

## **Staff Code of Conduct**

### **Camp Risen Son Staff / In Faith Retreat Staff**

CRS and retreat staff members represent Jesus Christ in everything they do. The testimony of our staff is to be above reproach in all ways. Staff are examples to campers and others of appropriate conduct and modest dress. It should not be necessary to make an apology for any staff member's appearance or actions.

CRS and retreat staff members are expected to have: a growing relationship with Jesus Christ; a heartfelt desire to share Christ with campers; a lifestyle that exemplifies the fruit of the Spirit; an attitude of respect for In Faith rules and authority; a "team player" attitude; and a servant's heart.

1. Spiritual Disciplines — Christian growth and maturity do not just happen by themselves. Each staff member will be expected to set an example for the campers by faithfully practicing the basic spiritual disciplines of Bible reading and prayer.
2. Conduct — We expect the conduct of all staff to be consistent with Biblical principles. It is also expected that there be no "boyfriend-girlfriend" relationships among the staff. To be known as a "camp couple" can be one of the greatest hindrances to your ministry.
3. Personal Grooming — As a staff member, you are expected to set a high standard for the campers in your appearance. All clothing needs to be modest and non-revealing, meeting or exceeding the standards set for the campers (see below\*). Hairstyles, jewelry, etc. also need to be appropriate.
4. Focus — Your top priority as a staff member must be the campers. Time spent apart from them is a neglect of your responsibility, unless you are on another assigned duty.
5. Promptness — It is expected of all staff members to be on time to meals, meetings and activities.

*\*Dress Standards for campers and staff:*

Clothing is to be modest and non-revealing so that it is not a distraction or a stumbling block to the other campers and staff. Following are some examples of what is expected:

*Tops: Not extremely tight; not low-cut; no strapless tops or spaghetti straps; tops must cover the midriff, even when in motion; no offensive slogans or pictures.*

*Pants/shorts: Not extremely tight; shorts at least mid-thigh length.*

*Swimwear: Modest and non-revealing.*

*Underwear is meant to be worn "under". Keep it there!*

If a staff member asks a camper to change out of something that doesn't meet the standards, campers need to be willing to change promptly. The camp directors are available to help in challenging situations.