



Attention Staff and Volunteers,

The following policy laid out by Fair Haven Camps directly applies to staff members, and volunteers. The Federal Tax Laws state that fringe benefits received from the employer must be included in that employee's taxable income. As an organization we modified our "Benefits Policy" so that we are abiding by the government's laws as instructed by Christ himself; "So give back to Caesar what is Caesar's, and to God what is God's.", Matthew 22:21. Please read through the following changes.

For each Benefit provided, an employee or volunteer has two options:

Option #1 – Pay for the service upfront. When this option is chosen, the service is not an employee benefit. The benefit amount will not be added to their taxable income.

Example: A traditional week of camp is \$215, if paid to camp, there are no taxes taken out and camp benefits from the income.

Option #2 – Have the value of the service added to your compensation and pay any taxes associated with the increased income.

Staff – Taxes due on benefits will be taken out of your weekly paycheck. Also total wages + employer benefits will be reflected on each employee's W-2.

Volunteer – You will be responsible for claiming as income the total value of any benefits received and you will be responsible for any taxes incurred from the benefits. A 1099 tax form will only be mailed out if total amount received is in excess of \$600.

Example: A traditional week of camp valued at \$215 will be added to your income and the employee/volunteer will be responsible for the taxes on \$215.

Lodging

Staff – Support staff will be charged \$60/week for housing during the summer season. These rates adjust seasonally. Lodging charges may be different during the non-summer seasons.

Volunteers – If housing is provided, the value of the housing will be \$60/week and the volunteer will be responsible for the taxes on \$60. Again, these rates adjust seasonally. Lodging charges may be different during the non-summer seasons.

Meals

Staff – Meals are provided to all staff members during their work shifts, and are not considered taxable fringe benefits. Family members will be asked to give a suggested donation for any meals provided to them by Fair Haven Camps.

Volunteers – Anyone volunteering their services at camp will not be charged nor taxed for the meals.

Camper Weeks

Staff & Volunteers – Any staff or volunteers wishing to send their kids to camp may do so at the following employee discounted prices:

- \$215 – Traditional Camp
- \$240 – Teen Week
- \$100 – Day Camps

* As in the past, children of staff may participate in the program at these rates **if** space is available. If you want to reserve a spot in a week of camp ahead of time you must pay the full employee discounted price.

Daycare Program

Staff & Volunteers – Any staff or volunteer wishing to use our daycare program may do so. The value is set at \$15.00 per child per week.

In trying to ensure compliance with all Federal Tax laws, Fair Haven Camps understands that this drastically affects the employees of the organization. We understand this policy and its potential impact on how you serve at Fair Haven Camps. We appreciate your continued dedication to the future of this ministry. If you have any questions specific to your situation we will do whatever possible to help you. Please contact the camp office at (207)722-3456.

- Fair Haven Camps