



## Horton Center Camp Staff Covenant

As a member of the Horton Center (HC) summer staff, I agree to the following standards of conduct in order to keep everyone who participates in the program safe, respected, and to further the mission of HC.

- I will be friendly and helpful to all campers, volunteer counselors, and deans.
- I will be aware that my attitudes, actions, and words affect the entire HC community.
- I will be respectful to--and of--other summer staff members.
- I will help in areas of camp work beyond my area of specialty.
- I will keep safety as my first priority, courtesy my second, creating a fun and wholesome camp atmosphere my third, and efficiency my fourth.
- I will not use or possess illegal drugs, prescription drugs (except as prescribed me by a doctor), or marijuana at Horton Center or enter the HC property under the influence of these drugs.
- I will not drink or possess alcohol at Horton Center or enter the Horton Center property under the influence of alcohol. I will not drink alcohol on evenings when I will be returning to camp. I will not drink alcohol if I am under the age of 21, even during my time off. If of legal age, I will not drink with underage people, and I will not drink to excess with other staff members, understanding that I still represent Horton Center at all times.
- I will not smoke on the camp property or during the working hours.
- I will read and abide by the New Hampshire Conference's Sexual Harassment policy.
- I will not engage in sexual activity with another person unless I am married to that person. (Marriage is defined as two adults who share a lifelong commitment of fidelity, solemnized by law, ceremony, or both.)
- I will sign out of camp when I leave the premises and check-in upon my return.
- I will return to camp before 11:00 PM if I leave the premises, or make arrangements 24 hours in advance to return in the morning with permission from the Executive Director.
- I will clear visitors with the Executive Director 24 hours before inviting them to come to camp.
- I will be respectful of my cabin-mates and allow them to sleep after 11:00 PM, or earlier if requested.
- I will get enough sleep to be alert and effective during the day.
- I will attempt to acknowledge cliques and keep them from becoming spirit-breaking. I will include and attempt to get to know everyone on staff.
- I will get approval from the Executive Director for any camp prank or practical joke, or if they are involved in the prank, from the Summer Director. Such acts will not be spirit-breaking or involve personal property.
- I will rock climb, cave, and/or swim only during daylight during supervised and approved times, or during daylight with three staff members, one of whom is certified lifeguard (for swimming), approved to lead caving (for caving), or trained in rock climbing (for rock climbing), or when dark with specific permission from the Executive Director.
- I will resolve conflicts with others in a straightforward, honest, and deliberate manner. If no understanding can be reached, I agree to take the issue to a mutually acceptable third party (preferably a supervisor) to help resolve the conflict.
- I will work to better myself and to grow spiritually.
- I will work to build Christian Community among the staff and those involved in the program.

\*The summer staff may choose to add to this covenant as a community, but the above items will not be removed.

I have read the Horton Center Camp Staff Covenant and agree to live by the standards and rules contained therein.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Print Name: \_\_\_\_\_