

Guidelines for Summer Staff

Campers closely observe staff members' words and actions and will often model what they see and hear. In all things, our aim is to be imitators of Christ. While serving at Crooked Creek Christian Camp, you are expected to observe the following:

1. **Statement of Faith.** Staff members may come from a variety of faith traditions and understanding of doctrine. As a camp affiliated with the Mennonite Church, Crooked Creek chooses to adhere to the "Confession of Faith in a Mennonite Perspective". While serving at Crooked Creek, you are expected to refrain from teaching, counseling or promoting teachings contrary to those in the Mennonite Confession of Faith.
2. **Inter-Staff Relationships.** Positive staff relationships are a primary concern; respect other staff, their needs, wishes, shortcomings and abilities. Encourage each person to become all that God created them to be! The summer camp experience for campers can be adversely affected by a divided staff. All staff relationships should be as inclusive as possible. Since cliques and dating relationships can be disruptive and exclusionary, staff members are encouraged to refrain from these relationships. Special care should be taken around campers. At no time should campers be made aware of inter-staff dating relationships. Be careful about touching or other kinds of physical behavior. Refrain from any physical contact with the opposite sex which could be misinterpreted by campers or other staff.
3. **Clothing.** In general, clean, modest, comfortable clothes are best. You should dress in such a way that you would want campers to imitate. While at camp, you are not to wear spaghetti straps or strapless tops, pants that show your underwear or shirts that expose your midriff (including cut-out arm holes). Shirts and shoes must be worn at all times. One piece swimwear for women (tankinis that cover the midriff are fine) and loose shorts-style swim trunks for men are requested. Please bring enough clothing to last a full week. Please be aware that clothing may get dirty, stained or even torn during the course of camp.
4. **Body art.** As a summer staff member, you play an important role in mentoring children and youth from a diverse variety of church traditions. Hairstyles, tattoos and body piercings have the potential to distract a child/youth's ability to focus on the camp program. The program director and/or director may seek dialogue with people that have visible art to understand your story. Understand that offensive art will not be tolerated. Our ultimate goal as summer staff is to share the love of Christ with young people and not draw attention to ourselves.
5. **Language.** Please refrain from using vulgar language while at camp and insist that your campers do the same. Additionally, you are expected to maintain age appropriate and constructive conversations and humor with all staff and campers.
6. **Social Media.** Staff are encouraged to think carefully about the image they portray of themselves on social media (such as Facebook Instagram, Twitter, Snapchat etc.), and the extent of your profile you are allowing others to see. (Please exercise intelligent thinking to accepting campers as friends or followers on your social media pages.) Staff are encouraged to give thoughtful consideration to the books and music they bring to camp to ensure they represent the spirit of these guidelines with Christ-centered focus.
7. **Cell phones.** To encourage community and being present in camp life, cell phone use will not be permitted during the camp week. This includes phone functions such as alarm clocks, time keepers, cameras and other forms of communication. The goal is to submerge ourselves in the world of camp, lead by example for campers and take a break from our busy electronic world that has us connected by the press of a button. At the discretion of the program director, some counselors and program staff may be given permission to use their phones during very specific occasions.
8. **Use your weekends wisely!** In order to give yourself 100% to the campers during the week, it is very important for summer staff to get adequate rest on the weekends. Failing to do so negatively impacts your experience as well as campers' experience.
9. **Non-Counselor Work.** In the event that the enrollment of a week of camp does not meet the staff hired, staff will be expected to assist in various maintenance and programming projects. These projects will be determined on an as-needed basis by the camp administrator. Even though this work does not directly interact with campers, it is very important to the upkeep of camp and a positive attitude and work ethic are required. All summer staff will be expected to assist in maintaining an environment that is presentable and welcoming throughout the summer.
10. **You represent Crooked Creek Christian Camp and Christ** at camp and away from camp. Campers and parents notice staff members in public, even if you don't recognize them. You are expected to be an example of Christ, refrain from using vulgar language, no consumption of alcohol at camp; no irresponsible use of alcohol away from camp. No illicit drugs, inappropriate sexual activity or acting in any obscene manner.