



# **Biblical Tamar Park**

## **Volunteer Manual**

**Revised  
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# Volunteer Manual

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P.O. Box X, Cedar Springs, MI 49319, Phone (800) 317-7673, Fax (616) 696-8280, Email: [info@blossomingrose.org](mailto:info@blossomingrose.org)

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](http://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,

Rob Coxon  
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 individuals and groups who are enjoying short or long-term visits. These opportunities include: a) archaeological activities, b) agricultural / greening activities, c) prayer and study activities, and d) miscellaneous work projects.

Our 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 scripture, is the reason we continue to develop Biblical Tamar Park. We work directly with the Israel Antiquities Authority in this development.

### **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 Manual and the Operations Manual*.

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

*Note: Blossoming Rose Israel (amuta # 580409951) 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 teachings of Abraham. They all state 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 Abraham.

For many years, (and prior to our arrival) 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 to develop 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.

Proselytizing can occur on all sides and in all religions. No one should challenge another person regarding his/her personal religious beliefs. There are visitors and volunteers who believe that Jesus is a part of the triune God; others do not believe that to be the case. Please do not discuss or defend your personal beliefs, unless in private with a person who has asked specifically. We are all there to bless Israel, to fellowship in harmony, avoiding contentiousness, and to respect the privacy and religious views of everyone at the Park.

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 strongly 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. Many Jewish and Christian groups meet and teach at the Park. No one has all the right answers.

Blossoming Rose is incorporated as a tax exempt, 501 (C) 3, humanitarian organization. Our commitment to the Israel Antiquities Authority and to the Central Arava Regional 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. Do not approach bus drivers or groups who are visiting the Park, and please do not engage in conversations unless you are approached. Do not offer to guide them through the Park. Refer them to the Supervisor if they have questions.
2. Even if you are asked about belief systems, please just say that there is no one belief system. All faiths, who want to bless Israel, are welcome.
3. Please do not approach visitors or volunteers/staff within the Park to proselytize, witness, testify, or share with them about religious matters or personal beliefs. Too many misunderstandings have occurred over the years.
4. If you are approached and questioned about the Park, the following information can be shared if appropriate and if they are interested:
  - a. The Blossoming Rose brochure.
  - b. That Blossoming Rose manages the Park and is the curator of the Archaeology Site.
  - c. That the main focuses in the development of the Park are educational, humanitarian, and displaying biblical history.
5. 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 or refer to yourself as a missionary.
6. 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 and historical Park for visitors from around the world.
7. No matter what religious persuasion you have, please do not proselytize.

***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 Americans were allowed to manage and develop a park in Israel.***

# **Biblical Tamar Park Volunteer Rates**

## **Short Term Volunteer**

Work five days per week Sunday - Thursday

Minimum stay of one week (5 days of work)

1. \$40 per night full board – six work hours per day
2. \$35 per night full board (Student rate) – six work hours per day

Airport transfer - \$200 (each trip)

Beersheva transfer - \$75 (each trip)

## **Long Term Volunteer**

Work five days per week Sunday - Thursday

Minimum stay of four weeks (20 days of work)

1. \$25 per night full board – six work hours per day
2. \$20 per night full board (Student rate) – six work hours per day

Airport transfer - \$150 (each trip)

Beersheva transfer - \$50 (each trip)

## **Transportation to/from Tamar Park**

- Pick up and drop off at airport available 9:00 am – 5:00 pm, (except Friday from 2:00 pm until Saturday at 5:00 pm)
- Pick up and drop off in Beersheva at the train or bus station available 8:00 am – 6:00 pm, (except Friday from 3:00 pm until Saturday at 5:00 pm)
- Take a bus to Biblical Tamar Park (Ir Ovot or Yellow gas station). We will pick you up at no cost.

All rates are per person, double occupancy. Single occupancy may be available for an extra cost. 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 send payment.

## **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 send payment.
4. An orientation meeting or video conference call may be scheduled before departure.

## **Procedures, Provisions, and Expectations for Volunteers**

1. The kitchen is not 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 the 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 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.

Guests who lose their volunteer status will be required to leave the Park. A refund for unused funds will be processed by the Blossoming Rose USA office.

## **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.

## **Communication**

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

Concerns about the operations of BTP should be directed to the President of Blossoming Rose, and not to anyone else. Particularly, sensitive information about the Park, the volunteers, or the operations should also not be shared. 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 suggest news items for the monthly Blossoming Rose Newsletter.

## **Work Schedules**

It is also important for 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 often a part of the day.

## **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 is 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 and storage areas are to 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 not in the Park. They can be opened if requested.

## Blossoming Rose Volunteer Application For Biblical Tamar Park

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/](http://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.

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.**

**You can go to our website and under the MAKE A PAYMENT**

**Drop down box - TAMAR PARK HOUSING or mail a check to address below.**

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