



Biblical Tamar Park

Volunteer Program Manual

**Revised
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Volunteer Manual

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Dear Volunteer,

Thank you for expressing an interest in volunteering at Biblical Tamar Park. We believe that the volunteer program is one of the important components to fulfill our mission in Israel and at the Park. Volunteering is a unique and special way to bless the Israeli people and the Land.

In order for the experience to be a good one for you and for the Park Supervisor, we believe that it is important that you become familiar with Blossoming Rose and with Biblical Tamar Park. We want to be assured that your expectations and the realities you will face are similar.

There are many tasks at the Park that range from food services and housekeeping to mechanical and electrical to greening the desert. We want to match your gifts and skills with the jobs that need to be done so that you are satisfied that your contribution to the Park is the best possible.

This Volunteer Program Manual contains important information that you will need. Please fill out the Volunteer Application if you wish to take the next step to becoming a volunteer and return it to us at your convenience. This application is also available on our website under “Get Involved” and then “Volunteer Work.” If you have questions, you can call us at the number listed above or you can email us, and we will help you with this process. You can also find information on our website: www.blossomingrose.org. After we receive your application, we will review it and contact you.

Again, we thank you for your interest in volunteering at Biblical Tamar Park.

Shalom,

DeWayne Coxon, Ph.D.
President

Blossoming Rose

Mission, Vision, and Purpose

Mission

It is the mission of Blossoming Rose to support Israel and its citizens by sponsoring humanitarian and educational activities in Israel and the United States and to give people an opportunity to learn about Israel's history.

Vision

The vision of Blossoming Rose is to make Biblical Tamar Park in Israel, through its historical sites, signage, banners, bibliographies, and pictures, a visual history book for the education of all visitors from around the world.

Purpose

The primary purpose of Blossoming Rose (USA) is to oversee the development of Biblical Tamar Park and to bless Israel by restoring and maintaining this 55-acre, educational and historic site. The Park provides opportunities for many individuals and groups to enjoy short or long-term visits. Individuals, groups, and volunteers may have varying interests such as, but not limited to: a) archaeological activities, b) agricultural / greening activities, c) prayer and study activities, or d) miscellaneous work projects.

Our Blossoming Rose work is more than just exploring the history of Israel. It is uncovering ancient Biblical Tamar and being privileged to sift through 5,000 years of its heritage. In the process, Blossoming Rose has categorized "Seven Periods of History." Presenting this history, and how it relates to Hebrew scriptures, is the reason we continue to develop Biblical Tamar Park. Thankfully, we have the full support and cooperation of the Israel Antiquities Authority.

Manuals

There are two manuals containing policies, procedures, and processes to accomplish the Mission, Vision, and Purpose of Blossoming Rose at Biblical Tamar Park. They are the ***Volunteer Program Manual and the Operations Manual***.

Mission and Vision statements may vary for various programs sponsored by Blossoming Rose.

Note: Blossoming Rose Israel holds a 24 year lease with the Israeli government for the purpose of developing Biblical Tamar Park. Blossoming Rose (USA) was appointed Curator, by the Israel Antiquities Authority of the archaeology site at the Park and operates the Park through a mutual legal agreement with Blossoming Rose Israel.

Position Paper on Religious Perspectives

Three world religions, Judaism, Christianity, and Islam, all state that their earliest foundational teachings come from the words of Abraham. They all teach that there is one supreme God as the creator of the Universe. Israel is an important country historically in the development of these three monotheistic religions of the world. Their faiths focus on the worship of one God as taught by their common ancestor, Abraham.

For many years, (and prior to Blossoming Rose) the location now called Biblical Tamar Park was a “place of interest” not only to the Jewish people but to Christian groups from Europe and the United States. For the most part, there has been religious tolerance as well as common courtesies among the various individuals and groups using the Park.

Over the years, through the help of Israeli friends, we have developed relationships with many Jewish groups in Israel, both religious and non-religious. When the government in Israel decided to trust Blossoming Rose with the Park property and signed an agreement to that effect, they did so because of our commitment to bless Israel by being tolerant and respectful of the beliefs and values of others, without proselytizing.

We want the Park to be a wonderful place of community and unity – a melting pot of religious thought – a significant spiritual experience. It should be a “house of prayer for all nations” and a “place in the wilderness,” for us to worship God.

Our request to you, while you are at Tamar, is that you respect the religious views and the privacy of others. You are welcome to pray anywhere on the premises of the Park, but if you plan to have political or religious discussions among more than one or two of your friends in a private setting, you should do it only at the designated times of your group’s leader and/or pastor. If you invite others to join you, please don’t make them feel uncomfortable if they choose not to.

While praying is encouraged, directed prayer at people who may not share your views and the laying on of hands, without a request, is strongly discouraged. Gatherings, not led by your leader/pastor, that could be labeled “teaching” or “counseling,” are also discouraged. This has been the cause of misunderstandings and controversies. People have often thought that what is taught at the Park is what Blossoming Rose believes. That is not the case. Cultures vary in many ways and tolerance is appreciated. As C.S. Lewis said, “God has not told us everything.” Some of the things of God are hidden from us for a purpose.

Blossoming Rose is incorporated as a USA tax exempt, 501 (C) 3, humanitarian organization. Our commitment to the Israel Antiquities Authority and to the Middle Arava Tichona Council at Sapir is that the Park will become a national historic place for the Israeli (religious and non-religious) population, as well as a place for people from other nations to pray for and bless Israel without contention.

Position Paper on Communications with Visitors and Volunteers

In honor of and in respect for Israel, the mission of Blossoming Rose is to “bless Israel” by our works and by the good fruits of our lives, without ulterior motives. Blossoming Rose is committed to keeping its promises to officials in Israel.

With that in mind, we ask that you be sensitive and respectful of the following policies:

1. Please do not approach visitors to the Park or volunteers/staff within the Park to proselytize, witness, testify, or share with them about religious matters or personal beliefs.
2. If you are approached and questioned about the Park, the following information should be shared:
 - a. The Blossoming Rose brochure.
 - b. The fact that there are two Boards responsible for the Park, one Orthodox Jewish Board in Jerusalem and one Christian Board in the USA, both working together, under a 24-year lease agreement, to develop, maintain, and beautify the Park.
 - c. Blossoming Rose USA is curator of the Archaeology Site.
 - d. The main focuses in the development of the Park are biblical, educational, historical, and humanitarian.
3. If you are asked what you are doing at the Park and why you would volunteer, it would be good to talk about your desire to bless Israel by your faith, works, and financial support. In addition, you could say that you love Israel and the God of Israel. It is very important that you not consider yourself to be a missionary.
4. If you are a part of a ministry or a religious organization, we ask that you do not share or promote your ministry or organization at the Park. It is not the purpose or intention of Blossoming Rose to provide an audience for other ministries. In addition, volunteers at the Park should consider their work efforts as a way to bless Israel by providing an educational, historical Park for visitors from around the world.

The policies above are not intended to exclude like-minded or willing individuals at the Park from meeting together during free time in the Sukkah or in other places to talk about the Bible and their beliefs. We just request that there be respect for the hundreds of belief systems that exist in the world.

Note: The policies above are the result of many years of experiences at Biblical Tamar Park where questions were raised within the Jewish Community as to why Christians were allowed to manage and develop a park in Israel.

Biblical Tamar Park Volunteer Rate Schedule

Short Term Volunteer

Work five days per week Monday – Friday or Sunday – Thursday

Minimum stay of 7 nights

1. \$30 per night full board – six work hours per day
2. \$40 per night full board – three work hours per day
3. \$25 per night full board (Student rate) – six work hours per day

Roundtrip airport transfer - \$100

Roundtrip Beersheva transfer - \$50

Long Term Volunteer

Work five days per week Monday – Friday or Sunday – Thursday

Minimum stay of 30 nights

1. \$20 per night full board – six work hours per day
2. \$30 per night full board – three work hours per day
3. \$15 per night full board (Student rate) – six work hours per day

Roundtrip airport transfer - \$100

Roundtrip Beersheva transfer - \$50

Specialized Volunteer

Work five days per week Monday – Friday or Sunday – Thursday

Certified archeology worker, Board member, tractor repair, etc.

1. \$15 per night full board – six work hours per day

Roundtrip airport transfer - \$100

Roundtrip Beersheva transfer - \$50

Sponsored Site Volunteer

Work hours are defined in sponsorship agreement

1. \$20 per night full board – six work hours per day for extra days

Roundtrip airport transfer - \$100

Roundtrip Beersheva transfer - \$50

Transportation to/from Tamar Park

1. Pick up and drop off at airport available 9:00 am – 7:00 pm by our staff at an additional cost (see above).
2. Take train from airport to Beersheva then take bus from Beersheva to Biblical Tamar Park (Ir Ovot) (Yellow gas station). We will pick you up at the Yellow gas station.
3. All rates are per person, double occupancy. Single occupancy is available when groups are not visiting. Cancellation fees are listed on the Volunteer Agreement.

Every volunteer must sign the Volunteer Agreement.

Volunteer Approval Process

Short Term Volunteers – minimum five work days

1. Read the volunteer manual.
2. Complete a volunteer application.
3. If approved, sign the Volunteer Agreement and pay for the daily rate and transportation (if needed).

Long Term Volunteers – minimum stay of 30 nights

1. Read the volunteer manual.
2. Complete the volunteer application.
3. If approved, sign the Volunteer Agreement and pay for the daily rate and transportation (if needed).
4. An orientation lunch meeting or video conference call will be scheduled before departure.

Sponsored Site Volunteer

1. Read the volunteer manual.
2. Be recommended by a Sponsor of one of the sites.
3. Complete a volunteer application
4. If approved, sign the Volunteer Agreement and pay for the daily rate and transportation.
5. A lunch meeting or video conference call may be scheduled before departure.

Procedures, Provisions, and Expectations for Volunteers

Procedures following approval and PRIOR to departing for Tamar

1. Complete the approval process.
2. Confirm arrival, departure dates, and source of transportation in Israel.
3. Be assigned a job description.

Expectations

1. Neither the main kitchen nor the smaller kitchen in the caravan is kosher, but we only purchase kosher food. Volunteers can bring food from home such as coffee, creamer, cereal, nuts, and snacks, and they can be taken into either kitchen. No pork or any other non-kosher meats are permitted.
2. Volunteers are to follow the laws of the Sabbath as they relate to daily work assignments.
3. No illegal activities are permitted.
4. Unmarried volunteers will not sleep in the same caravan with other unmarried volunteers unless they are of the same gender.

5. Understanding the heat in the desert, volunteers will use good judgment by avoiding skimpy attire like very short shorts and some halters. Clothing with religious and political themes should be avoided.
6. Volunteers will use good judgment in all of their activities and behavior for the betterment of the Park.
7. The day prior to departing, volunteers will clean their room and bathroom.
8. The day of departure, volunteers will take their linens and towels to the Park Supervisor for cleaning.

Policies

Loss of Volunteer Status

Status as a volunteer will be lost under the following circumstances:

1. Proselytizing
2. Digging in the ground without permission from the Park Supervisor
3. Creating tension and problems for the Supervisor that undermines the community.
4. Not working the required hours on the assigned tasks.
5. Drug and excess alcohol use.

Volunteers who lose their volunteer status will be asked to leave the park as soon as other arrangements can be made. A refund will be given within 30 days for any unused funds.

Digging at Tamar

No one is allowed, by Israel law, to dig at Biblical Tamar Park. Permission must be granted by the Park Supervisor if digging is required. You could lose your volunteer status, or be arrested if you dig in an unauthorized area.

Firearms and Hazardous Materials

Gun regulations inside Biblical Tamar Park boundaries are governed by the national gun policy of Israel. The Park Supervisor is available to discuss guns, ammunition, and other potentially dangerous items with those who have an interest.

Guns and weapons owned for protection by Israeli citizens and residents are not to be cleaned, displayed, or fired, in any public buildings, meeting rooms, historic rooms, nor in the Park when any volunteer workers or visitors are present.

It is the Park policy that any hazardous materials, objects with explosive potentials, or toxins, are not allowed inside any of the public buildings of the Park or within the boundaries of the Park.

Health Insurance Recommended

Volunteers are responsible for all hospital/health related costs that are incurred while in Israel. The hospital/clinic will not allow you to leave until you have paid in full by cash or credit card. Please note that Medicare and private insurance companies may not provide coverage outside of the USA. We would strongly recommend purchasing a short-term health insurance policy from your travel agent, or online, if you do not have international insurance. A credit card is required if health insurance is not purchased.

Alcohol

Alcohol is not allowed to be consumed while volunteers are performing their assigned duties at the Park. Responsible drinking is allowed at dinner and during non-work hours.

Smoking

No smoking is allowed in any building at the Park.

Pets

Pets are not allowed at Biblical Tamar Park.

Mail

Mail sent to Biblical Tamar Park should be addressed to Moshav Hazeva, Biblical Tamar Park, No. 191, d. n. aravah, 86805 Israel. We have a box at Moshav Hazeva where our mail is delivered.

Internet Use

Please do not download large files, or watch videos, or stream music because these activities consume the limited bandwidth too quickly.

Good judgment is expected in the use of the Internet. Viewing sites that contain inappropriate material is grounds for dismissal from the Park.

Communications

Communications by the Park Supervisor and volunteers, whether by telephone, email, or in person, are very important. In many cases communications can be a part of “public relations.” Blossoming Rose wants to convey a positive image at all times as well as operating under an organizational structure.

Problems and issues should be handled **ONLY** by phone or email to the Executive Director or handled in the weekly conference call. They should be considered “private” and not shared outside of Tamar Park and the Blossoming Rose offices.

Emails and phone calls about the operations of BTP should be directed only to the Executive Director of Blossoming Rose, not to Board members, Sponsors, or constituents. All official persons related to Blossoming Rose have a role. “Operations” is strictly for the Administration. Particularly, sensitive information about the Park, the volunteers, or the operations should not be shared in emails or newsletters that are sent to Blossoming Rose constituents, Sponsors, or Board members. Misunderstandings can occur, and questions can be raised that affect the work load of others. Posting sensitive information on Facebook or any other social media sites is strongly discouraged.

Operational items that may be of interest to a broader constituency can be shared in the monthly Blossoming Rose Newsletter. Feel free to write news items or to request newsy items for the monthly Blossoming Rose Newsletter.

In summary, everyone should be sensitive to communications. Be careful in naming people publicly who may not have granted permission for their names to be used.

Work Schedules

It is also important for the Park Supervisor and the volunteers to follow a work schedule and work the hours that have been agreed to according to the Rate Schedule. There are many responsibilities in operating this Park and all volunteers are needed to meet the goals of their job description as well as work the agreed upon hours.

Work schedules will be monitored by the Park Supervisor and communicated in whatever means works best for the Supervisor. A meeting at the beginning of the day, after breakfast, is recommended.

Security

Note: The Park Supervisor will be responsible for Park Security and for the policy below. Volunteers may be assigned relevant responsibilities in this area.

It will become increasingly important to secure all buildings at the Park. Every night, all outside doors of caravans should be locked and left locked at all times when not in use.

All buildings should be locked every evening. The British Building and Bomb Shelter are to be opened each morning for tourists and then locked again at night.

Valuable art, pictures, and signage are in the British Building, Dining Hall, and Bomb Shelter. They need to be monitored daily. During the hottest summer months, the British Building and Bomb Shelter should be locked at all times when tourists are rarely there. They can be opened if requested.

Blossoming Rose Volunteer Application For Biblical Tamar Park in Israel

Title: _____ Passport Name: _____

Parent or guardian name (if under 18 years old): _____

Street: _____

City: _____ State: _____ Zip: _____

Passport #: _____ Nationality: _____ Gender: _____

Date Passport Issued: _____ Date Passport Expires: _____

Date of Birth: _____ Email Address: _____

Home phone: _____ Cell Phone: _____

Arrival date at Tamar: _____ Departure date from Tamar: _____

Volunteer status (circle one): *Long Term Volunteer* *Short Term Volunteer* *Sponsored Site Volunteer*

Circle the work areas that you are interested in.

Housekeeping (cleaning, preparing beds, laundry, etc)

Food services (cooking, grocery shopping, dishes, cleaning, etc)

Outdoor (trimming trees, raking, weeding, etc)

Mechanical (vehicle maintenance/repair, power tool repair, etc)

Buildings (repair, paint, plumbing, electrical, etc)

Archaeology dig (clean, maintain, beautify)

Signature: _____ **Date:** _____

(Parent or guardian signature if person is under 18 years old)

Note: Spouse and children must complete separate forms.

Mail to: Blossoming Rose, P.O. Box X, Cedar Springs, MI 49319 or fax to: (616)696-8280

You may also complete this form online at www.blossomingrose.org/volunteer-application-form/

Blossoming Rose/Biblical Tamar Park Volunteer Agreement

Name: _____ **Date:** _____

General Liability Release

I understand that Blossoming Rose, Blossoming Rose Israel, the Israel Antiquities Authority, and/or any Israeli government entity, assumes no responsibility for injuries, which I, my spouse, or my child may sustain as a result of my family's and/or my participation in any activities, programs, exercises, or the use of any facility, equipment, or other activities organized or sponsored at Biblical Tamar Park. I expressly acknowledge that I assume risk of any and all injuries and illnesses that may result. I hereby voluntarily release and discharge Blossoming Rose, Blossoming Rose Israel, the Israel Antiquities Authority, and/or any Israeli government entity, its agents, servants, and employees from any and all claims for injury, death, loss or damage that I or my family may suffer. I understand Blossoming Rose and/or Blossoming Rose Israel is NOT responsible for personal property lost or stolen while members and/or program participants are on a Blossoming Rose and/or Blossoming Rose Israel tour or sponsored event or serving as a volunteer.

Emergency Authorization

I hereby give permission to the medical personnel selected by Blossoming Rose and/or Blossoming Rose Israel to provide routine health care; to administer medications; to order X-rays, routine tests, treatments; to release any records necessary for insurance purposes; and to provide or arrange necessary related transportation for myself or my family. In the event that I cannot be reached in an emergency, I hereby give permission to the physician selected by Blossoming Rose and/or Blossoming Rose Israel to secure and administer treatment, including hospitalization.

Health Insurance Recommended

I understand that I am responsible for all hospital/health related costs that I incur while in Israel. The hospital/clinic will not allow you to leave until you have paid in full by cash or credit card. Please note that Medicare and many private insurance companies do not provide coverage outside of the USA. We would strongly recommend purchasing a short-term health insurance policy from your travel agent, or online, if you do not have international insurance. A credit card is required if health insurance is not purchased.

Inclusions and Conditions

I understand that the volunteer fee includes three meals per day and double occupancy housing at Biblical Tamar Park. All other expenses and arrangements are at the volunteer's expense. Cancellations must be made in writing by email, fax, or letter. Blossoming Rose is not responsible for airline schedule changes or financial liabilities due to strikes, acts of God, or other events that Blossoming Rose can't control. Either party, (the volunteer or Blossoming Rose) can terminate this agreement at any time. We request a seven (7) day notice if leaving the Park before the scheduled departure date. Blossoming Rose will give a seven-day notice unless there is an egregious offense such as using drugs, drunkenness, violence, or other excessively inappropriate behavior. All volunteers will work six (6) hours per day Monday – Friday or Sunday – Thursday (some exceptions apply), with a minimum of five (5) work days. Volunteers may be reassigned with short term tasks as needed to prepare for groups or emergencies. No refunds will be given for nights not spent at the park.

Photo/Talent Release:

I give permission to Blossoming Rose and/or Blossoming Rose Israel to use, without limitation or obligation, photographs, film footage, tape recordings or other media that may include my image or voice for purposes of promoting Blossoming Rose and/or Blossoming Rose Israel programs.

Cancellation Fees

I understand the cancellation fees are: 45 days or more – 10%; 44-14 days – 25%; 13 days or less – 50%.

Agreement with the Volunteer Program Manual

I agree with all the conditions of being a volunteer at Biblical Tamar Park. I have read and understand the Volunteer Program Manual. I will serve my time at the Park with a positive spirit and will work at the jobs that I have been assigned. I will immediately leave the Park if I choose not to operate within the guidelines of this agreement. This agreement will remain in force unless an updated agreement is signed at a later date, or if the contract is terminated by Blossoming Rose or the volunteer.

Signature: _____ Date: _____

Name as it appears on your passport: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____ Cell: _____

Email address: _____

Passport number: _____ Expiration date: _____

Arrival Date at the Park: _____ Departure date from the Park: _____

TOTAL COST OF STAY AT BIBLICAL TAMAR PARK: \$ _____

Payment is due with this signed agreement.

Fax # 616-696-8280
Mail: Blossoming Rose
P.O. Box X
Cedar Springs, MI 49319
Email: jcoxon@blossomingrose.org