



## STAFF EXPECTATIONS AGREEMENT

**Introductory Comments:** Camp Caroline strives to create a safe environment for campers and staff to meet with Jesus and respond to him. A necessary part of creating this environment is a summer staff team who is united in purpose, values, beliefs, conduct, and lifestyle. Therefore, it is expected that all staff members (paid, volunteer, or LDT) are currently pursuing spiritual maturity, godliness and active ministry.

This statement of expectations, summarized below, is not meant to be legalistic, but is designed to free individual staff members and the Christian community at camp to pursue personal godliness and be the light of Jesus in the world. It is designed to enhance the environment of growth and remove unnecessary obstacles and distractions. This statement has the Word of God as its basis, though some of the expectations, while not explicitly commanded in Scripture, are values that Camp Caroline has determined essential to the spiritual development of the staff body and to the purposes of its ministry.

Those who apply and are accepted on staff at Camp Caroline must agree to maintain these standards to their utmost potential. Those who cannot, in good conscience, agree to uphold these standards in their purpose, beliefs, conduct, conversations, and lifestyle should seek another alternative for ministry or employment.

### **Camp Caroline Statement of Purpose and Values**

Camp Caroline seeks to create a safe environment for campers and staff to love, live, and become like Jesus. We do this through personal relationships, prayer, Biblical teaching & discussion, community interaction, and the use of the camp setting and activities.

**Mission Statement:** Camp Caroline exists to promote a personal understanding of the teachings of Christ as they impact individuals, relationships and society, and to provide quality facilities and programs, which will enhance spiritual, mental, physical, and social development.

#### **Some of our Core Values:**

- The heart of Camp Caroline is to see kids and adults meet with Jesus and respond to Him, through intentional discipleship.
- We want our entire ministry to reflect an emphasis on the teachings of Christ. We want to purposefully include God in all we do.
- We want to see lives changed for God's Kingdom.
- Our goal is to be "real life" oriented; our time at camp should be preparing us to leave and go out into the world.
- We believe God is a powerful God who moves and acts when we pray. Consistent prayer is central to our ministry.
- We believe in the inspiration and authority of the Bible and willingly submit to its teachings.
- The example of God's love and care for us leads us to value the personhood of each camper and staff member, loving them like Jesus.
- Building relationships is essential to personal and relevant ministry.
- We believe that spiritual growth happens best within the context of supportive community.
- Because we recognize the greater joy of community life, we willingly place the best interests of the community above our own personal preferences.
- Camp Caroline is a team-oriented ministry, where unity is essential. We seek to work together, support, love and respect one another.
- Every staff member (regardless of position) is a strong Christian role model for campers and plays a significant part in our ministry.
- We believe that Christ-like character and personal integrity are necessary attributes of a godly person. We promote qualities of servant hood, humility, and submission to authority.
- We strive for excellence and set high standards for our ministry, so that everyone's experience at Camp Caroline is always positive and influential.
- We have a high regard for the physical, emotional, and spiritual safety of all campers and staff.

## **Camp Caroline Staff Conduct & Lifestyle Standards**

**1. Obey the law and act as responsible citizens.** For example, this precludes the use of drugs for non-medical purposes, stealing, borrowing without permission the property of others, and disregard for the rules of the road when driving.

**2. Obey the highest command: to love God and one another.** Our love for Jesus Christ is demonstrated by our willing obedience to His Word (Jn. 14:21). Loving one another includes “doing to others what you would have them do to you” (Mt. 7:12), avoiding favoritism or prejudice (Jas. 2:8-9), putting the needs and interests of others ahead of one’s own (Phlp. 2:3-4), encouraging and building one another up (Eph.4:29; I Thess. 5:11), being kind, compassionate and forgiving (Eph. 4:32), bearing one another’s burdens (Gal. 6:2), and caring enough to lovingly confront when necessary, speaking the truth in love (Eph. 4:15).

**3. Refrain from practices which are condemned in the Bible.** These include but are not limited to drunkenness (Eph. 5:18), swearing or use of profane language (Eph. 4:29, 5:4; James 3:1-12), gossip (Prov. 16:28, 26:20; Rom. 1:28-30), harassment (Jn 13:34-35; Rom. 12:9-21; Eph.4:31), all forms of dishonesty including cheating and stealing (Prov. 12:22; Col. 3:9; Eph. 4:28), abortion (Ex. 20:13; Ps. 139:13-16), involvement in the occult (Acts 19:19; Gal. 5:19), and sexual sins including pre-marital sex, adultery, homosexual behaviour, lustful eyes, and viewing of pornography (I Cor. 6:12-20; Eph. 4:17-24; I Thess. 4:3-8; Rom. 2:26-27; I Tim. 1:9-10). Furthermore married staff members agree to maintain the sanctity of marriage and to take every positive step possible to avoid divorce.

**4. Use careful judgment and discretion in the exercise of personal freedom.** (Gal. 5:16-6:10; Rom. 12:1-15:13; I Cor. 8:9-13; 13:1-13; Eph. 4:17-6:18; Col. 3:1-4:6; I Thess. 4:1-5:24). This entails: the responsible use of time and material resources, the honest pursuit of spiritual growth including regular personal devotions, attendance at staff meetings and all other mandatory events, and compliance with camp rules & policies (such as staff lights out). It also requires that staff members abstain from the use or possession of alcoholic beverages, tobacco in any form (including cigars), other forms of substance abuse, and gambling. Staff members agree to remain above reproach by remaining out of the residential quarters of the opposite sex, and by maintaining modest, inoffensive behaviour with regards to personal relationships and personal appearance and dress.

Staff members are to use discretion when using email or internet, making sure that their use of these media consistently reflects the godly standards that camp upholds. Furthermore, because many contemporary forms of entertainment are of questionable value or diminish one’s moral sensitivities, staff members are to use discernment in their choice of music, movies, television, websites, live productions, books and magazines.

When away from camp during their term of service, staff members should remember that they are representing both Jesus Christ and Camp Caroline; thus they should monitor their behaviour accordingly. On most occasions staff should avoid facilities where alcohol is liberally consumed, discretion in the choice of music is not exercised, and the overall atmosphere is not helpful to one’s own spiritual growth.

## **Camp Caroline Statement of Beliefs**

*(Camp Caroline belongs to the North American Baptist Conference;  
therefore we adhere to the NAB Statement of Beliefs)*

In continuity with our immediate forefathers and the larger fellowship of Baptists throughout history, we seek to practice and propagate by God's grace the following convictions:

- 1. We believe the Bible is God's Word given by divine inspiration, the record of God's revelation of Himself to humanity** (II Timothy 3:16). It is trustworthy, sufficient, without error—the supreme authority and guide for all doctrine and conduct (I Peter 1:23-25; John 17:17; II Timothy 3:16-17.) It is the truth by which God brings people into a saving relationship with Himself and leads them to Christian maturity (John 20:31, I John 5:9-12; Matthew 4:4; I Peter 2:2).
- 2. We believe in the one living and true God, perfect in wisdom, sovereignty, holiness, justice, mercy and love** (I Timothy 1:17; Psalm 86:15; Deuteronomy 32:3-4). He exists eternally in three coequal persons who act together in creation, providence and redemption (Genesis 1:26; I Peter 1:2; Hebrews 1:1-3).
  - a. The Father reigns with providential care over all life and history in the created universe. He hears and answers prayer (I Chronicles 29:11-13; Matthew 7:11). He initiated salvation by sending His Son, and He is Father to those who by faith accept His Son as Lord and Savior (I John 4:9-10; John 3:16; John 1:12; Acts 16:31).
  - b. The Son became man, Jesus Christ, who was conceived of the Holy Spirit and born of the Virgin Mary (John 1:14; Matthew 1:18). Being fully God and fully man, He revealed God through His sinless life, miracles and teaching (John 14:9; Hebrews 4:15; Matthew 4:23-24). He provided salvation through His atoning death in our place and by His bodily resurrection (I Corinthians 15:3-4; II Corinthians 5:21; Romans 4:23-25). He ascended into heaven where He rules over all creation (Philippians 2:5-11). He intercedes for allbelievers and dwells in them as their ever-present Lord (Romans 8:34; John 14:23).
  - c. The Holy Spirit inspired men to write the Scriptures (II Peter 1:21). Through this Word, He convicts individuals of their sinfulness and of the righteousness of Christ, draws them to the Savior, and bears witness to their new birth (James 1:18; John 16:7-11; I Thessalonians 1:5-6; Romans 8:16). At regeneration and conversion, the believer is baptized in the Holy Spirit (I Corinthians 12:13). The Spirit indwells, seals and gives spiritual gifts to all believers for ministry in the church and society (Romans 8:9-11; Ephesians 1:13-14; Romans 12:5-8; I Peter 4:10). He empowers, guides, teaches, fills, sanctifies and produces the fruit of Christlikeness in all who yield to Him (Acts 4:31; Romans 8:14; I Corinthians 2:10-13; Ephesians 5:18; II Thessalonians 2:13; Galatians 5:16; 22-23).
- 3. We believe God created an order of spiritual beings called angels to serve Him and do His will** (Psalm 148:1-5; Colossians 1:16). The holy angels are obedient spirits ministering to the heirs of salvation and glorifying God (Hebrews 1:6-7; 13-14). Certain angels, called demons, Satan being their chief, through deliberate choice revolted and fell from their exalted position (Revelation 12:7-9). They now tempt individuals to rebel against God (I Timothy 4:1; I Peter 5:8). Their destiny in hell has been sealed by Christ's victory over sin and death (Hebrews 2:14; Revelation 20:10).
- 4. We believe God created man in His own image to have fellowship with Himself and to be steward over His creation** (Genesis 1:26-28). As a result, each person is unique, possesses dignity and is worthy of respect (Psalm 139:13-17). Through the temptation of Satan, Adam chose to disobey God; this brought sin and death to the human race and suffering to all creation (Genesis 3; Romans 5:12-21; 8-22). Therefore, everyone is born with a sinful nature and needs to be reconciled to God (Romans 3:9-18, 23). Satan tempts people to rebel against God, even those who love Him (Ephesians 4:27; II Corinthians 2:11; Matthew 16:23). Nonetheless, everyone is personally responsible to God for thoughts, actions and beliefs and has the right to approach Him directly through Jesus Christ, the only mediator (Romans 14:12; I Timothy 2:5).
- 5. We believe salvation is redemption by Christ of the whole person from sin and death** (II Timothy 1:9-10; I Thessalonians 5:23). It is offered as a free gift by God to all and must be received personally through repentance and faith in Jesus Christ (I Timothy 2:4; Ephesians 2:8-9; Acts 20:21). An individual is united to Christ by the regeneration of the Holy Spirit (Galatians 2:20; Colossians 1:27). As a child of God, the believer is acquitted of all guilt and brought into a new relationship of peace (Romans 5:1). Christians grow as the Holy Spirit enables them to understand and obey the Word of God (II Peter 3:18; Ephesians 4:15; I Thessalonians 3:12).
- 6. We believe the Church is the body of which Christ is the head and all who believe in Him are members** (Ephesians 1:22-23; Romans 12:4-5). Christians are commanded to be baptized upon profession of faith and to unite with a local church for mutual encouragement and growth in discipleship through worship, nurture, service and the proclamation of the Gospel of Jesus Christ to the world (Acts 2:41-42, 47; Luke 24:45-48). Each church is a self-governing body under the lordship of Christ with all members sharing responsibility (Acts 13:1-3; 14:26-28). The form of government is understood to be congregational (Matthew 18:17; Acts 6:3-6; 15:22-23).

The ordinances of the church are baptism and the Lord's Supper. Baptism is the immersion of a believer in water in the name of the Father, and of the Son, and of the Holy Spirit (Matthew 28:18-20). It is an act of obedience symbolizing the believer's identification with the death, burial and resurrection of the Savior Jesus Christ (Romans 6:3-5). The Lord's Supper is the partaking of the bread and of the cup by believers together as a continuing memorial of the broken body and shed blood of Christ. It is an act of thankful dedication to Him and serves to unite His people until He returns (I Corinthians 11:23-26). To express unity in Christ, local churches form associations and a conference for mutual counsel, fellowship and a more effective fulfillment of Christ's commission (Acts 15; I Corinthians 6:1-3).

**7. We believe religious liberty, rooted in Scripture, is the inalienable right of all individuals to freedom of conscience with ultimate accountability to God** (Genesis 1:27; John 8:32; II Corinthians 3:17; Romans 8:21; Acts 5:29). Church and state exist by the will of God. Each has distinctive concerns and responsibilities, free from control by the other (Matthew 22:21). Christians should pray for civil leaders, and obey and support government in matters not contrary to Scripture (I Timothy 2:1-4; Romans 13:1-7; I Peter 2:13-16). The state should guarantee religious liberty to all persons and groups regardless of their religious preferences, consistent with the common good.

**8. We believe Christians, individually and collectively, are salt and light in society** (Matthew 5:13-16). In a Christlike spirit, they oppose greed, selfishness and vice; they promote truth, justice and peace; they aid the needy and preserve the dignity of people of all races and conditions (Hebrews 13:5; Luke 9:23; Titus 2:12; Philippians 4:8-9; I John 3:16-17; James 2:1-4). We affirm the family as the basic unit of society and seek to preserve its integrity and stability (Genesis 2:21-25; Ephesians 6:1-4).

**9. We believe God, in His own time and in His own way, will bring all things to their appropriate end and establish the new heaven and the new earth** (Ephesians 1:9-10, Revelation 21:1). The certain hope of the Christian is that Jesus Christ will return to the earth suddenly, personally and visibly in glory according to His promise (Titus 2:13; Revelation 1:7; 3:11; John 14:1-3). The dead will be raised, and Christ will judge mankind in righteousness (John 5:28-29). The unrighteous will be consigned to the everlasting punishment prepared for the devil and his angels (Matthew 25:41, 46; Revelation 20:10). The righteous, in their resurrected and glorified bodies, will receive their reward and dwell forever with the Lord (Philippians 3:20-21; II Corinthians 5:10; I Thessalonians 4:13-18).

*Adopted by the North American Baptist Conference delegates, August 10-15, 1982, at Niagara Falls, New York.*