

# CAMP TIPTON SUMMER CAMP

## STAFF TRAINING HANDBOOK

A Ministry of Service, Joy, and Leadership

### OUR HEART & MISSION

Mission Statement:

**Camp Tipton exists to honor God and His Word by partnering with churches in evangelism and discipleship training through quality camp, conference, and outreach ministries.**

#### **Our Mission**

To create a safe, joyful, Christ-centered camp environment where every child feels loved, known, and encouraged to grow in faith.

“Let the little children come to me...” Matthew 19:4

Camp is not just a job—it is ministry. Every interaction is an opportunity to reflect Christ.

#### **Vision**

To be a Christ focused camp in Blount County by focusing our evangelism and camp ministry efforts on sharing the gospel with our local community.

Camp Tipton is a ministry of the Chilhowee Baptist Association that strives to offer the best Summer Camp programs in Blount County. At Camp Tipton we want to share the love of Christ with our neighbors through the programming offered at our facilities and church partners.

We want to serve the families of our community each summer by offering a summer program that is safe, exciting, and biblically educational.

We also serve our community through hosting various retreat groups, mission projects, parties, sports practices, and much more! We can be accommodating towards any kind of event with our facilities.

by focusing our evangelism and camp ministry efforts on sharing the gospel with our local community.

### **Beliefs**

- The Holy Bible is inspired by God and inerrant in its original form, and that we measure circumstances by the principles found in Scripture.
- In the Trinity – Father, Son, and Holy Spirit.
- That Jesus is both fully God and fully man, that He came to earth as man and lived a sinless life, that He was crucified on a cross, was buried, on the third day rose from the grave, and is now with the Father in Heaven and will one day return to earth.
- That the Holy Spirit dwells in every believer and was sent from God to man to guide believers.
- That salvation comes by grace through faith in Jesus Christ, and each person has the opportunity to accept him freely.

## **OUR CORE VALUES**

## Values

- To be Christian role models inside and outside of camp to our church partners and campers.
- To promote Christian spiritual and leadership growth in our staff and mission team members.
- To share Christ with and disciple campers.
- To be good stewards of our camp resources for the betterment of our community, local ministries, campers, and to grow the Kingdom of Christ.
- To make camp programs as exciting and safe as possible.
- To be a ministry that is relationship focused because we believe relationships are key to furthering discipleship in staff and campers.

### **1. Love Others**

“We choose kindness, inclusion, patience, and forgiveness” John 13:34

Staff live this by:

- Speaking respectfully at all times
- Including every camper
- Correcting behavior privately and gently

### **2. Be Brave**

“We trust God, try new things, and lead with courage.” Joshua 1:9

Staff live this by:

- Leading activities with confidence
- Trying new leadership roles
- Modeling faith in hard moments

### **3. Have Joy**

“Joy is not based on circumstance... it comes from the Lord.” Nehemiah 8:10

Staff live this by:

- Maintaining a positive attitude
- Celebrating campers often
- Choosing gratitude, even on hard days

#### **4. Honor God**

“Everything we do reflects Him.” 1 Corinthians 10:31

Staff live this by:

- Obeying camp rules
- Respecting leadership
- Being spiritually prepared and prayerful

## **ROLE OF A CAMP COUNSELOR**

As a staff member, you are a:

“Whatever you do, work at it with all your heart, as working for the Lord.” Colossians 3:23

- Role Model – campers imitate what they see
- Shepherd – caring for hearts, not just behavior
- Leader – guiding with consistency and love
- Protector – ensuring safety physically, emotionally, spiritually

## **UNDERSTANDING OUR CAMPERS (AGES 5–12)**

**Developmentally:**

- Need structure and routine
- Learn best through play, repetition, and modeling

- Are highly sensitive to tone and fairness

### **Spiritually:**

- Ask honest questions
- Learn faith by watching adults
- Need reassurance of God's love

Your presence matters more than perfect words.

## **SPIRITUAL LEADERSHIP EXPECTATIONS**

### **Daily Spiritual Practices for Staff**

- Personal prayer before camp day
- Participation in staff devotionals
- Praying with campers, not just for them

### **Praying with Campers**

- Keep prayers simple and sincere
- Invite sentence prayers (never force participation)
- Normalize questions and curiosity

## **DAILY CAMP RHYTHM (STAFF RESPONSIBILITIES)**

### **Morning**

- Arrive early and prepared
- Greet campers by name
- Model enthusiasm and joy

### **During Activities**

- Actively participate
- Encourage hesitant campers
- Reinforce daily value language

### **Transitions**

- Maintain calm and order
- Use songs, chants, or games

### **End of Day**

- Reflect with campers
- Share gratitude
- Pray together

## **SAFETY & CHILD PROTECTION**

### **Physical Safety**

- Never be alone with a camper
- Maintain supervision at all times
- Follow all activity safety rules

### **Emotional Safety**

- No teasing, shaming, or yelling
- Correct behavior privately
- Affirm effort, not just results

**Mandatory Reporting- Any suspicion of abuse must be reported immediately to leadership.**

### **Camp Tipton Physical Privacy & Sexuality Policy**

#### **I. PURPOSE**

In light of Camp Tipton's Code of Conduct, Employee Handbook, and in recognition of personal physical privacy rights

and the need to ensure individual safety and maintain camp discipline, this policy is enacted to advise members of the

Camp Tipton community of their duties with regard to use of restrooms, locker rooms, showers, and any other Camp

Tipton facilities where individuals may be undressed in the presence of others.

#### **II. DEFINITIONS**

"Sex" means the biological condition of being male or female as determined at birth.

"Member of the Camp Tipton community" means any Camp Tipton employee, volunteer, student, parent, or visitor.

#### **III. SINCERELY-HELD RELIGIOUS BELIEF ON SEXUALITY**

Camp Tipton sincerely held religious belief is that God wonderfully and immutably creates each person as either male or female, and that these two distinct, complementary sexes together reflect the image and nature of God (Gen. 1:26-27).

Rejection of one's sex is a rejection of the image of God within that person.

#### IV. POLICY

Notwithstanding any other policy, Camp Tipton restrooms, locker rooms, and showers designated for one sex shall only

be used by members of that sex.

In any other Camp Tipton facilities or settings where members of the Camp Tipton community may be undressed in the

presence of others (e.g. changing into bathing suit for water day), Camp Tipton] shall provide separate, private areas

designated for use by members of the Camp Tipton community based on their sex.

Camp Tipton recognizes there may be instances where members of the Camp Tipton community experience disparity

between their sex and their feelings about their sex. This disparity can motivate them to behave in ways contrary to God's

Word and His plan for their lives. Camp Tipton encourages members of the Camp Tipton community who are struggling

with their sexual identity to seek help from their pastor and other trained professionals who might best assist them in

clarifying and defining their sexual identity in accordance with God's Word.

Camp Tipton will at all times interact with members of the Camp Tipton community according to their sex. A member of

the camp community who wishes to express a gender other than his or her sex is understood to be rejecting the truth and

the image of God within that person. Biblical Christianity requires the body of Christ to compassionately dwell in the

truth and assist those we love in doing the same (Eph. 4:15).

A member of the Camp Tipton community who openly and unrepentantly rejects their sex, either in or out of camp, is

rejecting the image of God within that person – behavior that dishonors the Holy Trinity and the Word of God. Such

behavior constitutes a person's failure to adhere to their commitment to abide by the behavioral standards established by

Camp Tipton which is cause for terminating their privilege of membership in the Camp Tipton community.

To preserve the function and integrity of Camp Tipton and to provide a biblical role model to members of the Camp

Tipton community and the community-at-large, it is imperative that all members of the Camp Tipton community agree to and abide by this policy.

## **Introduction**

At Camp Tipton, we take our responsibility to care for campers very seriously. These guidelines are intended to facilitate an excellent camp experience for all who attend.

The pages of this handbook provide a general overview of procedures and guidelines for Camp Tipton staff and volunteers. These are designed to prevent sexual abuse, physical abuse and neglect of campers. Our policies are intended to create a safe environment for campers- protecting the campers, you, and the mission of camp. The following procedures have been adopted and will be strictly enforced.

After you have carefully read the training guidelines, please sign and return the agreement form located on the last page.

# **Camp Tipton Abuse and Awareness Training**

## **OVERVIEW OF THE Camp Tipton SAFETY SYSTEM**

Four steps are in place for the Camp Tipton Safety System:

### **STEP ONE: Abuse and Awareness Training Session**

Policies and Procedures for Abuse and Awareness Training are written in the staff training manual. These will be covered in a session provided by Camp Tipton staff during Training Week. Staff members should have a basic understanding of the characteristics of sexual abusers and grooming behaviors.

Grooming is the process used by abusers to select a child, win their trust (and trust of key leaders, a.k.a., "gatekeepers"), and eventually abuse the child. Typically, there are steps taken to ensure the child does not disclose the abuse.

### **STEP TWO: Screening Process**

Staff members are required to complete a screening process which includes:

- Employment Application
- Interview Conversation (face to face, phone, online, etc.)
- References for Employment

### **STEP THREE: Agreement to Abuse and Awareness Training policies.**

Staff members will read through the policies and procedures found in their staff training notebook and sign the agreement located on the last page.

### **STEP FOUR: Criminal Background Check**

Staff members will submit to a criminal background check for their first time as an employee at Camp Tipton.

## **Camper Safety Policy**

Camp Tipton has a zero tolerance policy for abuse. It is the responsibility of every staff member to act in the best interests of campers in every program.

It is the responsibility of all staff members to report all suspected incidents of abuse to a supervisor as soon as possible. Examples include policy violations, neglect, physical abuse, emotional or mental abuse, and sexual abuse).

### **Reporting Suspicious or Inappropriate Behavior**

Camp Tipton is committed to providing a safe, secure environment for children. To this end, any report of suspicious behavior will be taken seriously for further consideration. Reports should be given to either the Executive Director, Day Camp Director or any other position of high leadership.

If needed, law enforcement and related agencies will be contacted.

Reminder: Jesus said, "But whoever causes one of these little ones who believe in Me to stumble, it would be better for him to have a heavy millstones hung around his neck, and to be drowned in the depth of the sea."

### **Enforcement of Policies**

Camp Tipton staff members and volunteers are charged with the diligent enforcement of policies. Violations of these policies are grounds for reassignment, suspension, or immediate termination of employment. Any person found to have committed a prohibited act will be removed from future participation as a staff member or volunteer involving campers.

Failure to report a prohibited act to a director is also a violation of this policy and grounds for dismissal.

### **Reporting Abuse to Law Enforcement**

Staff members must report suspicions of abuse to a director at Camp Tipton. Tennessee law requires that any person having cause to believe that a child's physical or mental health or welfare has been or may be affected by abuse or neglect must report to the appropriate authorities. The director will then decide how to best move forward with reporting to the appropriate authorities.

Refusal to comply with this policy and/or state law may result in termination of employment with Camp Tipton and may result in further consequences with state or local authorities. Tennessee is a "mandatory reporting state" which means failure to report abuse may result in jail time for you.

## CAMP CULTURE

### Physical Appearance

Your physical appearance makes a statement to campers, parents, and others who may be present at our facility. While at Camp Tipton, we ask that you use wisdom and caution concerning hairstyle, clothing, tattoos, jewelry/piercings that may be questionable in the eyes of some. If you have any questions about what may be appropriate at camp, please speak with a director. Do not wear any article of clothing that supports groups or individuals which are known to be violent or align with anti-biblical ideas (ex. homosexuality, transgender ideology, Black Lives Matter, etc.).

### Modesty

We ask our male staffers to wear shirts in the Dining Hall and other gatherings

### Dating

Public displays of affection between dating couples are prohibited.

### Modeling Behavior

What we do in moderation, campers will do in excess. Campers look to you to set the boundaries (which they will test). The way you dress, what you say, how you respond to situations should be above reproach and set a good example for others.

The following rules will be followed:

- No verbal abuse
- Never touch a child in an aggressive manner. (Use caution/wisdom in the pool. Default to being gentle instead of rough.)
- No profanity
- No racist jokes
- -No nudity
- No mooning, pantsing, etc.
- No descriptive stories regarding alcohol, drugs, sex or illegal substances
- No urinating off porches
- No sleeping with campers
- Never compare a camper's body with another person
- No crude jokes
- No piercing or tattooing of other people
- No WRESTLING
- Be with your campers
- Never enter a shower stall with another person to bathe

### **Appropriate Physical Touch**

All staffers should exercise good judgment when expressing love through physical affection. Appropriate physical contact may include:

- Side hugs  
High fives
- Pats on the shoulder

### Inappropriate contact includes:

- Touching a child in anger or disgust
- Touching a person in a sexually suggestive way
- Sleeping in same bed as camper
- Touching a child's private parts (if they have a tick bring them to the nurse)
- Ignoring a child's request not to be touched
- Expressing physical affection to a child who expresses discomfort with physical touch

### **Bullying**

Verbal, physical or emotional bullying will not be tolerated. The majority of camper-on-camper bullying happens with staffers may not be around (shower and bedtime routines, etc.). Be with your campers and make sure a staff person is with them at all times.

Establish a cabin culture of respect and appropriate behavior. You may have to "spell it out" by letting them know examples of inappropriate behavior and forewarning of consequences if they do not abide by the law of love.

### **Discipline**

No form of corporal punishment will be used by staff members at Camp Tipton (you can't touch them for discipline.) This prohibition includes spanking, slapping, pinching, hitting, etc.

When discipline is needed (refer to the Responsibilities of a Counselor session from Training Week) the traditional form of punishment is "bank time" resulting in a loss of swim time (15 mins max).

If inappropriate behavior continues, loss of snack shack may be employed. Beyond this, please see a director for guidance.

### **Verbal Interactions**

Verbal interactions between staff, volunteers and campers should be positive and up lifting. Please strive to keep discourse encouraging and constructive. Avoid gossip, controversies, shaming, threatening, intimidating, humiliation or demeaning remarks, and profanity.

Avoid sexually oriented conversations, even for the sake of "education." You are not their parents, therapist, or any authority figure on the subject. Furthermore, any and all materials related to sex (including pictures, magazines, videos, etc.) are banned.

### **Supervision of Campers**

#### **Staff to Camper Ratio**

We strive to maintain, at a minimum, one staff person for every ten campers. Usually, however, there are two staff members assigned for every resident cabin or day camp group (which averages about ten campers.) If staff are in need of additional support, they should notify a director.

#### **Off-Limit and High-Risk Areas**

All staff members are responsible for monitoring off-limit areas. These areas are more prone to danger, bullying, and inappropriate behavior. Off-limit areas for campers include:

- Offices
- Workshop
- Barn
- Opposite gender rooms/cabins
- Program room/ "Prop" room/ Paint room/ Utility closet/ Lost and Found/etc

High risk areas include:

- All bathrooms
- Night activities
- Water activities
- Changing areas

Bathrooms monitors should be assigned between staffers to supervise campers at the bathhouse. Decide amongst yourselves who will cover which times.

Turn on your individual cabin porch lights at night for safety.

#### **Transportation**

Staff members should never transport a camper from camp premises without express permission.

### **MISCELLANEOUS**

#### **Tobacco and Other Substances**

Camp Tipton is a tobacco and alcohol-free campus. Neither substance should be brought onto camp property. Additionally, any illegal drug (including marijuana) will be brought onto camp premises.

### **Fireworks**

Fireworks are PROHIBITED except by express permission of a director for Independence Day celebrations.

### **Visitors During Camp Sessions**

If you desire friends and family members to visit during a camp session, please speak with a director about what time is best. Do NOT give parents, family, or alumni permission to visit camp without first speaking to a director.

### **Communicating with Campers Outside of Camp Sessions**

Interactions with campers outside of camp property and sessions is not prohibited. However, special considerations should be exercised in this regard. These include:

- Gaining the campers' parental consent to meet with any staff person
- Gaining parents' consent to give out your phone number
- Social media interaction should be used with EXTREME caution. Use wisdom and discretion in what you post, share, and message. Once your content is on the internet it is there forever and can come back to haunt you.
- No dating between staff and campers EVER.
- Never be alone with a camper.
- Avoid overnight activities with campers
- Reporting of abuse still applies outside of camp as it is state law

### **Handling Media Inquiries**

Should any media outlet arrive at camp, all staff should defer to the Executive Director then to the other camp Directors. Do not answer any questions from media representatives.

## **BEHAVIOR GUIDANCE**

### **Our Approach:**

#### **Grace + Truth**

1. Redirect gently
2. Private conversation

3. Restoration-  
Apology, Prayer, Repair (if needed)
4. Leadership support “Be kind and compassionate to one another.” – Ephesians 4:32

We discipline to restore, not to punish.

## **STAFF CONDUCT & PROFESSIONALISM**

### **Expectations**

- Dress modestly and appropriately
- No phone use around campers
- Respect leadership and fellow staff
- Maintain appropriate boundaries

### **Social Media**

- No camper photos on personal accounts
- No private messaging with campers

## **Camp Tipton Gender Policy**

It is the policy of Camp Tipton to place campers groups (day camp) and cabins (resident camp) according to their birth gender with others of the same birth gender.

Furthermore, it is the policy of Camp Tipton that individuals use the bathroom/bathhouse (restroom) of their birth gender.

Campers will be called by their birth and chromosome pronouns.

This is congruent in keeping with biblical standards of modesty, respect, privacy, safety of all people, and common sense.

## **Camp Tipton Cell Phone Policy**

In an effort to provide the best possible camp experience, it is the policy of Camp Tipton that during all camp sponsored programs campers are not allowed to be on their cell phones except by direct permission from a director or in an emergency . Cell phones are a distraction from the

camp experience and can encourage homesickness. Campers should never be permitted to use a staff phone or the kitchen phone except by previous arrangement with a director. Should a camper arrive with a phone, a director should be notified and the phone confiscated and returned at the end of the day.

## Camp Tipton Discipline Policy

### Why discipline?

Discipline is occasionally required in order to **1)** maintain safety of all individuals, **2)** encourage campers to follow rules, **3)** maintain organization throughout the daily schedule **4)** teach campers to respect authority, and **5)** serves as a penalty to restore positive behavior.

### **Preemptive approaches**

Positive behavior should be encouraged and rewarded. Counselors are encouraged to foster an atmosphere of kindness and inclusiveness in their cabin/group and in the general camp atmosphere.

### **Mindset**

Always discipline out of love (as opposed to anger). The goal of punishment is restoration- to deter foolish behavior. (See Proverbs 13:24, 20:30, 22:15, 23:14, 29:15.) Be consistent and fair. Get the whole story first- get your facts straight. Don't be a bully or dictator. Don't give empty threats. Clearly communicate why discipline is being administered.

### **Behavior Warranting Discipline**

Examples of behavior warranting discipline include but not limited to: obvious disobedience of rules, disrespect of authority, disrespect/bullying/name calling, fighting, disrespecting property, lying, vulgar/perverted/sexual language, cussing, stealing, etc.

### **Acceptable forms**

These times do not exceed 15 minutes. Additional forms of discipline include loss of snack shack, picking up trash, and cleaning. Other forms of discipline will be at the discretion of the director. Parents might be called for assistance in determining appropriate discipline for their child

### **Prohibitions**

Forms of discipline which are **excluded** at camp include: spanking, hitting, shaking, any form of physical touch (corporal punishment), yelling, name-calling, cursing, degrading remarks, public humiliation, punishment administered by another camper, denial of meals, sleep, or

medicine, cruel and unusual punishment, or any punishment out of proportion to the offense.

## **Camp Tipton Emergency Action Plan (EAP)**

All emergencies should be handled with the interest of the or person injured as first priority. A person involved should remain calm and render aid to the best of their: ability and skill level, calling additional aid and higher trained personnel if necessary.

Call 911 if necessary. Contact director as soon as possible.

It is impossible to exhaustively list every possible emergency scenario. Some areas of camp programming require specific EAPs such as, weather, active shooter and abuse.

See those policies for their specific EAPs.

## **Camp Tipton Weather Policy**

It is our goal at CT to provide a safe, fun, Christian atmosphere in which people of all ages may encounter God. For the safety of all people on camp property CT will abide by the following guidelines regarding weather:

### **Heat**

Heat is the most common weather occurrence to counter at camp. All staff and leadership will heat-related problems by:

- providing water or other drinks
- taking breaks from activities as needed
- refraining from excessive physical exercise
- alertness to people who may be experiencing heat-related stress
- swimming in camp pool
- encouraging campers to stay hydrated
- encouraging campers to not push bodies beyond limits in regards to heat
- avoiding excessive exposure to heat

### **Cold**

Occasionally camp activities take place during cold temperatures. All staff and leadership will protect campers from the cold by:

- staying indoors during extreme cold temperatures
- avoiding excessive exposure to cold

- encouraging campers to dress appropriately in regards to cold
- encouraging campers to not push bodies beyond limits in regards to cold
- never walking on ice

## Camp Tipton Sickness Policy

We take seriously the health and safety of our campers. Therefore, the following guidelines will be followed:

- Children must be fever free for 24 hours before attending camp.
- Health information forms are filled out detailing health conditions of campers, if any. This includes medications needed.
- Hand washing before meals is important before eating.
- Summer staff will defer to the camp nurse or directors when assessing a potentially sick camp
- If campers become sick while under our care, working with the camp nurse and

communicate with parents, we will determine the best course of action for each camper and those around them. If there is a fever present, campers will be secluded until a solution can be determined, which may include the camper leaving the premises.

- Routine cleaning and sanitizing of tables, bathrooms, and other areas of concern are performed with bleach or quad sanitizer-based cleaners.

### **Chilhowee Baptist Association Inc.**

#### **CODE OF CONDUCT POLICY**

**1. Policy Inclusions.** This ministry's code of conduct is rooted in its sincerely held religious beliefs and is consistent with the following:

- a. The Ten Commandments (Exodus 20:2-17)
- b. The Great Commandments as stated by Jesus Christ (Matt. 22:37-40)

**2. Personal Conduct.** All persons connected with this ministry community (e.g. employees,

volunteers, board members, students, parents of students, etc.) shall hereinafter be referred to as

ministry community members. All such ministry community members must conduct their

personal affairs so there can be no opportunity for unfavorable reflections upon the Christian

beliefs and mission of the ministry, either expressed or implied. The use of common sense, good

ethical standards and discretion will guide all who are called into community with the ministry in

proper conduct. Failure to maintain reasonable standards is subject to discipline, up to and including termination, from the ministry community. It is expected that all members of our ministry community will conduct themselves in a manner consistent with biblical standards,

values, and character.

**3. Rules of Conduct.** In every organization where many people interact on a regular basis, some specific rules and policies are necessary to establish acceptable standards of conduct, assure fair treatment of all members of the community, and enhance the smooth operation of the

organization. Ministry community members are expected to become familiar with and abide by

the standards outlined in this policy. The purpose of these rules is to maintain a community environment that protects the safety and dignity of each community member without placing

unreasonable restrictions on anyone.

Ministry community members are expected to model appropriate behavior and conduct both on

and off-campus and model relationships that demonstrate a growing Christ-likeness manifested

in a lifestyle that serves and gives itself to reconcile others. Ministry community members are

also expected to model appropriate language on and off-campus and model speech that demonstrates a growing Christ-likeness (Ephesians 5:4). Ministry community members shall

maintain appropriate attitudes of concern for others. Problems concerning ministry community

members' roles, relationships, and professional conduct should first be handled directly with the

person involved. If a satisfactory resolution cannot be concluded, the matter should move up the

relevant chain of responsibility. Specifically, ministry community members shall respect the

integrity and confidences of other community members and those outside of our community

attending any of our ministry's functions. Ministry community members are expected to operate

within their respective roles.

In summary, Christian ethics demand that ministry community members act in love and integrity, in confidentiality, and in alignment with the mission/purpose of this ministry.

**4. Inappropriate Conduct.** Violation of ministry rules and policies may result in an oral warning, a written warning, and/or termination of a member's role in the ministry community.

There is no requirement that discipline be progressive or that a warning be given prior to demotion or any other disciplinary action, including discharge from the ministry community. Set

forth below are some examples of misconduct which will not be tolerated by the ministry. This list is not exhaustive and examples are not listed in order of seriousness.

a. Falsification of personnel and/or student records and information or other ministry records.

b. Dating, or otherwise becoming romantically involved with, anyone under legal age.

c. Engaging in any activity which a ministry community member knows, or has reason to know, will adversely affect the mission of the ministry.

d. Engaging in sexual acts and/or relationships outside the confines of biblical marriage between one man and one woman.

e. Deliberate damage or destruction of any ministry property or the property of any ministry community member.

f. Engaging in criminal conduct.

g. Insubordination, including but not limited to, failure or refusal to obey the orders or instructions of a supervisor, teacher, or other ministry leader, or the use of abusive or threatening language toward a supervisor, teacher, or other ministry leader.

h. Using abusive language at any time on CBA properties or area of ministry service while serving a CBA ministry.

i. Failure to notify a supervisor when unable to report to work.

j. Sleeping on the job.

k. Wearing unprofessional or inappropriate styles of dress (including dressing in such a way

as to willfully reject one's sex assigned at birth (Gen. 1:27)).

l. Violation of any safety, health, security or ministry policies, rules or procedures.

m. Committing a fraudulent act or a breach of trust under any circumstances.

n. Unlawful harassment including harassment of a sexual nature (with the understanding that

this ministry reserves the right to operate according to its sincerely held religious beliefs about biblical marriage and sexuality and therefore does not define "harassment" as including any enforcement of, or adherence to, its biblical principles and expectations in the areas of marriage, sexuality, dress, and discipline).

o. Engaging in behavior that suggests a willful violation of the religious beliefs and practices

of the ministry including engaging in sexual acts and/or relationships outside the confines

of biblical marriage between one man and one woman and rejection of one's sex assigned by God at birth.

If a ministry community member has any doubt about whether certain conduct will constitute

behavior that suggests a willful violation of the religious beliefs and practices of the ministry, the

community member should ask an appropriate ministry leader.

By signing below, ministry community member acknowledges an understanding that this ministry only hires staff members and/or approves volunteers who agree with its sincerely held

religious beliefs and agree to abide by its Code of Conduct which is rooted in its beliefs and

which this ministry believes reflects a relationship representative of a walk with Christ.

In addition, by signing below, ministry community member acknowledges they have read, understood, and agree to abide by this Christian Code of Conduct and that this ministry reserves

the right to discipline said community member (up to and including termination from the community) for any action(s) in violation of this Code of Conduct

## **ENCOURAGEMENT & POSITIVE CULTURE**

### **Camper Recognition**

- Notice the quiet child
- Celebrate effort
- Use positive language consistently

### **Staff Encouragement**

- Speak life into teammates
- Pray for one another
- Ask for help when overwhelmed

## **COMMUNICATION & TEAMWORK**

- Bring concerns to leadership promptly
- Avoid gossip
- Support decisions publicly
- Address conflict biblically (Matthew 18)

## **FUN WITH PURPOSE**

Camp should be:

- Loud
- Joyful
- Safe
- Purposeful

Have fun—but never at the expense of a camper's dignity.

## **STAFF COVENANT**

By serving on camp staff, I commit to:

- Upholding camp values
- Protecting campers
- Living with integrity
- Serving as unto the Lord

Staff Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## **FINAL REMINDER**

You may never know the full impact of your words, prayers, or presence—but God does.