

2019 Covenant Bible Camp – Staff Guidelines

Our Purpose

- Is to build lasting Christian relationships.
- To provide campers and staff with an exceptional atmosphere while inviting them to embrace Christ as their Lord and Saviour, (John 3:16, 17)
- To present Jesus Christ to campers by setting a personal example through Christian living and teaching of the Scriptures.
- To develop Christian character and leadership qualities through role modeling and formal teaching
- To provide an outstanding setting and opportunity for recreation and relaxation

Our Program is 100% Christ centered. All volunteer staff, resource materials and activities are selected and employed with this overall purpose in mind.

Staff members must agree with our church's Statement of Faith and personally confess to the Apostles Creed. (see pages 2 & 3)

Staff Qualifications

Adult Counsellors & Staff must be at least 18 years of age, have completed grade 12, and be either baptized and/or professing members within a Protestant Christian Church. All staff must be able to embrace the purpose of the camp, and demonstrate the maturity needed to be role models and counsellors.

Junior Counsellors must be at least 14 years of age or have finished grade 8, be able to embrace the purpose of the camp, and demonstrate the maturity needed to act as role models and counsellors.

Application forms are available from the CCRC church office, or on their website. Please note that registration does not guarantee attendance at camp. All volunteer staff must be screened and approved by church council and the camp director.

- Adult staff must provide and maintain both a clear Criminal Record Check and a Vulnerable Persons Sector check. Verified annually.
- All Staff must attend annual "**Plan to Protect**" and "**Safe Church**" training modules, and;
- Be committed and passionate growing Christians
- Willing to share their life experiences with staff and campers
- Love working and interacting with children
- Desire to work in a team atmosphere
- Self-sacrificing – camp is for the kids, not for us
- Fun loving, enjoy having fun with staff and campers
- Willing and able to help lead Bible study and pray with the kids
- Adhere to the Camp Code of Conduct

CCRC Statement of Faith

We believe that...

THE BIBLE is God's inspired word, fully reliable in leading us to know God and to walk with Jesus Christ in new life, directing us in all our relationships and activities.

GOD, who is one, eternal, almighty, completely wise, merciful, just and the overflowing source of all good, has revealed himself to us as Father, Son and Holy Spirit:

THE FATHER is the cause, origin and source of all things visible and invisible.

THE SON, Jesus Christ, fully God and fully man, through his life, death, resurrection and ascension, reconciles the world to God and redeems life in its entirety.

THE HOLY SPIRIT, who flows from and is one with the Father and Son, regenerates, sanctifies, comforts, and guides in the way of truth and obedience. He redirects our understanding so we rightly know God, the world and ourselves.

THE UNIVERSE was created out of nothing by God, through His Word and Spirit. Our world belongs to God and He sustains and governs it for His glory and its well-being. His wisdom and power are everywhere revealed, helping us make sense of all that is.

HUMANS were created in God's image to enjoy fellowship with Him. Endowed with special gifts far above any other living creatures, humans were mandated to be faithful stewards of the earth in accordance with God's will and to His honour and glory.

SIN entered the universe through disobedience, alienating humans from God and each other, bringing upon us the curse of God. Sin is present everywhere, corrupting and distorting the meaning and purpose of life.

THE BELIEVER is a person who trusts in Jesus Christ alone for salvation, is born anew through the power of the Word and the Holy Spirit, and who by living in Christ bears the fruit of the Holy Spirit, such as love, joy, peace, patience, faithfulness and self-control.

THE CHURCH is the fellowship of those who confess Jesus as Lord, who gather to celebrate their new life in Christ and build each other up and who are sent with the gospel of the kingdom to call everyone to know and follow Christ.

GOD'S KINGDOM is His ever-present rule, established through His Word and Spirit, requiring that in obedience to Christ as our Lord we submit every area of our life to His commandment to love Him with our whole person and our neighbor as our self.

THE FUTURE is set and Christ will one day return and God will hold everyone accountable for what they have done. In that day Christ will make everything new, God's kingdom will be firmly established and peace will return to this earth.

(Affirmed in Church Council, April 23, 2008)

The Apostle's Creed

I believe in God Almighty:
Creator of heaven and earth.

I believe in Jesus Christ, His only Son, our Lord:
Who was conceived by the Holy Spirit
and born of the Virgin Mary.
He suffered under Pontius Pilate,
Was crucified, died and was buried;
He descended into hell.
The third day He rose again from the dead.
He ascended into heaven
and is seated at the right hand of God the Father, Almighty.
From there He will come to judge the living and the dead.

I believe in the Holy Spirit,
The holy catholic (universal) church,
The communion of saints,
The forgiveness of sins,
The resurrection of the body,
and the life everlasting. Amen

STAFF CODE OF CONDUCT

It is consistent with our purpose that each staff member strives to live a life pleasing to Christ. Following this, there is a standard of conduct that we encourage each other to maintain in our leadership roles and in our relationships with each other. These standards of conduct must be in conformity with the standards set out in the Bible (Old and New Testaments) and as interpreted and applied by the Christian Reformed Church.

The following list of examples is not exhaustive but is intended to provide a basic guideline for specific scenarios that may arise at Camp.

1. AVOIDING THE APPEARANCE OF INAPPROPRIATE CONDUCT

Romans 12: 9-11, 17-18; I Corinthians 10: 31b, 33

Personal Relationships: Staff members should remain above reproach in their relationships with campers, fellow staff, and members of the opposite gender. You may not enter staff housing belonging to the opposite gender. Physical displays of affection such as kissing, hand-holding, or hugging, outside of a husband / wife relationship is not permitted. (Please consider delaying the start of any new relationship until camp is over.)

Conduct with Campers: Regardless of intent, Staff should always avoid situations that could be realistically interpreted as inappropriate. Understandably, there is an increasing sensitivity toward physical displays of affection towards children and there have been cases where such expressions have been misunderstood. Engaging in any questionable activity with campers that may include, but is not limited to, tickling, kissing, hugging / holding, or affectionate touching is explicitly discouraged.

Likewise, private one-to-one counselling or disciplinary sessions with campers and/or staff is strictly prohibited. If deemed necessary, a third person (i.e. another adult counsellor) of preferably the same gender as the affected child or staff member should sit in on the session.

2. PERSONAL ACTIVITIES AND BEHAVIOURS

The use of non-medical drugs, engaging in lying or deceptive behaviour, and the use of profane or blasphemous language are not allowed at camp. *Corinthians 10: 31b, 33; Philippians 4: 8, 9b*

Music: Music containing foul language, sexual/ sensual messages, disrespectful lyrics, or violence is not allowed at camp.

Smoking: Smoking is obviously discouraged. If necessary, please refrain from smoking in any public location or in the proximity of campers.

Attendance: Attendance at all scheduled events is expected of all counsellors and non-kitchen staff unless otherwise instructed by the Camp Director or upon prior approval. This includes activities at the beach area.

Bedtimes: At least one staff member shall remain inside a cabin with the kids until they are fully asleep. After this time, the attendant staff member is free to socialize but should themselves be in bed by 12:30 am to ensure they are refreshed and ready for the next day.

3. STAFF DRESS CODE

“Your beauty should not come from outward adornment... instead, it should be that of your inner self, the unfailing beauty of a quiet and gentle spirit, which is of great worth in God’s sight.” 1 Peter 3: 3-4

Society encourages the unwholesome exhibition of all things outward and sensual. We as Christians recognize such emphasis to be in conflict with biblical guidelines. To help us better display the inner self that Christ has created in us, and to remain a positive role model for the campers placed in our trust, the following dress code is in effect at camp.

Clothing: Staff must only wear suitable clothing that is in good repair, of appropriate length and fit, and should not display words or symbols that are dishonourable.

Spaghetti strap tank tops for gals must be worn with either a sports bra or another wider strap tank top underneath. Fellows must wear a shirt at all times, unless at the beach during swimming activities.

Beachwear: Revealing beachwear must never be worn. (Modest one-piece suits, or t-shirts and shorts worn over top of 2 piece suits is acceptable). Fellows may go shirtless during swimming activities only, and must wear a t-shirt whenever departing the beach, including during washroom breaks. Beachwear shall be worn at the beach only.

Please pack wardrobe items accordingly so that there will be no occasion for embarrassment at camp. We thank you for your cooperation.

Covenant Bible Camp reserves the right to prohibit campers and /or staff from wearing any clothing that may be deemed objectionable according our generally-accepted Christian values and norms.

I have both read, and agree with, the Covenant Camp Staff Guidelines, Code of Conduct, Statement of Faith, and do personally confess the Apostle’s Creed.

NAME:

SIGNED:

DATE: