**Practical Insights for Camp Staff**

1. Respect is a must…for God, for each other, and for the campers. Show it to earn it.
2. Respect for yourself is a must…in conduct, personal appearance, and spiritual discipline. People watch you at camp and everywhere else. Your attitude and conduct reflect on you, your family, your church, and your Christ. Your being camp staff, in any capacity, does not end when you leave camp. It is a daily walk of worship, service, and self-control.
3. Respect for the campground is a must…the fact that it belongs to the church of which you are a member or attendee does not mean you have the right to tear/mess it up.
4. All the rules do still apply to you…yes, you.
5. Child protection (*spiritual, physical, emotional, social*) is our primary goal.
6. Monkey see, monkey do (*if a camper sees/hears you do it, he/she will mimic your behavior*).
7. Your participation in all activities is encouraged and expected. If your campers are there, you should probably be there too.
8. Please take care of yourself while you work in camp: Bathe daily (*personal hygiene is a must)*! Eat three meals per day! Drink lots of water! Sleep! You cannot do all that you need to do if you do not take care of yourself!
9. Lights out for campers means lights out for S.I.T’s too. You need rest to be effective.
10. If you do not have an answer, please ask a question. If we do not know, we will find someone who does. Please do not be afraid to say, “I don’t know, but I’ll get back to you.” And make sure you get back with them.
11. If there is a disruptive/unruly camper under your supervision, please get an adult, remembering that protecting the other campers is your primary goal.
12. Do not label campers or anyone else (*i.e. the fat kid, the gay kid, the ugly kid, etc.)*. It is bullying, it is not appropriate, and it will not be tolerated.
13. The chain of command for problems is as follows: S.I.T, auxiliary staff/cabin leader, dean, director, coordinator, and presiding bishop. There is to be no discussion of issues involving a camper with anyone other than the person above you in this chain. Please see the job descriptions section to verify to whom you are directly responsible, pending your position.
14. In the case of abuse, it must be reported directly to the director. NO ONE else needs to know. It then becomes their responsibility. You have fulfilled all you need to do.
15. There is a huge difference between age groups for various camps. Not all camps are equal. Respect those differences and follow the leadership given in that camp for that camp.
16. There is a huge difference between volunteering and being available. You work camp as a volunteer (*you receive no tangible reward or compensation for your work).* Your being available as a camp worker means several things: 1) do not wait to be told to do something if you can see yourself that it needs to be done; 2) if you are not busy working for someone else or in a particular role, ask the dean/head cook/worship leader/concessions/etc., if there is something you can do to assist him/her in their area (*help with cooking a meal or washing dishes, assist in concessions at a busy time, setting up chairs in the chapel, picking up trash on the grounds, etc.);* 3) do not hide to escape having to do something.
17. You come to camp to WORK. This is not vacation or another week away from family or home. You have been entrusted with responsibilities, and you are expected to fulfill them.
18. In order to protect yourself and the youth and children we serve in this ministry, please do all you can possibly do not to be physically exposed (*naked*) in front of a camper, or shower at the same time as campers. Change clothes in a bathroom stall or in the cabin when no campers are present. Other adult staff (*cabin leader across from your cabin)* can monitor campers while you are changing clothes or showering.
19. Please do not go anywhere (*especially at night*) in evenly numbered groups. Oddly numbered groups (*1, 3,5, 7*) make it more difficult for individuals to engage in inappropriate activities or behaviors.
20. If you take care of your character, your reputation will take care of itself.-American Proverb
21. Reputation is what people think you are; character is what you really are.
22. Character is who we are and what we do if we knew we wouldn’t be caught.
23. Character is willingness to change whatever is wrong with us.
24. Character is more than talk. Character brings lasting success with people. Character is required for leadership. We cannot rise above the limitations of our character.-Bishop Paul Holt
25. Character is bigger on the inside than on the outside.-John Maxwell
26. While friendship and building character are quintessential building blocks for this ministry and are strongly encouraged, we ask that you not engage in dating while working camp, as it can be a distraction from ministry. We understand that you may only see that special someone while you are at camp, but dating him/her needs to take place elsewhere.
27. Social media (Facebook, Twitter, Pinterest, Instagram, etc.) are very public. Things you post can be seen by pretty much anyone who wants to see it. Do the things you post represent you and your Christ well? If not, do not expect to be a S.I.T. or camp staff.
28. Serving/Working in youth camp *(and for God*) is a privilege, not a right. Do not risk or abuse your privilege.
29. All staff members should be very clear about the director’s/dean’s /goals/themes for the camp in which they are working. If those goals/themes are not clearly communicated in the staff meeting or other communication, ask them to explain what they expect from you as a staff person.
30. You are not allowed to leave the campground without the express permission of the dean and/or director of the camp you are working. No exceptions.
31. You are not free to leave the campground until the dean of the camp in which you are working releases you. They need to know you are leaving before you leave.