

Short Mountain Bible Camp Staff Code of Conduct

Short Mountain Bible Camp staff members represent Jesus Christ wherever they go. The example of our staff and counselors should be reflected in all aspects of life, including but not limited to matters of faith, conduct and appearance. Staff members are an example to campers and others concerning the character of the camp's ministry and therefore staff members should endeavor to never exhibit any action or conduct that would result in the need for an apology.

Short Mountain staff members are expected to have: a strong desire to share Christ with campers; a growing relationship with Jesus Christ; a lifestyle that exemplifies the Fruit of the Spirit; an attitude of respect for rules and authority; and a "team player" attitude. Our staff members are chosen for their love for youth camping ministry and will be expected to put the needs of the campers first.

1. **PERSONAL DISCIPLINE** – Christian maturity and growth do not happen by themselves. Each staff member will be expected to set and maintain personal growth goals for Bible study and prayer life.

2. **CONDUCT** – We expect the conduct of all our summer staff to be consistent with the Christian faith and ethics (selfishness and bad attitudes are not allowed). Conduct, which is immoral, illegal, or persistently contrary to the policies, procedures, and tradition of Short Mountain Bible Camp, may result in dismissal from the staff. Possession or use of alcohol, tobacco, and illegal drugs will not be tolerated. Foul language or obscene gestures will not be permitted. Staff will enforce the Camper Code of Conduct.

3. **PERSONAL GROOMING** – You, as a staff member, are to set an example for the campers. Modest dress is expected and required of all staff. No undergarments should be visible. Clothing with logos, words, or pictures should reflect well on the camp and should not be offensive

4. **POSITIVE RELATIONSHIPS** – As a staff member, your relationship priority is to build rapport and connect with the campers. Time spent apart from them is a neglect of your responsibility, unless you are on assigned duty or free time. Close bonds between staff members are natural but should always be secondary to camper needs. Although the camp does not forbid couple romantic relationships between staff, it is discouraged. If these relationships become a distraction to the others, corrective action will be taken. **Counselors should never develop romantic relationships with campers.** Likewise, displays of romantic affections are not allowed.

5. **SUPERVISION** - Unless you have been specifically assigned the supervision of other staff members, it is not your place to correct or "help" other staff members by correcting them. If you believe they are not performing their responsibilities, please bring it to the attention of the Director or Assistant Director. In general, unsolicited advice is experienced as intrusive and unwelcome. Do your job first, worry about other people's jobs last, or not at all.

6. **SOCIAL NETWORKING** – Staff should show great restraint concerning posting to social networking sites such as Facebook or other social networking sites. For safety reasons and to minimize distractions, please show restraint in using these sites to announce specific times when you will be present at camp. Likewise, please make sure that all posts after the camp season reflect well on the camp and the Savior we serve. Please respect any request by the camp Director to remove posts, pictures or video that might be perceived as detrimental to the reputation of camp.

7. PROMPTNESS – It is expected of all staff members to be on time to meals, meetings, and program assignments.

8. PRIVACY/CONFIDENTIALITY. Confidentiality will be maintained for all personal matters disclosed by campers to staff. Staff members are encouraged to discuss matters with the Director or Assistant Director if you are unsure of how to deal with a specific situation. Before discussing these personal matters with parents, permission shall be requested from the young person who has shared. The young person's privacy will be maintained except in the following situations:

A.) If the staff/Director/Assistant Director believes the young person is an imminent danger to themselves or others.

B.) If evidence of abuse is present that has not been previously reported, proper authorities will be contacted. Parents will be contacted depending on the origin of the abuse.

I agree to abide and follow the above code of conduct and understand that failure to do so either willfully or by omission can result in disciplinary action, up to or including dismissal from camp service.

Printed Name:

Signature _____ Date _____