Indralaya

Stewardship Program Handbook 2026

INDRALAYA

Mission Statement

Indralaya is both a sanctuary and a dynamic community engaged in an ongoing experiment in Theosophical living and study. We honor and work with nature and aspire to live according to the principles of altruism, peaceful engagement with the world (ahimsa), tolerance, conscious simplicity, compassion and the pursuit of truth. All who choose to participate are welcome.

Founded in 1927 by members of the Theosophical Society, Indralaya was and continues to be described as a practical experiment in theosophical living. This intention forms the basis of our philosophy, community life, and programs. The name Indralaya is derived from Sanskrit and means "a home for the spiritual forces in nature". In this unique environment, individuals and families are encouraged to live in cooperative harmony with nature and each other, experiencing the interconnectedness of all forms of life while exploring individual pathways to wholeness.

Thank You for Being Here!

Welcome to Indralaya! Our hearts are full of gratitude for your presence and commitment to supporting Indralaya as a Steward volunteer this season. For nearly 100 years, volunteers just like you have been contributing countless hours of work to care for and support this beautiful place that is deeply loved by so many. You are a vital part of this community, and everything you do to support Indralaya will be felt not only this season but for many seasons, and possibly generations, to come. Thank you!

A video prepared for Indralaya's 80th Anniversary celebration conveys this spirit of volunteerism and community and provides a historical orientation to the camp. It is located on the Indralaya.org website at History – Indralaya

LEADERSHIP TEAM

Indralaya (Orcas Island Foundation or OIF) is a non-profit organization overseen by a seven-member volunteer Board of Directors.

Current Board Members include: (more information on website)

- Lin Bauer, Chair
- Merry Bullock, Vice Chair & Treasurer
- Marilynne Gardner, Secretary
- Leonie Van Gelder
- Andrie Levey-Bates
- Tessa Ormenyi
- Josh Anderson

PRIMARY STAFFING TEAM

General Manager: Chris Leming
generalmanager@indralaya.org
206-747-1095

Facilities Maintenance Manager: Christopher Barry
facilities@indralaya org
425-677-6682

Stewardship Program Coordinator: Marilynne Gardner
mlygardner@msn.com
206-290-8034

Head Cooks: These are experienced camp participants who volunteer to be head cooks for each program.

Stewardship Program: Volunteers who commit to a minimum of a two week or longer stay. Food, housing and the opportunity to participate in programs (as work assignments allow) are provided in exchange for five hours work per day with two days off each week (may not be consecutive).

Daily Staff: Program participants who work up to three hours per day for a discounted fee.

Garden Coordinator: A seasonal stipend position provides planning and consistent oversight and coordinates with garden volunteers supported by the Facilities Maintenance Manager.

General Information

Guidelines

Daily life at Indralaya is guided by a set of values that have helped to guide the life of the place since its founding. Every visitor, staff member, and volunteer is expected to abide by the following guidelines:

- Please do not bring any alcohol or non-prescription mind-altering drugs including marijuana, firearms, or any food products containing meat, fish, or fowl to Indralaya.

- Indralaya is a smoke-free environment.

- Please do not burn incense or candles in your cabin, other buildings, or on the grounds due to potential fire hazard and the sensitivities of others during and after your visit.

- To help preserve our wildlife sanctuary, no pets are allowed on the grounds.

Housing

You will be assigned a non-plumbing sleeping cabin upon arrival with access to a nearby bathhouse/laundry facility. Occasionally, when camp is full, you may be asked to share a cabin with another volunteer. Bedding and towels are provided upon request. Please return them to the Dining Hall registrar's desk prior to your departure.

Programs and Work Parties

Indralaya offers a wide variety of programs starting in April and ending in October, along with volunteer work parties at the beginning and end of the season. The schedule of these activities is available on the camp website: **Indralaya.org** Let camp management know if there is a program that you want to attend so they can help adjust your work schedule as much as possible. There are times when certain assignments may limit participation.

Participant Orientation

The first evening of every program (generally occurring around 7:30 pm), the Camp Manager and program presenters will lead an orientation for participants regarding the camp and program details. While not mandatory, it is helpful for you to attend and meet the participants as part of the Indralaya team. Orientation and tasks for work parties generally occur on the first morning after breakfast (around 9:15 a.m.)

Meals

When a program is in session, all meals are provided in the dining hall. We strongly encourage all volunteers to eat in the dining hall during programs and to mingle and build community with program participants.

When programs are not in session, volunteers can prepare their own meals in the dining hall coffee kitchen using pantry items, leftovers or frozen foods. A grocery list is posted in the kitchen for steward food requests, which will be filled by camp staff. No candy, soda or 'speciality' personal items are included.

Volunteers must follow all food safety requirements when using the kitchen and respect the kitchen guidelines. All dishes/pans must be washed and put away before leaving the kitchen. If you have food items in your cabin, please be sure to store them in a secure container to prevent pests.

Schedule

Stewards are expected to contribute five (5) hrs of work per day, five (5) days per week. Your schedule may vary from day to day, or from week to week depending on the needs of the camp. We'll work hard to flex your schedule around your needs and program interests. Each week, your schedule (including your day off) will be provided to you and if you would like to

request an adjustment, please talk with the Lead Steward (or designated contact) as soon as possible.

Bells

When a program is in session, you will hear bells rung at mealtimes and generally 15 minutes prior to an event. For example, bells you might hear include:

- 7 am = wake up
- 7:25 am = 5 minutes until mediation begins
- 7:30 am = meditation begins in the library or meadow
- 8 am = breakfast
- 9:45 am = 15 minutes until program begins
- 12:15 pm = 15 minutes until lunch
- 12:30 pm = lunch
- 1:45 pm = 15 minutes until afternoon program begins
- 5:45 pm = 15 minutes until dinner
- 6 pm = dinner
- After dinner - volleyball or other activities may be organized. A bell will be rung 15 minutes before evening campfire begins in the camp grove.

Meditation

When a program is in session, meditation will be offered in the meadow or library at 7:30 am. All are welcome. There will also be times when staff and volunteers may have meditation in the meadow on non-program days. Meditation is not mandatory but is strongly encouraged. We will often have a check-in/team meeting after staff/volunteer group meditations.

Parking

If you have a vehicle on site, we ask that you park in the upper strip of parking across the road from the "check in" sign.

Camp Vehicles

You are not permitted to drive any camp vehicle (pick-up truck or silver van) without the permission of an on-site staff member. Camp vehicles are not to be used for personal use. Anyone driving a camp vehicle must sign agreement with the camp's Vehicle Use Policy and provide a copy of their driver's license to keep on file. The gator's use is limited to work use and not for personal transportation.

Bathhouses

The Upper Bathhouse (aka Nessie) is located at the top of the hill and has two toilets and two indoor showers on each side. The Lower Bathhouse (aka Solarium) is located near the shops just below the volleyball court. Please do not leave personal items in the bathhouses.

Laundry

Laundry facilities are located behind the woman's side of the Upper Bathhouse. Please remember to keep the laundry area clean and safe for other users, cleaning the lint trap and removing your clothes promptly so others can use the machines. There is a clothesline as well. A weekly laundry signup sheet will be posted on the inside of the laundry room door. Please notify the Facilities Manager if there is a problem with the machines.

Library

You are encouraged to explore the library and welcome to check out books anytime during your stay. Just be sure to fill out the checkout card and return all books before leaving Indralaya.

Internet Access & Cell Phone/Computer Usage

You will have Wi-Fi access. While program participants are present, we ask that you limit your cell phone/computer use to non-communal areas like your cabin. We do not provide Wi-Fi access to participants, so we ask that you not share access information once it is provided to you.

Use of the dining hall office, camp phone or computers for personal use is prohibited unless prior approval is obtained from on-site staff.

Trash/Recycling/Compost

Compost, recycling, trash, and cardboard bins are located outside the kitchen at the dining hall. Please be conscientious about your waste and place in the appropriate receptacles.

Cleanliness

Generally speaking, please clean-up after yourself and keep your cabin tidy. When working or preparing a meal in the dining hall kitchen, it is a requirement that you wear closed-toed shoes, have your hair pulled back (if applicable) and make sure your body and clothes are clean.

Medical Care and Minimizing Respiratory Viruses

Indralaya does not provide medical coverage for volunteers. All Stewards will be asked to complete a medical coverage form with an emergency contact upon arrival.

Notify the camp manager if you have symptoms of a respiratory virus (fevers, chills, fatigue, cough, runny nose and headache among others). You will be advised regarding testing, isolation, and masking to minimize spread. According to WA State guidelines, you can go back to your normal activities when, for at least 24 hours both are true: 1) your symptoms are getting better overall, and 2) you have not had a fever (and are not using a fever-reducing medication). You can take precautionary measures for the next 5 days including good hygiene, masks, physical distancing, or testing when around people indoors.

Emergencies

If you experience or witness an emergency while you're here, call 911 immediately. Then ring the Dining Hall bell (or have someone else ring the bell) continuously until all participants/staff/volunteers are gathered in the meadow. Then contact or have someone contact the Camp Manager if not present. All 911 calls must be reported to a member of the management team as soon as possible.

If you need first aid supplies, they are primarily located in the marked cabinet across from the registration desk in the Dining Hall (there are also kits in both bathhouses and in the library bathroom). On the wall in the Dining Hall, next to the first aid cabinet in the registration area is a defibrillator.

In case of a fire, every building is equipped with a smoke detector and at least one fire extinguisher. Please become aware of their locations around camp. We also have six fire hose stations around camp. The Facilities Maintenance Manager will review use and procedures with you.

Safety

Please be aware that you are in a natural environment and that risk/danger is always present.

When lifting or moving heavy things, please be aware of your own limits and ask for help when needed. To properly lift something, stand with your legs even with your shoulders, squat down and lift with your legs, NOT your back.

Please do not attempt to use power tools you are unfamiliar with. If you'd like to learn how to use something, just ask! Also, volunteers are required to use safety goggles and ear protection when applicable.

Visitors

If you have volunteered a minimum of two consecutive weeks, you may pre-arrange to have guests stay at camp. The stay must be approved by the Camp Manager (or designee) a minimum of one week prior to their arrival. If approved, you may have up to two people for a max of four nights during non-program time (and a plumbing cabin may be used if available).

The cost is $94/per person/per night for an unplumbed cabin; the nightly fee for the Round House or a plumbed cabin is $145.

At any time during your volunteer period, you may have guests stop by and visit you at camp. We ask that you encourage guests to come during non-program times and be sure to let the Camp Manager (or designee) know you'll be expecting someone.

Bookshop

There is a variety of books and apparel available for purchase in the bookshop (located in the Dining Hall). Feel free to look at anything, we just ask that you not take any items out of the building prior to paying for them.

Important Policies to Note:

- *Cabin Access*: Cabins are considered private when occupied by participants, volunteers, or staff. Occupied cabins may be entered for repairs or issues with the express permission of the occupant. Cabins may be entered without permission in the case of an evident emergency.

- *Public Nudity*: Nudity is prohibited in all shared and public spaces. Nudity is permitted at beaches only with consent of adults and/or guardians of any children present. If children or other adults arrive, consent must be obtained for nudity to continue.

Mindful Volunteering

- be present
- be intentional
- be efficient
- be aware that you are creating beauty, peacefulness, and nourishment for participants, each other, and yourself!
- be respectful
- be flexible
- be compassionate
- be trustworthy
- be yourself

Ask for help from the management team if you need advice or guidance.

Key information that was provided during your recruitment process or will be reviewed at your arrival:

- **Indralaya Guidelines**
- **Conflict Resolution Policy**

- **Child Protection Policy**
- **Fire/Emergency Response Procedure**
- **Medical and Emergency Contact Form** (Please complete and return to Camp Manager)
- **Camp & Trail Map**

Date updated: July 2026