



**STAFF INFORMATION
PACKET**

Table of Contents

Table of Contents	2
Welcome 2021 WayForward Adventures Staff!	3
What is this Information?	4
Staff Directory	5
The WayForward Adventures Mission	6
WayForward Adventures Statement of Faith	8
Prayer Points & Preparation for the Summer	9
Pre-Arrival Checklist	9
WayForward Adventures Base Camp	11
General Packing List	12
Frequently Asked Questions	14
Things To Communicate After Reading This	16

Welcome 2021 WayForward Adventures Staff!

WayForward Adventures was started with a dream and a question. After years of watching God work first hand while taking high school groups on the trail, Todd Pinkston and Alex Knoop dreamed of the opportunity to reach adults with this same experience. In 2013, that opportunity became a reality when a Crossfit bible study Todd was a part of decided to take part in a six day backpacking trip in central Colorado. Before embarking on the trip, one of the men in the bible study named Bill Strahan asked Todd what he would do to impact the world if money was not an issue. He answered, "I'd do this!" After a life-changing week on trail, Bill understood what "this" was. A few months after the group returned, Bill and his wife became the catalyst to launch WayForward from a concept to a company. In the fall of 2013, WayForward Adventures, Inc became a registered non-profit and set out to impact the world by providing a space for men and women to be transformed by God through outdoor adventure.

What I have seen God do on the trail continues to blow me away. Through the struggles of hiking, the depth of life stories, the purposeful time in scripture, and the triumphs of completing the week, God does amazing things in our hearts. Everyone encounters God on the trail, EVERYONE. There is an amazing amount of clarity and purpose that result from this experience. I believe that everyone should take one week of their life to get away and experience 'the trail'.

Thank you for answering God's call to join WayForward. You are making a difference and lives will be changed because of your obedience.

Welcome to the team!



Todd Pinkston President

What is this Information?

We are incredibly grateful for you and your desire to serve with us this summer. This information guide is meant to answer some common questions you may have, highlight expectations for staff in the summer, and introduce you to the culture of WayForward Adventures. It is extremely important that you have a clear understanding of the information found in here, so please take the time to carefully read through the guide in its entirety.

New Staff: We are excited that you are joining the WayForward team! Know that we have been praying for you on a weekly basis this past year and are confident that God has placed you here for a reason. Our hope for you this summer is that your service to our clients and each other would be an overflow of what God is doing in your own heart. This will be a great season of challenge, growth, and joy if you are willing to press in to Him and the community He's placed around you.

Returning Staff: Welcome back! What a joy it is for us to have you for another summer. We hope and pray that this is another transformational summer for you as well as we stack hands to serve our clients like Jesus. Our vision for you is that you would pour into the new staff members and call them to the same standard that you yourselves were called to during your first summer.

“Embedded in the larger story of redemption is a principle we must not miss: God uses ordinary people to do extraordinary things in the lives of others.”

-Paul David Tripp, *Instruments in the Redeemer's Hands*

Staff Directory

Todd & Erin Pinkston

todd@wayforwardadventures.com

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Krista Nadwondy - Program Coordinator

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Will Bywaters - Adventure Fellow

will@wayforwardadventures.com

Jake Davidson - Adventure Fellow

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The WayForward Adventures Mission

MISSION

WayForward Adventures empowers individuals through outdoor adventure to identify how they are wired and who God has made them to be.

PURPOSE

Discovery – Finding out who God has made us to be. Depth – Deepening our relationship with God and others.

MOTTO

Come Alive.

CORE VALUES

Scripture – We will teach, learn, and make decisions based on God’s Word. This is the common thread that is knit into everything we do. The way we steward our resources, how we serve others, what we teach on trail—scripture will always be our guide.

Adventure – Everyone who participates in a WayForward trip will go on adventures. It doesn’t matter whether you are on trail or not, every person on staff has a hand in a WayForward trip. True adventure is any experience God uses to take you outside your comfort zone so that you have no other choice but to trust Him.

Community – Designed to live together, we will promote Christ-like community. Our hope is that our clients, staff, and anyone who is involved with WayForward lives in a biblical community marked by unity, being truly known, and sacrificial love for one another.

From making coffee on trail to making beds at base camp, we are serving our clients to provide...

A Time to Rest – People’s lives back home are filled with things to do: appointments, meetings, kids’ schedules, school, jobs, and everything in between. Even a relationship with God can become something to check off the list when we finish our quiet time and have gone to church. Our clients aren’t searching for one more thing to do, but to strip away all of the “to-do’s” and just be. The space found at base camp and on trail allows them to “be still and know that I am God.”

A Time to Reflect – Content on trail is meant to guide our clients as they reflect on who God has made them to be. Life stories provide a time to take off the mask and be truly known and truly loved by their community. Bible studies open our eyes to the purposeful life God is calling us to. Even meal questions provide an opportunity to think a little deeper about how God has “fearfully and wonderfully” created them.

A Time to Be Transformed – We are asking God to do something only He can do: transform the hearts of men and women on trail by renewing their minds in Christ. Our ultimate hope is that our clients would love the Lord, glorify Him with their lives, and enjoy Him forever.

A Time to Play – That said, this is not a silent monastery retreat. We want our clients to be able to be kids again! So (safely) jump into that freezing cold lake, laugh until you cry, enjoy the carefree time that is so unique to life on the trail and at base camp together.

WayForward Adventures Statement of Faith

It is imperative that in order for WayForward Adventures to maintain its identity as a Christian faith-based non-profit organization, that each person involved uphold a high level of excellence in Christian standards. There must be observable evidence of belief in and acceptance of Jesus Christ as Savior and Lord. All volunteers, regardless of level of service, and all others associated with or representing WayForward Adventures in any way, must be supportive of the spiritual position of WayForward Adventures, which are as follows:

- We believe that the Bible is the inspired and inerrant Word of God and as such allows us to confidently know about God Himself and about how we should live in relationship with Him and others.
- We believe that just as God calls us to community with Himself, He Himself is a God of community, existing in the form of the Father, the Son, and the Holy Spirit, all of whom are worthy of equal honor and praise.
- We believe that all humankind was created by and for God, but that the human race has consistently chosen its own path away from God, both individually and corporately. The result of humanity's choice has been a broken relationship with God.
- We believe that Jesus Christ lived a sinless life and through His death and resurrection has provided a way for all who trust in Him to have their sins forgiven and to enter into relationship with Him.
- We believe that simultaneous with an individual's trust in the person and work of Christ, the gift of God's Spirit is given to the individual so that life with God can be lived out by Christ's strength and on His terms.
- We believe in life after death for everyone who has lived. Those who have trusted in Christ will enjoy a relationship with Him forever, but those who have not trusted in Him will incur the wrath of a God whose offer of forgiveness and reconciliation has been rejected.

Prayer Points & Preparation for the Summer

We would love for you to join us in prayer for...

- Transformation in the hearts of our clients as they discover who God has created them to be. This is why we do what we do.
- Trip Organizers to be filled with boldness and courage as they invite people to join them on trail. Trip Organizers are the people on the front lines inviting others to “come and see” what God wants for the lives of His people.
- Empty trip spots to be filled. We believe that every spot is an opportunity for God to work powerfully in the life of someone this summer.
- The health and safety of our clients and the staff. We ask for God’s protection so that those we are serving don’t spend time worrying about their circumstances, but are able to focus on what God is saying to them.
- Our growth as a staff. Just like our clients, we are also asking God to transform our hearts as well and learn what it means to live full lives rooted in Him.

Three Things to Think About

1. **Your success this summer will be tied to your preparation.** Start praying now for God to prepare you for a summer of service to others, and make sure you carefully read all of the information sent to you over the next couple of months.
2. **Pursue excellence.** We want to do everything as though we were working for the Lord, so we will strive for excellence in both the big and the small things.
3. **Love God. Love Others.** Our hope is that these two things would be our motivation for everything we do at WayForward Adventures.

Pre-Arrival Checklist

Please make sure that all of these items have been completed by the time you arrive at Base Camp.

- All staff paperwork completed and sent to the Exec. Assistant.
- Thoroughly read all emails from WayForward staff.
- Attend all necessary staff trainings and conference calls.*
- Review packing list and bring all items needed.
- Know what day and time to arrive at base camp.
- Full summer employees: Send all vacation requests to WayForward by April 15th.

Guide-Specific Checklist

- Attend Staff Training Weekend.
- Obtain CPR certification.**
- Send in all certifications to Krista@wayforwardadventures.com.
- Make sure you have all the WayForward required gear to go on trail.
- Read through your guide manual and memorize scripts.***

* Conference call dates and times will be sent to you in an email.

** WayForward Adventures will provide an online CPR certification.

*** To be given out at Staff Training.

WayForward Adventures Base Camp

Below is all you need to know about getting to Base Camp and some general information for your time there.

Where is Base Camp? The physical address of base camp is: 17728 US Hwy 160 Del Norte, CO 81132

When Should I Arrive at Base Camp? All summer staff should arrive by 5pm on May 13th

Transportation to Base Camp All staff members must provide their own transportation to base camp. If this is an issue, please contact Krista at krista@wayforwardadventures.com

Will I Need My Car at Base Camp? While at base camp, staff members must use their own personal vehicles or borrow a vehicle from another staff member for any personal transportation needs (day-off activities, groceries, etc.) Use of a company vehicle for any personal reasons not approved by the Director is strictly prohibited.

What is Base Camp Near To? Base Camp is in the town of Del Norte, which is a rural community in southwest Colorado. Del Norte has a small grocery store in town. The largest nearby town is Alamosa, which is 35 miles east and has a Wal-Mart, Safeway grocery store, and small airport.

Can I Bring Friends and Family to Base Camp? We love having visitors come serve with us! While we do our best to accommodate, we ask that you and your guests abide by the rules laid out in the Guest Policy in the WayForward Adventures Staff Manual*.

Will I Be Able To Use My Laptop/Tablet/Cell Phone/Etc.at Base Camp? We strongly urge you to leave any unnecessary electronics apart from your cell phone at home. This is for two reasons:

1. We believe that, although electronics are not inherently bad, they can distract you from what God might be doing this summer. There's a reason we ask our client to leave the phones and watches before they go on the trail.

2. It eliminates the risk of that item being lost or broken at some point this summer. WayForward is not liable for any of your property and will not replace any lost or broken items. It is your personal responsibility to keep track of your things and make sure they are in a safe place. As far as your cell phone, you will need one for communication among staff at base camp, but there are rules regarding its use. For more information, see the Cell Phone & Social Media Policy in the Staff Manual.

Do I Need to Provide My Own Bedding at Base Camp? Wayforward will provide sheets and a blanket for beds. You are welcome to bring your own bedding as well.

*Staff Manual to be sent to you at a later date

General Packing List

Here are all of the essential items* you're going to need this summer.

A good general rule is to bring enough clothes for 7 days.

Even in the summer, temperatures and weather in southwest Colorado can vary and be unpredictable.

Pack accordingly for everything from rainy and cold to sunny and warm.

There is limited space for storage of bikes, kayaks or other adventure equipment

- Socks
- Athletic sneakers**
- Sandals
- Underwear
- Shorts (both athletic and 1-2 nice pairs)
- Jeans or a nice pair of casual pants (girls can bring a long skirt)
- Appropriate swimsuit
- Long sleeve and short sleeve t-shirts
- At least 2 nice shirts (a polo is fine for men)
- Warm jacket or fleece
- Rain jacket
- Baseball cap or hat
- Toiletries and hygiene products
- Laundry bag and detergent (think about investing together)
- Small plastic organizer/tub for clothes
- Water bottle
- Small backpack or daypack
- Medications
- Bible, journal, pen Optional Items
- Camera (optional)
- Sunglasses
- Sunscreen/bug spray

* Guides will be sent an additional guide gear and clothing packing list.

**Although not required, there may be opportunities this summer for the entire staff to go on trail either on personal days off or during route scouting trips. We recommend bringing hiking boots along with your athletic sneakers.

What Not to Bring

- Alcohol, illegal drugs, or tobacco
- Firearms
- Pets
- Items that would be a major personal loss if they were broken or lost

Appearance at Base Camp and on Trail

Although we have no official dress code at base camp, we strive to maintain professionalism in our appearance for visitors and clients. As such, please make sure that you are adhering to the following guidelines for clothing and attire:

While clients are at base camp

- WayForward logo (t-shirt, jacket, or hat is fine)
- Nice t-shirt or polo
- Jeans or nice pants/shorts (a long skirt is fine for girls)
- Closed toe shoes or nice sandals (Chacos or Tevas are fine as long as they look nice.)
- Clean shaven or trimmed beards for guys
- All piercings must be inconspicuous (e.g. no septum piercings, no more than 2 piercings in ear, etc.)
- Tidy hair or a hat
- No athletic clothing

General time at base camp

Please maintain a professional appearance while at base camp. WayForward staff has the right to inform you when your appearance falls outside these guidelines and will ask you to change. You may not get any new piercings or color your hair while at WayForward this summer.

Frequently Asked Questions

Q: Is lodging and food provided by WayForward Adventures?

A: All lodging is provided for WayForward staff, and food is provided on all days except for vacation and days off. In the case of a day off, WayForward staff members may pay a small fee of \$4.00 per meal to eat at regular base camp meals or eat anything in the fridge designated by the base camp cook as leftovers.

Q: Will I have time off for vacation?

A: Yes! Every full summer staff member will have seven days to request for vacation. Please turn in all vacation requests to krista@wayforwardadventures.com by April 15th. While we will do our best to accommodate your requests, you are not automatically guaranteed the time made in your request.

Q: What about days off?

A: For the most part, every staff member will have one day off per week. However, peak times of operation in the summer may require all available staff members to serve at base camp.

Q: What can/should I do on my day off?

A: While you are able to stay at base camp during your day off, we strongly recommend you take that time to leave and spend the day as a Sabbath. For more information on days off like curfews and prohibited activities, see the Curfew/Time Off Policy in the Staff Manual.

Q: Will I be able to do laundry at base camp?

A: Yes, we have a washer and dryer available at base camp for staff use. Please be courteous when washing clothes and move them from the washer and dryer as soon as the cycle ends.

Q: Will I be able to go to church while at base camp?

A: If the schedule allows for it, we will attend a local church in Del Norte as a staff on Sunday mornings.

Q: How much room will I have for all my items?

A: While we have been gifted with an incredible Lodge, space is still tight. We recommend purchasing a compact storage bin (Rubbermaid makes great ones) for your things. There is

limited space for any additional adventure equipment i.e. bikes, kayaks, etc.

Q: What’s communication with family/friends look like at base camp?

A: AT&T and Verizon have great service at base camp, but we have found that some carriers like Sprint have a hard time getting any signal. There is Wi-Fi at base camp to send imessage. Otherwise, our mailing address is:

[Your Name]
17228 W Hwy 160
Del Norte, CO 81132

Q: What are our official working hours at base camp?

A: Our official working hours during the day are from the time the job starts until the time the job gets done. In all seriousness, workdays can be as short as 9am-2pm when it’s a light week, and as long as 7am-11pm when clients are at base camp. We firmly believe in an “all hands on deck” mentality and expect that all staff will sacrificially serve each other and our clients. This means that when your designated job is done, you will hop in where we still need help as a staff.

Q: Can I leave base camp once the workday is done?

A: While we allow staff to take personal time if we finish our day early, please ask either the Director for permission before leaving base camp.

Q: I’m a full-summer paid staff member. When will I receive my paycheck during the summer?

A: All full summer staff will be paid on the last day of the month.

Pay Dates Pay	Period Covered
05/31/2021	05/14/21 – 05/31/21
06/30/2021	06/1/21 – 06/30/21
07/31/2021	07/1/21 – 07/31/21
08/31/2021	08/1/21 – 08/13/21

Things To Communicate After Reading This

Please contact Krista at krista@wayforwardadventures.com by April 1st:

- If you have a conflict with arrival time to base camp
- If you have issues with traveling to base camp
- You have any special circumstances or time-off needed this summer
- If you have any food allergies

We are incredibly excited to serve with you this summer, and we are expecting that God is going to do immeasurably more than we could ever ask or think through the ministry that you will be a part of. If you have any questions, please feel free to contact us at any time.

We'll see you soon!

- The WayForward Adventures Staff