If consumer checks "YES" regarding the full consumer report, and consumer resides in California, you will need to provide the individual with a copy of their consumer report, unless you have made prior arrangements for THE MCDOWELL AGENCY to do so on your behalf.

By signing below, I acknowledge that I have read and understand the DISCLOSURE REGARDING BACKGROUND INVESTIGATION, A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT, and STATE SPECIFIC RIGHTS OF APPLICANTS OR EMPLOYEES above.

Signature

Date (mm/dd/yyyy)

APPLICANT/CONSUMER INFORMATION

Please print legibly. This information will be used for background screening purposes only and will not be used as hiring criteria.

Last Name

First

Middle

Other Names/Aliases

Date of Birth (mm/dd/yyyy)

Social Security Number

Driver's License Number

State Issued

Phone Number

Current Street Address

Current County

Current City

Current State

Current Zip

Volunteer Position(s)

Volunteer Dates OR Year

Email

Please list all previous addresses within the last seven (7) years: (attach a separate sheet if necessary)

Street Address

City/State/Zip

County

Dates of Residence

Street Address

City/State/Zip

County

Dates of Residence

Street Address

City/State/Zip

County

Dates of Residence

The above information is true and correct to the best of my knowledge. By signing below, I give The McDowell Agency, Inc. permission to perform an investigation into my background. If hired, this authorization is valid for the duration of my employment.

Signature

Date (mm/dd/yyyy)

BOAT USAGE HOLD HARMLESS AGREEMENT – USER

3/31/2023



This Agreement is entered into, by and between Fishing For Life (a 501c3 organization) and the boat USER listed below, on the date of the signatures listed below.

Whereas the boat or vehicle user desires to hold harmless Fishing For Life from any claims and/or litigation that may arise from any usage of a Fishing For Life boat or vehicle outside of a sanctioned Fishing For Life event.

Now therefore, in consideration of the mutual conditions and covenants that are contained herein, the boat user and Fishing For Life hereby agree as follows:

Hold Harmless. The boat user shall fully defend, indemnify and hold harmless Fishing For Life from any and all claims, demands, lawsuits, causes of action, loss, liability, injury and/or damage of any kind whatsoever including without limitation all claims for property damage, monetary loss, personal injury, equitable relief, and/or wrongful death, whether brought by an individual or other entity or imposed by a court of law or by administrative action of any federal, state or local governmental body or agency that arises out of any acts of negligence, omission or willful misconduct in any way on the part of the boat user during non-sanctioned Fishing For Life events.

This indemnification applies to and includes, without limitation the payment of all penalties, judgments, fines, awards, attorneys' fees degrees and related costs or expenses and any reimbursements to the boat user for all legal fees, expenses and costs that are incurred by it.

Conversely, **the boat user is covered by Fishing For Life's insurance policy** during all Fishing For Life sanctioned events.

This agreement shall be binding.

Boat Description: _____

Trailer and Motor Description: _____

Boat User Printed Name: _____

Boat User Signature: _____ Date: _____

Fishing For Life Authorized Signature: _____ Date: _____

BOAT USAGE HOLD HARMLESS AGREEMENT—OWNER

3/31/2023



This Agreement is entered into, by and between Fishing For Life (a 501c3 organization) and the boat OWNER listed below, on the date of the signatures listed below.

Whereas the boat or vehicle user desires to hold harmless Fishing For Life from any claims and/or litigation that may arise from any usage of their boat or vehicle during a Fishing For Life event.

Now therefore, in consideration of the mutual conditions and covenants that are contained herein, the boat user and Fishing For Life hereby agree as follows:

Hold Harmless. The boat owner shall fully defend, indemnify and hold harmless Fishing For Life from any and all claims, demands, lawsuits, causes of action, loss, liability, injury and/or damage of any kind whatsoever including without limitation all claims for property damage, monetary loss, personal injury, equitable relief, and/or wrongful death, whether brought by an individual or other entity or imposed by a court of law or by administrative action of any federal, state or local governmental body or agency **that arises out of any acts of negligence, omission, not following guide training/expectations, or willful misconduct in any way on the part of the boat owner** during Fishing For Life events in their own boat or vehicle.

This indemnification applies to and includes, without limitation the payment of all penalties, judgments, fines, awards, attorneys' fees degrees and related costs or expenses and any reimbursements to the boat user/owner for all legal fees, expenses and costs that are incurred by it.

Conversely, **the boat owner is covered by Fishing For Life's insurance policy** during all Fishing For Life sanctioned events.

This agreement shall be binding.

Boat Description: _____

Trailer and Motor Description: _____

Boat User Printed Name: _____

Boat Owner Signature: _____ Date: _____

Fishing For Life Authorized Signature: _____ Date: _____

HUNTING EVENT ASSUMPTION OF RISK, RELEASE, AND WAIVER OF LIABILITY AND INDEMNITY AGREEMENT



In consideration for permitting Participant in the roll of guide to participate in the Event as directed by the relevant staff, the undersigned, for themselves, and for their respective heirs, personal representatives, and assigns, agree as follows:

Assumption of Risk: The undersigned hereby acknowledge and agree that they understand the nature of the Event; that the Event can be dangerous in nature resulting in great bodily injury or even death, and that Participant is qualified, in good health, and in proper physical condition to participate therein; that there are certain inherent risks and dangers associated with the Event; and that, except as expressly set forth herein, they, knowingly and voluntarily, accept, and assume responsibility for, each of these risks and dangers, including but not limited to physical and/or psychological injury, including great bodily injury, pain, suffering, illness, disfigurement, temporary or permanent disability, partial or complete disability, death, or economic loss and all other risks and dangers that could arise out of, or occur during, Participant's participation in the Event.

Release and Waiver: The undersigned hereby RELEASE, WAIVE, DISCHARGE AND COVENANT NOT TO SUE any of the landowners on whose land the Event may take place and Fishing For Life, its officers, volunteers, and employees, (collectively, the "Releasees"), from and for any liability resulting from any of the above-named risks or dangers as well as personal injury, accident, or illness (including death), and/or property loss, however caused, arising from, or in any way related to, Participant's participation in the Event, except for those caused by the willful misconduct, gross negligence, or intentional torts of the above parties, as applicable.

Indemnification and Hold Harmless: The undersigned also hereby agree to INDEMNIFY, DEFEND AND HOLD the Releasees HARMLESS from any and all claims, actions, suits, procedures, costs, expenses, damages, and liabilities including, but not limited to, attorney's fees, costs, and expenses, arising from, or in any way related to, Participant's participation in the Event, except for those arising out of the willful misconduct, gross negligence or intentional torts of the above parties, as applicable.

Permission to Use Likeness/Name: The undersigned further agree to allow, without compensation, Participant's likeness and/or name to appear, and to otherwise be used, in material, regardless of media form, promoting the Event and Fishing For Life, and/or its events and activities, including those of its representatives and licensees.

Severability: The undersigned expressly agree that the foregoing assumption of risk, release and waiver of liability and indemnity agreement is intended to be as broad and inclusive as is permitted by the law of the State of Minnesota and that if any portion thereof is held invalid, it is agreed that the balance shall, notwithstanding, continue in full legal force and effect.

Acknowledgment of Understanding: The undersigned have read this assumption of risk, release and waiver of liability and indemnity agreement, and have had the opportunity to ask questions about the same. The undersigned fully understand this assumption of risk, release and waiver of liability and indemnity agreement, that the undersigned are giving up substantial rights in connection therewith, and that its terms are contractual, and not a mere recital. The undersigned acknowledge that they are signing this agreement freely and voluntarily.

Name (Please print):

Signature

Date