

Covenant Harbor Summer Staff Covenant

The ministry of Covenant Harbor is reliant upon the quality of the staff who carry the gospel message, model healthy Christian living, create a community where campers and guests thrive, and deliver outstanding programs. We highly value our staff. We recognize the unique role and responsibilities of staff as the key agents for ministry effectiveness.

The journey of discipleship, particularly for young adult staff, is a dynamic, developing adventure. While we desire that our staff demonstrates maturity in all areas of personal life and character, we also recognize that young adults are still being formed spiritually, emotionally, intellectually, and socially. This ongoing formation best occurs in a healthy, accountable environment – the kind of environment provided by Christian community.

We look to the example of the apostle Paul and his disciple, Timothy, who although young, was yet deemed capable by his mentor. “Don’t let anyone look down on you because you are young,” Paul writes to Timothy, “but set an example for the believers in speech, in conduct, in love, in faith and in purity.” (I Timothy 4:12). This is the model we seek for all our staff.

In this spirit, we ask staff to agree to the following summer staff covenant. The goals of our summer camp programs are to Love Kids and Share Jesus. To do this as completely and as relationally as possible, with Christ as our example, these established guidelines help us live out our commitment to Christ.

Covenant Harbor understands that some of these expectations may be very different from societal or behavioral norms. Staff who cannot, in good conscience, agree to this summer staff covenant are welcome to discuss concerns with the Youth Ministry Team or to seek employment elsewhere.

I am committed to the mission of Covenant Harbor.

- I understand that personal matters (dating relationships, fashion, politics, etc.) have the potential to distract from the ministry and a clear presentation of the gospel.
- I am committed to being flexible and ready to serve beyond my job description.
- I am committed to investing in and growing my personal relationship with Christ so that I may have the most impact.

I am committed to living in a way that is consistent with biblical teaching in all areas of my personal and community life.

- I am committed to healthy interpersonal relationships that follow Biblical models:
 - Gossip, slander, malicious humor, offensive or profane language, divisive behavior, etc. quickly break relationships and erode community.
 - Each individual, beloved by God and created in the image and likeness of God, deserves respect. Racism, sexism, cultural insensitivity, or other forms of intolerance or discrimination have no place in our community and will not be tolerated.
 - Our relationships with each other should reflect our connection to Christ.
- I am committed to self discipline:
 - I understand that the use of alcohol, tobacco, marijuana, and other legal or illegal drugs is prohibited both on and offsite throughout the summer.
 - In matters of sexual behavior, I will abide by the expectations of the Evangelical Covenant Church with regard to its position on human sexuality: practicing and teaching fidelity in heterosexual marriage and celibacy in singleness.
 - I understand that the possession or use of pornography in all forms is prohibited.
 - I understand “come as you are and stay as you are.” Piercings and tattoos that you have when you are hired are acceptable. No new piercings, tattoos or other drastic changes may be made throughout the summer.
 - I understand that the way I present myself on social media matters – both for my own relationships as well as for the ministry of Covenant Harbor.

As a member of the Covenant Harbor staff, I understand my unique role and responsibilities in modeling a life of discipleship to Jesus Christ for campers and guests. As an indication of my understanding and willingness to honor camp’s mission, and above all, Christ, I agree to abide by this summer staff covenant as long as I am employed by Covenant Harbor.

Signature _____ Date ____/____/____

Parent Signature (if employee is under the age of 18) _____

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