

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. 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 Discipleship and Development to leave the grounds.

Relationships with other staff members (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 guy / girl relationship to develop. Even in such cases, staff are not allowed to show affection at any time during the training sessions or camps. Serving God, the campers and fulfilling your responsibilities come before any relationship. You are not to participate in any activities (including dating relationships) which would not be honoring to Jesus Christ. This includes petting or any other sexually immoral behavior.

Relationships with Campers (I Timothy 4:12):

We desire that staff relationships with campers are honoring to God, provide encouragement and a caring and fun (yet safe) environment for instruction. Campers and staff are to be treated with respect and not harmed by abuse in any form. 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 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.

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. Depending on the age group of campers the times may vary.

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 (SHIFT and ROOTS). 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 / pictures (including beer or cigarette advertisements). Here are the general guidelines:

Guys

- 1 Will not wear pants which reveal underwear when standing, sitting, bending, or reaching
- 2 Will wear a modest shirt when in public areas (except when swimming)
- 3 Will not wear tight swimsuits or tight fitting pants or shorts

Girls

- 1 Will not wear pants which reveal underwear when standing, sitting, bending, or reaching
- 2 Will not wear short (revealing midriff), sheer (revealing undergarments), low cut or tight fitting shirts or shorts
- 3 Will wear a modest one piece bathing suit (tankini's are permitted if modest)
- 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 magazine, web site, video, video game [or any other form of media] which knowingly contains subject matter which is inappropriate for Christian witness. You may play music in your rooms, however, you must adhere 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 drugs. This is expected at all times (even while not at camp).

Further Information

Valuables:

We are not responsible for valuables kept in your room. 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, there are to be no personal computers or cell phones during the camp week. Music players with headphones may be used (in accordance with the music policy) during breaks or off time.

Phone Calls:

Staff are to use the phone in the kitchen to make personal calls. Brief calls may be made or received at the end of the day (after 10:00pm). Remember that there are many others who may want to make or receive calls.

Email:

There is sometimes a computer in the lodge that can be used for you to access your personal, web-based email account. This will be available to you during your time off. Please be respectful of others who also desire to use the computer.

Visitors:

Friends or family who choose to visit in the evenings must come during your time off or during vespers or campfire and are expected to attend activities with you. No personal visitors are permitted on Wednesday evenings during cabin night. Visitors staying for a meal need to check with the Executive Director regarding the fee and the availability of space.

Vehicles:

We provide a staff parking area for personal vehicles. To ensure security, keep your vehicle locked and refrain from lending your vehicles to other staff members.

Final authority in decisions relating to staff personnel rests with the Executive Director and Director of Discipleship and Development. Not accepting or violating these levels and limits will result in the discipline or dismissal of a summer staff member at the discretion of the Executive Director or the Director of Discipleship & Development.