

Caton's Island Camp Staff Standards

Staff: Anyone who works at Caton's or is involved in the camp ministry. This includes summer staff (full time or part time) & music/ministry teams. Staff should be born again believers who openly profess a personal relationship with Christ and seek to grow in this relationship and lead others to know/grow.

1. CONDUCT/BEHAVIOR

Caton's Island is a seasonal Christian camp and those serving on staff are to reflect basic Christian values and conduct in their behavior, speech, interaction and attitude.

Philippians 1:27 "...conduct yourselves in a manner worthy of the gospel of Christ."

Ephesians 5:15-16 "Be very carefully then, how you live...making the most of every opportunity...do not be foolish, but understand what the Lord's will is."

- A. SAFETY FIRST:** All staff are to conduct themselves in a manner that evidences a commitment to the safety and well-being of themselves and others.
- B. RESPECT:** All staff are to conduct themselves in a manner that reflects the value and importance of others as well as respecting their privacy and points of view.
- C. COOPERATION:** All staff are to cooperate with those in authority.
- D. PROMPTNESS:** All staff are to be on time for scheduled activities, including meals.
- E. PROPERTY DAMAGE** All staff are to use the facilities in such a manner so as not to cause damage or excessive wear to buildings, property and equipment. This includes defacing with graffiti, paint, paper, hacking/whittling, etc. as well as damage caused by water fights, games, and the like.
- F. SUBSTANCE ABUSE:** All staff are to refrain from the use of tobacco products, alcoholic beverages, and the non-medicinal use of drugs.
- G. PORNOGRAPHY:** All staff are forbidden to have or use pornographic material of any type.
- H. MOVIES:** All staff are to refrain from watching inappropriate movies while serving at Caton's Island. All movies are to be approved by the Caton's Director.
- I. SEXUAL CONDUCT:** All staff are to conduct themselves with utmost integrity towards others and must refrain from coarse joking, sexual innuendo, and immoral behavior.
- J. DATING:** All staff are cautioned concerning staff dating. Staff are encouraged not to start dating relationships with other staff as it becomes a major distraction and often results in staff not serving at a peak level of performance. Under no circumstances are staff to make personal

advances towards campers. Staff already dating prior to coming to Caton's are asked to conduct themselves with restraint and prudence.

- K. ADULT/CHILD RELATIONSHIP:** Staff are to observe the 2 to 1 policy with campers. **Staff are not be alone in private with campers. Keep physical touch appropriate and public.**
- L. MUSIC:** Because many contemporary forms of amusement are of questionable value or diminish one's moral sensitivities, staff members agree to avoid all **public** use of secular music at camp except when it is an approved part of the camp program.

2. APPEARANCE:

I Timothy 2:9-10 *"I also want women to dress modestly, with decency and propriety...appropriate for women who profess to worship God."*

Leviticus 20:23-24 *"You must not live according to the customs of the nations...I am the Lord your God who has set you apart from the nations."*

All staff are to dress modestly and appropriately in keeping with high Biblical standards that reflect maturity and propriety, thereby setting the example for IMPRESSIONABLE CAMPERS.

Dress in a wholesome way and not in a sexually provocative manner. See-through and revealing clothing are out of place for the Christian worker who is representing Jesus Christ.

- Low cut, tube or spaghetti strap tops are inappropriate.
- Modest one-piece bathing suits only.
- Gentlemen – Shirts must be worn. No bare backs except at beach.

Adornments are to be used in moderation.

- Excessive earrings are to be taken out while at camp.
- Facial and body rings are not allowed.
- Excessive makeup/jewelry should be avoided.
- Gentlemen – earrings are to be removed while serving at camp.
- Tattoos should be kept covered if possible and not displayed in a manner that implies general approval or acceptance.

Dress in a clean-cut and neat fashion.

- Tattered and unkempt clothes, odd-colored hair and other forms of extreme dress that may reflect immaturity/rebellion should be avoided.

Advance the Kingdom of God – not the current rave sweeping our culture. (Skaters, gothic, etc.)

Be careful what you endorse by what you wear.

Staff should reflect Christian purity and maturity by dress and conduct that is scriptural, wholesome, and constructive.

We do not want children going home wanting tattoos, body-piercing rings, blue hair, etc. because "My (*counselor, the speaker...*) has one." While some parents may not have a problem with these things, many do. Therefore we will endeavor not to cause unnecessary offense.

****We would ask that you limit the exercise of your Christian liberty in accordance with these Camp Standards and in the best interest of others.****

D. "We put no stumbling block in anyone's path, so that our ministry will not be discredited."
2 Cor. 6:3

(If you feel you must compromise to meet these expectations, then do so as a sacrifice to Jesus Christ and in keeping with the spirit of the Standards, which is to present the ministry of Caton's in a wholesome and user friendly manner so as to make the broadest possible appeal and not to cause unnecessary offense.)