



Biblical Tamar Park

Volunteer Program Manual

Revised
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Volunteer Manual

Table of Contents

Letter to potential volunteers	3
Mission, Vision, and Purpose	4
Position Paper	5
Rates	7
Approval Process	8
Procedures, Provisions, and Expectations	9
Policies:	10
Loss of Volunteer Status	
Digging at Tamar	
Firearms and Hazardous Materials	
Health Insurance	
Alcohol	
Smoking	
Pets	
Mail	
Internet Use	
Communications	
Work Schedules	
Security	
Volunteer Application	13
Volunteer Agreement	14



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 Tamar. 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 are quite familiar with Blossoming Rose and with Tamar Park. We want to be assured that your expectations and the realities you will face are similar.

There are many tasks at Tamar that range from food service 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 all of the information that you need. Please fill out the Volunteer Application Form 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 the Jewish people by sponsoring humanitarian and educational activities in Israel and the United States that serve to give people an opportunity to learn about Israel's history.

Vision

It is the intent of Blossoming Rose to carry on the vision and ideals of Dr. Rudolf Cohen, former Deputy Director of the Israel Antiquities Authority (IAA), and Dr. Yigal Israel. Their vision is to develop the first educational and historic Biblical National Park under the direction of the IAA.

Purpose

The primary purpose is for Blossoming Rose (USA) to oversee the development of Biblical Tamar Park and to bless Israel by restoring and maintaining this 55 acre, national, 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) archeological activities, b) agricultural 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 Tamar and being privileged to sift through 5,000 years of their heritage. It seems that this could not be just a coincidence of fate, that we have now neatly categorized "Seven Periods of History." Presenting this history, and how it relates to our Creator, is the reason we continue to develop Biblical Tamar Park. Thankfully, we have the full support and cooperation of the Israel Antiquities Authority in Israel.

Manuals

There are two manuals containing policies, procedures, and processes to accomplish the Mission, Vision, and Purpose. They are the *Volunteer Program Manual and the Operations Manual*.

Note: Blossoming Rose Israel holds a 24 year legal lease with Israel for the purpose of developing Biblical Tamar Park. Blossoming Rose (USA) serves as the IAA appointed Curator 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

By Dr. DeWayne Coxon

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 to 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, I 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.

My 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 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 tax exempt, 501 (C) 3, humanitarian organization. My commitment to the Israel Antiquities Authority and to the Middle Arava Regional Council at Sapir is that the Park will become a national historic place for the Jewish (religious and non-religious) population, as well as a place for non-Jewish people to pray for and bless Israel without contention.

Position Paper Specific to Personal Interactions

We understand that the following topics are sensitive, but it is the desire of the staff of Blossoming Rose to bless Israel without motives. The rationale for our work is ultimately for educational purposes that pertain to the history of Tamar and God’s relationship to the land of Israel, not through words, but by uncovering the layers of history to be on display for people to make their own interpretations.

Volunteer Interactions with Others

Israel does not want to have Christians or any other religious groups in Israel who proselytize Jewish people. They are quietly not renewing visas because they suspect that while people and organizations may not intend to proselytize, that indirect means are being used. It is very definitely not the mission of Blossoming Rose to proselytize directly or indirectly. It *is* the intention of Blossoming Rose to bless Israel and its people by developing this important and significant historical Park.

It is, therefore, necessary that all volunteers follow these policies.

1. Volunteers will not consider their work or involvement with Blossoming Rose as a way to proselytize.
2. The projects are for educational purposes only.
3. Volunteers will not pressure others regarding religious beliefs.
4. Volunteers will not distribute literature that is not approved by Blossoming Rose.

The spirit of these policies is that everyone serving at the Park, in any capacity, will respect the policies of the Israeli Government and that no one will take advantage of the visa that has been provided to them by Israel.

Sharing Personal Beliefs

It is not acceptable for volunteers to share their personal beliefs with visiting groups, tour groups, salespeople or clerks in stores or with other volunteers unless there is clearly a mutual desire to visit about religious or controversial subjects. Volunteers may think that others want to hear what they have to say, but we have found that people, first of all, want to be kind, and that those who share their beliefs are often not sensitive to the fact that they are being intrusive.

It can be even more offensive if a person tells someone else that God has given him or her an important or exclusive message or revelation for others. In Daniel Taylor's book, **The Myth of Certainty**, he makes this statement, "Once in operation, a belief system processes all information, all evidence, in its own terms, appropriating that which verifies its outlook and defusing or ignoring anything else." He also said, "God needs no particular person, church, denomination, creed, or organization to accomplish His purpose. He will make use of those, in all of their diversity, who are ready to be used, but will leave to themselves those who labor for their own ends."

Biblical Tamar Park Volunteer Rate Schedule

Short Term Volunteer

Work five days per week Monday - Friday

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

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

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.

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 stay of 7 nights

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. Sign the volunteer agreement.
2. Confirm arrival and departure dates.
3. Be assigned a job description.
4. Submit full payment.
5. Send a photocopy of proof of health insurance or valid credit card for emergency use.

Provisions for Volunteers at Tamar

Biblical Tamar Park is a 55 acre public park in the desert (Arava) in southern Israel. This Park is being maintained and developed by Blossoming Rose, USA, under a 24 year lease agreement. There is an active archeology site within the Park boundaries and oversight is provided by the Israel Antiquities Authority. The Park itself is under the direction of the Sapir Regional Council.

There are two non-profit Boards, one in Israel and one in the United States, who oversee Park operations. The Board in Israel is legally responsible for Biblical Tamar Park, but all operations, including the development of the Park, have been assigned to the Board in the United States.

The Park is beautiful, filled with trees and flowers, but it is also in a hot, dry desert region. The volunteers are housed in remodeled caravans (trailers) that are heated and air conditioned. Some of the bedrooms have a shared bath with one other bedroom. There is a dining room, with a modern kitchen, as well as three other buildings and a bomb shelter.

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 extraordinarily skimpy attire like very short shorts and some halters.
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 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.

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 Tamar.

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 Vice President 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 Vice President 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 too easily and questions are 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 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.

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)

Kitchen (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)

On a separate sheet of paper please write why you want to volunteer at the Park, what you feel you will bring to the Park, and include any special skills or certifications that you have that you feel could benefit the Park.

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/Get_Involved/Volunteer_Work.html

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 or my spouse, or my child may sustain as a result of my family's 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 (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 of 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.

Signed: _____ 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: _____

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