



**Camp Witness
Bible Conference
Association**

HC 62 Box 30B, Long Pine, NE 69217
(402) 273-4352
contact@campwitness.org

STAFF CODE OF CONDUCT

Camp Witness staff members represent Jesus Christ wherever they go. The testimony of our staff should be reflected in all aspects of life, including but not limited to matters of faith, conduct and appearance. Staff members are an example to campers and others concerning the character of the camp's ministry and therefore staff members should endeavor to never exhibit any action or conduct that would result in the need for an apology.

Camp Witness staff members are expected to have: a strong desire to share Christ with campers; a growing relationship with Jesus Christ; a lifestyle that exemplifies the Fruit of the Spirit; an attitude of respect for Camp Witness rules and authority; and a "team player" attitude. Our staff members are chosen for their love for youth camping ministry and will be expected to put the needs of the campers first. All staff will be in agreement with the Camp Witness Doctrinal Statement and Purpose Statement.

1. **PERSONAL DISCIPLINE** – Christian maturity and growth do not happen by themselves. Each staff member will be expected to set and maintain personal growth goals for Bible study and prayer life.
2. **CONDUCT** – We expect the conduct of all our summer staff to be consistent with the Christian faith and ethics (selfishness and bad attitudes are not allowed). Conduct, which is immoral, illegal, or persistently contrary to the policies, procedures, and tradition of Camp Witness, may result in dismissal from the staff. Possession or use of alcohol, tobacco, illegal drugs will not be tolerated. Camp Witness is committed to co-operate with law enforcement in any activity that is illegal. Possession or use of fireworks, firearms, weapons. The Director must be aware of and approve any knife. Destroying of camp property will not be tolerated. Foul language or obscene gestures will not be permitted. Staff will enforce the Camper Code of Conduct.
3. **PERSONAL GROOMING** – You, as a staff member, are to set an example for the campers. Modest dress is expected and required of all staff. No undergarments should be visible. Clothing with logos, words, or pictures should reflect well on the camp and should not be offensive. Dress indicative of gang participation will not be allowed. Swimsuits must be modest and non-revealing. Swimwear should be reserved for water related activities. Regular hygiene will be maintained.
4. **CAMPER SAFETY** - As a staff member, your top priority is to the campers. At no time will any camp staff encourage or allow campers to take part in any activity that could endanger the camper's safety or health. This includes skits, activities and games that would increase the risk of transmission of a communicable disease

or head lice. Likewise, staff will in no way harm others, whether through, harassment, physical force or verbal and mental abuse or neglect.

5. **POSITIVE RELATIONSHIPS** – As a staff member, your relationship priority is to build rapport and connect with the campers. Time spent apart from them is a neglect of your responsibility, unless you are on assigned duty or free time. Close bonds between staff members are natural but should always be secondary to camper needs. Although the camp does not forbid couple romantic relationships between staff, it is discouraged. If these relationships become a distraction to the others, corrective action will be taken. Counselors should never develop romantic relationships with campers. Likewise, displays of romantic affections (holding hands, kissing, backrubs, etc.) are not allowed. Even platonic physical contact with members of the opposite sex should not take place. Physical contact with members of the same sex (staff to staff, or staff to camper) should be limited to avoid the appearance unseemliness.
6. **STAFF HOUSING** – To avoid any appearance of impropriety, male staff may not enter female staff housing, and female staff may not enter male staff housing without permission from the Director.
7. **ELECTRONIC EQUIPMENT** – Our campers are strongly discouraged from bringing any electronic equipment to camp. We encourage staff not to use these during camp. Staff may use these items on time off, as long as they practice sensitivity to the convictions of others. Sensitivity to musical tastes and the convictions of others within earshot should be practiced. Personal computers are not allowed unless you have prior consent from the director. Emails may be received and limited access to Internet and outgoing emails will be allowed. Camp Witness reserves the right to monitor all Internet and email traffic. Wireless access will generally be reserved for speakers and coaches.
8. **SOCIAL NETWORKING** – Staff should show great restraint concerning posting to social networking sites such as Facebook and MySpace. For safety reasons and to minimize distractions, please show restraint in using these sites to announce specific times when you will be present at camp. Likewise, please make sure that all posts after the camp season reflect well on the camp and the Savoir we serve. Please respect any request by the camp Director to remove posts, pictures or video that might be perceived as detrimental to the reputation of camp.
9. **PROMPTNESS** – It is expected of all staff members to be on time to meals, meetings, and program assignments.

I agree to abide and follow the above code of conduct and understand that failure to do so either willfully or by omission can result in disciplinary action, up to or including dismissal from camp service.

Printed Name: _____

Signature _____ Date _____

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