

# Expectations for World Class Leaders

(Summer Staff)



## Levels and Limits at Peniel

“Be imitators of God, therefore, as dearly loved children and live a life of love, just as Christ loved us and gave himself up for us as a fragrant offering and sacrifice to God.”  
Ephesians 5:1-2

It is vitally important that each staff member comes to serve with the right motivation and attitude. The following is an outline of the levels of behaviour and disposition that we desire each person on staff to strive for and abide by, even outside of serving / working hours (for example: on weekends). We understand that all of us don't always exemplify Christ, but we desire that each staff person strives for this goal. We encourage personal goal setting that will help staff members be the best they can be in the area where they are called to serve. As you read through what is written here, we want you think hard on what we are striving for. If you don't think you can do it then you should reconsider if this is the right place of service for you this summer.

### **Built on Honoring God and Others**

Our prayer is that each person serving at Peniel has an idea of how they want to grow deeper in their relationship with Christ. Ways that this can be accomplished are by regularly reading the Scriptures, actively participating in worship and serving others (Philippians 1:9-11).

#### **Serving (Ephesians 5:21):**

Having a right attitude and a good work ethic are important at all times. Personal agendas have no place in camp as you are here to serve the campers and one another. Staff will remain on site during the regular summer camps and must obtain permission from Executive Director or Director of Ministries to leave the grounds for any reason.

#### **Relationships with others (Ephesians 5:3):**

We encourage you to pray for one another when you are here and even after you leave us. Because staff spend so much time together during the course of the summer there is always the chance for a relationship to develop. In such cases, staff are to be mature and honour Christ in their speech and conduct, especially while (but not limited to) serving here. We value healthy relationships, but remember that your primary responsibility is serving God, the campers and fulfilling your responsibilities.

We believe that healthy relationships aid in creating a healthy staff and work environment. Unhealthy relationships disrupt the work environment and distract us from our mission at camp. As such, you are not to participate in any activities or relationships (including those that involve relationships with those who are not staff) which would not be honoring to Jesus Christ. This includes any sexually immoral behavior or activity of any kind.

#### **Relationships with Campers (I Timothy 4:12):**

We desire that relationships with campers be honoring to God and provide encouragement in a caring and fun (yet safe) environment for instruction. Campers and staff are to be treated with respect and are not to be harmed in any form (including any form of abuse). Staff members are not to be alone with a camper. If together, they are to be in the view of others at all times. It is expected that staff members will not enter into cabins or bedrooms of the opposite gender.

## **Integrity:**

Staff members are expected to be trustworthy, open and honest. They are to demonstrate an attitude of Christ-likeness and act in accordance with the expectations that come with being on staff. Staff are not to speak or teach against the doctrines as taught in the Camp Peniel Statement of Faith and are to show integrity in their work and character.

## **Fellowship (Romans 15:5):**

Our expectation is that you will attend staff meetings each day as well as participate in Sunday morning worship either at your church or (if you stay on weekends) at another church with those living on site.

## **General Guidelines**

### **Accommodations:**

Staff are expected to keep their spaces clean and tidy as they are sharing rooms with others who are serving. Inspections are done daily along with the cabin checks.

### **Quiet Times:**

Our desire is to create an atmosphere of "winding down" at the end of each day. Our goal is to have general quiet time from 11:00pm until 7:00am. All staff are required to be in their space by 11:00pm and are not to be out until 7:00am unless further instruction is given. Allowances may be made for early morning showers or runs.

### **Other Times:**

All staff are to be at the camp no later than 3:00pm on the first day of camp unless otherwise advised by the Directors. There is always a staff meeting at this time with information on the up-coming camp week and further training. All staff must attend all applicable training sessions. There will be no exceptions unless an emergency arises.

### **Financial Limits:**

Fines of \$1 per every five (5) minutes are given for being late for all staff meetings and evening curfews. Prompt payment is required and monies will be used for the year-end staff party – yay!

### **Clothing:**

Staff are not to wear anything revealing in nature or with discriminatory, racial or offensive messages or pictures (including beer or cigarette advertisements). Please use discernment and if you are unsure of something, ask! Here are the general guidelines, although not comprehensive.

#### **GUYS**

- 1 Will wear their pants at a reasonable height so as not to reveal underwear at any time
- 2 Will wear a modest shirt when in public areas (except when swimming) – remember undershirts are to be worn under a shirt
- 3 Will not wear tight swimsuits or tight fitting pants or shorts – climbing wall instructors will not wear gym shorts at any time (jeans or khakis are required)

#### **GIRLS**

- 1 Will dress modestly at all times, including clothing that properly covers all underwear
- 2 Will wear clothing that fits and covers appropriately, including refraining from wearing clothes that are provocative, revealing or tight-fitting in nature
- 3 Will be modest in their swimming attire, including wearing a shirt over a two-piece swimsuit, or wearing a suitable tankini or one-piece swimsuit
- 4 Will not wear pants or shorts with words written on the seat

**Media (Philippians 4:8):**

Staff will not willingly expose themselves to any type of web site, video, video game, magazine or any other form of media which knowingly contains subject matter which is inappropriate for Christian witness and conduct. You may listen to music in private areas during specified times that adheres to the music policy.

**Alcohol & Tobacco:**

Camp Peniel is a tobacco and alcohol free facility. Our staff are not permitted to consume alcohol, use tobacco products, use non-medical drugs or misuse medical (including over the counter) drugs.

**Further Information****Valuables:**

We are not liable or responsible for valuables or personal property. Please evaluate the need to bring them to camp.

**Electronic Devices:**

Our goal is to give campers the best experience they can have while being a guest here at camp. We strive to have a unique environment without all the noise and business that usually accompanies life. Our goal is also for our staff to give their attention to attending the needs of campers in the best possible way. As such, cell phones may only be used during personal breaks throughout the camp week. Cell phones are to be stored in the designated area when not in use.

There is a laptop available for public use, including things such as checking email or using social media. We ask that you please be considerate of others while using the laptop.

**Phone Calls:**

Staff needing a phone to make personal phone calls are to use the phone in the kitchen. Brief calls may be made or received at the end of the day (after lights out). Remember that there are many others who may want to make or receive calls. Camp required calls will always have priority while determining use of the phone.

**Visitors:**

Friends or family who choose to visit in the evenings must come during your time off or during vespers or campfire. They are expected to attend all activities with you. Personal visitors for cabin leaders are not permitted on Wednesday evenings during cabin night.

Visitors staying for a meal must seek permission from the Director and a reasonable fee may apply. All visitors are to be dismissed from the property by 11:00pm.

**Vehicles:**

We provide a staff parking area for personal vehicles. To ensure security, keep your vehicle locked and refrain from lending your vehicle to other staff members. We are not responsible or liable for damages to your personal property.

**Values & Performance:**

The basic expectation is that staff members live our values and perform greatly! A deficiency or lack of consistency in either values or performance will result in either the discipline or dismissal of a staff member.

Final authority in any issue, expectation or decision will rest with the Executive Director or Director of Ministries.