



# Expectations for Leaders and Role Models

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*Imitate God, therefore, in everything you do, because you are His dear children. Live a life filled with love, following the example of Christ. He loved us and offered Himself as a sacrifice for us, a pleasing aroma to God. - Ephesians 5:1-2 (NLT)*

The following is an outline of the levels of behaviour that we ask each staff member to abide by and the inner disposition that we ask each staff member to strive for. Staff are reviewed and held accountable for both performance and lived values. The nature of the mission and ministry we are a part of is such that staff members are representatives of not only Camp Peniel, but also of the Christian faith. This is true all the time, not just when they are at camp. As such, these expectations apply to both professional and personal life, and accountability toward one another is expected. This means that **the following expectations apply during the entirety of your employment at Camp Peniel, both while “on duty” as well as when you are “off duty.”**

## Built on Honouring 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 Jesus and become more like Him. Ways that this can be accomplished include (but are not limited to) regularly reading the Scriptures, actively participating in worship, and serving others (Philippians 1:9-11)

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

Having a good attitude and work ethic are always important. Personal agendas have no place at camp. You are here to serve Christ, our guests, and one another. Staff will remain on site during regular summer camps and must obtain permission from the Managing Director or the Personnel Director to leave the grounds for **any** reason.

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

We value healthy relationships that honour Jesus Christ. We believe that healthy relationships aid in creating a healthy camp environment. Unhealthy relationships bring disruption and hurt; they distract us from the camp’s mission and our responsibilities. Your primary responsibility is to serve God and our guests by fulfilling your responsibilities and being a shining example to others.

Make every effort to live at peace with others by having a mature attitude, maintaining integrity of heart, and being sincere in your speech. In every relationship, refrain from participating in any activities which would not be honouring to Jesus Christ. This includes sexually immoral behaviour or activity of any kind.

### **Relationships with Guests** (1 Timothy 4:12):

We desire that relationships with guests be honouring to God and provide encouragement in a caring, fun, and safe environment. Guests are to be treated with respect and are not to be harmed in

any way, including any form of abuse. Staff members are not to be alone with a guest in an enclosed area. The personal space of guests and staff will be respected; guests are never permitted to be in the personal space of a staff member (this includes sleeping spaces, on beds, changing spaces, etc.). If one-on-one attention is required or requested, the staff member is to ensure that they are in public view at all times. It is expected that guests and staff will not enter cabins of the opposite gender except when required in an emergency or when the Managing Director or Personnel Director is present.

**Integrity** (1 Peter 3:16):

Staff Members are expected to be trustworthy, open, and honest. They are to demonstrate an attitude of Christ-likeness and act with the maturity required for their position. Staff are not to speak or teach against any part of 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 all required staff meetings as well as participate in Sunday morning worship at a church of like faith.

## General Guidelines

**Accommodations:**

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

**Quiet Times:**

Our goal is to have general quiet time from curfew until 7:00am (curfew is understood to be 11:00pm unless otherwise stated by the Managing Director). All staff are required to be in their own space with the lights out **at** curfew; they are not to leave their spaces until 7:00am unless permission is given for special circumstances by the Managing Director.

**Other times:**

All staff must attend all applicable training sessions. There will be no exceptions unless an emergency arises. 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. Staff meeting will be held at that time with information on the up-coming camp week and further training.

**Clothing:**

Staff are not to wear anything that contains discriminatory, racial, or offensive messages or pictures (including beer, cigarette, or drug promotions). Please use discernment, and if you are unsure of something, ask! Here are some general attire guidelines, although this list is not comprehensive:

1. Staff will wear clothing that fits and covers appropriately, including refraining from wearing clothes that are provocative or revealing in nature.
2. Staff will wear clothing that is appropriate for the activity in which they are participating. This includes wearing a full, dark coloured t-shirt during swimming and other water activities in accordance with our sun protection policy.

**Media:**

Staff will not willingly expose themselves to any type of website, video, video game, magazine, or any other form of media which knowingly contains subject matter which is inappropriate for Christian witness. A general guide for appropriateness is to ask: "Does this glorify sin?" Staff are prohibited from posting any pictures of guests using any form of social media.

**Alcohol, Tobacco, and Drugs:**

Camp Peniel is an alcohol, tobacco, and drug-free facility. Whether on or off site, staff are not permitted to consume alcohol, use tobacco products, use non-medical drugs or vapourizers, or misuse medical (including over-the-counter) drugs.

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

Camp Peniel is not liable or responsible for damages to, or loss of, valuables or personal property. Please evaluate the need to bring valuable or expensive items with you to camp.

**Electronic Devices:**

Our goal is to give guests the best experience they can have while being here at camp. We strive to have a unique environment without all the noise and busyness that usually accompanies life. Staff are to give their attention to attending the needs of guests and fulfilling their responsibilities in the best possible way. As such, mobile phones and other personal devices may only be used during personal breaks and out of the sight of guests during the camp week. Mobile phones are to be stored in the designated area when not in use. Leave your own laptop or tablet at home unless it is required for your responsibilities. If you feel like this applies to you, please ask the Managing Director.

**Visitors:**

Friends or family who choose to visit must come during your time off, vespers, or campfire. They are expected to attend all activities with you, and you are expected to continue to fulfill your responsibilities. Visitors staying for a meal must seek permission from the Managing Director and a reasonable fee may apply. All visitors are to be dismissed from the property by 10:45pm unless given special permission by the Managing Director.

**Vehicles:**

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

**Conclusion**

The basic expectation is that staff members will live our values and perform with excellence! A deficiency or lack of consistency in either values or performance will result in either discipline or dismissal for a staff member. Final authority in any issue, expectation, or decision will rest with the Managing Director.