



"Remember now your Creator in the days of your youth..." Ecclesiastes 12:1a

2024 Volunteer Staff Rules

I. Purpose

Camp Iroquoina's mission is to be a Christ-centered camp that provides a safe environment for children and families. As such, these volunteer staff rules have been established to serve a two-fold purpose:

1. *To ensure that the staff, administration, and operations of Camp Iroquoina do not hinder, but rather promote, the fulfillment of this mission to honor Christ and provide a safe environment for campers.* Please consider that, as a staff member and representative of Camp Iroquoina, campers will observe your behavior and take it as an example of Christ-likeness. This is serious, since it means that your conduct and behavior are a form of teaching. In 2 Timothy 4:12, the apostle Paul writes, "Let no one despise your youth, but be an example to the believers in word, in conduct, in love, in spirit, in faith, in purity." The rules in this document are intended to help you to be the best example you can be at Camp Iroquoina.
2. *To promote a pleasant, healthy, and safe working and living environment where each staff member can grow and thrive spiritually, emotionally, and physically.* To fulfill this objective, we all need to live and work in harmony at camp as brothers and sisters in Christ. Although some rules might seem more restrictive than necessary (or occasionally not restrictive enough), they are intended to create a culture of safety and a common ground of behavior and conduct for volunteer staff members who come from different backgrounds, cultures, and traditions. Our mutual goal is to live and work at camp such "... that in all things God may be glorified through Jesus Christ..." I Peter 4:11.

II. Rules

A. PERSONAL ATTITUDE AND CONDUCT

1. You will respect and obey* those in leadership, including but not limited to staff parents, staff leaders, work area supervisors, camp manager. (* An exception is if a leader tells/asks you to do something immoral, illegal, dangerous, or in some way harmful to a person's well-being. In such a case, please explain your concern to a leader whom you trust.) See Hebrews 13:17.
2. You will not be argumentative, obstinate, or difficult, but rather you will seek to live in peace with your leaders, fellow staff members, and others attending and leading the camp programs. See Romans 12:18, 2 Timothy 2:24, and 1 Thessalonians 5:12,13.
3. You will work diligently as a servant of Jesus Christ and complete your work assignments to the best of your ability, in conformity to the directions of your supervisor. See Colossians 3:22-24.
4. No "dating" (on or off campus) as long as you are working on staff at Camp Iroquoina. First, do not plan to begin a new dating relationship while serving on staff. Second, in a case where you and a dating partner are present at camp simultaneously, you should plan to suspend your dating activities as long as you are on staff. We want you to focus on your work, on growing spiritually, and on forming solid friendships without "romantic" distractions while on staff at Camp Iroquoina.
5. No inappropriate behavior or touching between members of either gender. See 2 Timothy 2:22.
6. No profanity, foul language, or crude or off-color jokes. See Ephesians 4:29.



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B. PARTICIPATION

Being on the volunteer staff at Camp Iroquoina should not be thought of as a "job." Rather, it is an opportunity to serve the Lord by helping support the camp ministry. It is also an opportunity to grow spiritually by focusing on your own walk with the Lord Jesus Christ through personal prayer, Bible reading, biblical meditation, and group prayer, teaching, and devotional times. As such, you are expected to fully participate in the activities listed below.

1. You must report to your work assignments promptly each day, work a full-shift, and do your work throughout your shift to the best of your ability, while exhibiting an attitude of Christ-likeness, in conformity to the instructions of your supervisor. See Colossians 3:22-24.
2. You must attend all daily staff devotions unless you have been excused by the Camp Manager. The Camp Manager will set the times and locations for staff devotions.
3. You must attend Sunday morning meetings (esp. The Lord's Supper) unless you have been excused by the Camp Manager.
4. During family camp, you must attend the evening meeting unless your work prevents it or you have been excused by the Camp Manager.
5. You must agree to spend personal time with the Lord in prayer, Bible reading, and biblical meditation each day. While we will not necessarily "check up on you" about this, we believe this is an essential part of every Christian's day. We suggest that you set aside a particular amount of time at the same time each day (early morning is a great idea, but this is not a hard and fast "rule") to do this.
6. You must attend meals at the appropriate time (based on your work assignments)
7. You must attend and participate in required staff group activities, ministry sessions, workshops, and other sessions as scheduled by your staff leaders and/or the Camp Manager. Some of these activities may be optional on your day off at the discretion of the Camp Manager.

C. PROHIBITED ITEMS

Do not bring any of the items listed below with you to Camp Iroquoina. Failure to comply could result in confiscation of your property or early dismissal from staff (at the camp manager's discretion). This list is not inclusive. Any other item of personal property (e.g., a personal electronic device, which may be searched at the camp manager's discretion) used for any purpose listed below) considered being in opposition to the objective and philosophy of Camp Iroquoina and/or its volunteer summer staff program may be confiscated and held until the participant completes his/her staff session(s).

1. Illegal drugs, alcohol, tobacco, or related paraphernalia (vaping equipment, pipes, lighters, rolling papers, matches, etc.) NOTE: Camp Iroquoina has a zero tolerance policy regarding the possession of alcohol and illegal drugs on camp property. If you are found in possession of alcohol or illegal drugs while at Camp Iroquoina, you will be immediately dismissed.
2. Weapons, firearms, and ammunition. This includes but is not limited to guns, knives, fireworks, firecrackers, caps, cap guns, gunpowder, or any other explosive device or substance.
3. Pornographic materials including all inappropriate pictures, posters, magazines, etc.
4. Music, movies, magazines, books, posters, or other materials that promote immoral or ungodly attitudes or practices.



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D. DRESS CODE

Modesty is the best policy. The guidelines below help ensure that clothing worn by males and females will contribute to the spirit of camp in a positive way by being modest and acceptable. These guidelines also apply when staff are off the grounds, as you are representatives of Camp Iroquoina.

1. Everyone
 - a. Shoes must be worn at all times for safety reasons.
 - b. No pajamas worn in public.
 - c. No immodest bathing suits.
2. Ladies
 - a. No dresses and tops of improper cut, strapless or low cut tops front and back. No cleavage should be visible. No spaghetti straps, halters, midriff tops (shirts must cover stomach with arms extended overhead).
 - b. Shorts should be of proper fit and longer than the longest finger with arms at your sides.
 - c. Be modest when sitting (with loose shorts or skirts) and bending over (with loose shirts).
3. Guys
 - a. Shirts should cover your entire torso (including chest, back, and abdomen). Keep your shirt on except when swimming.
 - b. Pants should be worn properly with the waist at your waist. No boxers showing.
 - c. Be careful with the loose fitting basketball style shorts, and sit modestly.

E. STAFF LIVING

1. You must obtain the Camp Manager’s permission to leave the Longhouse after dark.
2. You must be in the staff lounge (aka, Green Room) OR the dorms by 10 PM.
3. Girls are not allowed in the boys’ dorm and boys are not allowed in the girls’ dorm.
4. You must be in your appropriate dorm and quiet by 11 PM; all lights out by 11:30 PM. Lights should remain off (except in emergencies) until 5:30 AM.
5. You may not leave the dorms before 5:30 AM unless your work assignment requires or you have obtained permission from the Camp Manager.
6. Practical jokes must be pre-approved by the Camp Manager.
7. Dorm rooms must be kept clean; rooms and personal spaces will be inspected and the floor must be cleared periodically for mopping.

F. ENTERTAINMENT, PHONE, AND TECHNOLOGY

1. All movies/videos must be pre-approved by the Camp Manager and should during approved times and in approved areas—not in the dorms.
2. During normal camp operations, cell phone use is limited (unless approved by the Camp Manager) to the evening hours between 7:30 PM – 10:30 PM, and not during staff devotional times. This also applies to texting. Please keep your usage brief and away from campers and camper areas. Volunteer staff members who do not adhere to this usage policy will be required to “check in” their phones and may only check them out during approved cell phone usage times.



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F. ENTERTAINMENT, PHONE, AND TECHNOLOGY (CONTINUED)

3. We would prefer that you not bring laptop computers to camp. If you must have yours, please limit its use to evening hours and/or with permission of the Camp Manager. Please be away from campers and camper areas. Permission for one instance does not cover the whole week or summer. Permission only covers that one occurrence.
4. The Camp Iroquoina office phone is for emergencies only.

G. CAMP GROUNDS AND PROGRAM

1. No vaping, smoking, or use of any tobacco products.
2. No drinking (alcohol) or using illegal drugs. Camp Iroquoina has a zero tolerance policy regarding alcohol and illegal drug use. If asked, you must agree to submit to drug testing to detect the use of illegal drugs prior to and during your volunteer service. Any use of alcohol or illegal drugs while serving at Camp Iroquoina will result in immediate dismissal.
3. During Boys' Camp, girls must stay out of the cabin areas except on approved business.
4. During Girls' Camp, boys must stay out of the cabin areas except on approved business.
5. You must have a driver's license AND the express approval of the Camp Manager to drive any camp vehicle including, but not limited to, camp trucks, van, tractor, golf carts, and the Kobota UTV.
6. In a case where you have obtained approval from the Camp Manager to drive a camp vehicle, please observe that campers may not be passengers under and circumstance unless you have been given explicit permission from the Camp Manager.
7. If you have children attending the camp program you must limit your interaction and you may not take them away from or out of the program.

H. OUTINGS AND EXCURSIONS

1. All trips or hikes off the camp property must be pre-approved by the Camp Manager; this includes your day- off excursions.
2. Staff under age 18 may not leave the camp alone in cars. On staff night out, driver must be age 19 or older. To drive the Camp highway vehicles you must be 25 or older.
3. When going on outings, groups including both genders must be in-groups of 3 or more. Single-gender groups must be in groups of 2 or more, unless approved by the Camp Manager.