



DISCONNECT TO CONNECT

In a culture that moves fast, needs immediate satisfaction, and is easily distracted, we believe that nothing is more important than the time it takes to build meaningful and intentional relationships - **that's why we Disconnect To Connect.**

All Summer Staff will participate in Disconnect To Connect beginning at Staff Training and throughout the summer. This means that you will have limited access to smartwatches, laptops, cell phones, etc. while you participate in Staff Training, as well as when camp is in session. For all items that you bring, please be sure they are protected with a case. WinShape Camps is not liable for any damage to technology.

- Staff Training "Staff Conference" - Technology will only be permitted during specified times & locations, as denoted by the Staff Conference schedule. Examples of "No Phone Zones" include training sessions, mealtimes, group meetings, and programmed snack breaks. Violations of these guidelines will be addressed and repeated offenses may result in a discussion regarding continued employment.
- Staff Training "Camp Specific" - Technology will be permitted according to the Disconnect To Connect policy of each camp program & location.
 - *Overnight Camps: Technology will be turned in and available to be "checked out" from the Staff Office at designated moments.*
 - *Day & International Camps: Technology will remain in lodging rooms for the duration of the training schedule each day.*

Additionally, Camp staff are not permitted to be in possession of a cell phone, smart watch or personal laptop during working hours throughout the summer. Smart watches are defined as anything that can receive calls/text messages. Please plan to bring a different watch to use during your working hours. *[Apple Watches will not be allowed, but Fitbits (without any cellular capability) will be allowed.]* Any non-permitted items will be collected by your supervisor and stored securely during working hours and accessible to staff when they are not on duty.

This policy is established to:

1. Minimize distractions
2. Increase interaction with campers
3. Deepen bonds with teammates