

# Camp Roger Camp Scottie

## Personnel Policies

## Camp Roger Community Covenant

### Preface

Camp Roger is an organization that seeks to encounter and celebrate God's love for his children through experiences and relationships in creation. We seek a world that loves God and appreciates His creation.

The goal of community life at Camp Roger is to work in, serve with, worship with, and *enjoy* a community centered on Jesus Christ. Because those privileges and blessings come with responsibilities that we are called to take seriously, Camp Roger's community covenant is an attempt to set out a shared understanding of how we will try to live as servants of Christ in our professional and personal lives.

Specifically, the purposes of this community covenant are...

- to cultivate a camp atmosphere that encourages spiritual, moral, and personal growth,
- to live our lives together as Christ teaches,
- to remove whatever may hinder us from our calling as a Christ-centered camp community and the practice of our mission, and
- to encourage one another to rely on God's Spirit and to follow his Word rather than the world around us.

While no person can live out this agreement perfectly, by signing it we make clear our intent to live by it both at and away from camp, joining in a compact before the Lord with other members of the Camp Roger community, and admitting our dependence on the power and grace of God. If we do not intend to live under the provisions of this compact, we should not agree to it.

### Belief Statements

Because our unity is rooted in Christ's calling of us, we affirm the teachings of the Christian church:

- There is one true God who is revealed in the Trinity.
  - God the Father made, holds together, and is revealed through His Creation.
  - Jesus Christ restores us from our sin through His life, death, and resurrection.

- The Holy Spirit lives within us, moving us to bear witness to God's love and grace in the ways we act.
- The Bible, inspired by God, is a trustworthy guide for our lives.
- The church is the whole collection of God's people, called and equipped to be His disciples.

## **Affirming Biblical Standards**

We desire to build this covenant on clear biblical standards for Christian character and behavior. Because God's Word guides how we live, we understand that our calling leads us to follow these scriptural truths:

- Christ is Lord over all of life and thought. This includes our time, our possessions, our God-given abilities, and our opportunities<sup>1</sup>;
- We are to love God with our whole being and to love our neighbor as ourselves. Christ-like love should be our motive in all decisions, actions, and relationships<sup>2</sup>;
- We are to pursue holiness in every aspect of our thought and behavior<sup>3</sup>;
- We are called to live in humble submission to one another with loving regard for the needs of others<sup>4</sup>;
- Our bodies are temples of the Holy Spirit, to be treated with honor<sup>5</sup>;
- God wants us to draw closer to him through prayer and meditation on His Word.<sup>6</sup>

## **Living the Christian Life**

We believe that striving to follow these biblical standards will guide us toward a distinctly Christian community at Camp Roger. We are called to live according to the Scriptures.

Followers of Jesus Christ will show the fruits of the spirit, seek justice and mercy for all—especially the disadvantaged, stand up for the dignity of every person as God's image-bearer, pursue unity and reconciliation among all people, and give faithful witness to the gospel, living as people of integrity.

**By contrast, Scripture condemns pride, dishonesty, slander, gossip; vulgar, obscene, or profane language; greed, covetousness, and illegal activities; hypocrisy, self-**

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<sup>1</sup> Deut. 6:5-6; 1 Cor. 10:31; Col. 1:18; 3:17

<sup>2</sup> Matt. 22:37-40; Rom. 13:8-10; 1 John 4:7-12

<sup>3</sup> 2 Cor. 7:1; 1 Thess. 4:7; Heb. 12:14; 1 Pet. 1:15-16

<sup>4</sup> 1 Pet. 5:5; Eph. 5:21; Phil. 2:3-11; Rom. 14:1-23; 1 Thess. 4:9

<sup>5</sup> 1 Cor. 6:17-20

<sup>6</sup> Joshua 1:8, Ps. 1:2

righteousness, and legalism; sexual immorality<sup>7</sup>; and sinful attitudes or behaviors that create disunity.

## **Embracing Camp Standards**

The Camp Roger community seeks to foster the practice of discipleship,<sup>8</sup> requiring wise stewardship of mind, body, time, abilities, and resources on the part all of its members. Responsible Christian living also requires thoughtful, biblically guided choices in matters of behavior and interpersonal relationships.

To do that, Camp has adopted the following institutional standards. These standards embody such foundational principles as self-control, avoidance of harmful practices, the responsible use of freedom, sensitivity to the heritage and practices of other Christians, and honoring the name of Jesus Christ in all we do. It is expected that employees of Camp Roger will adhere to these standards:

- Staff members will strive to follow the example of Christ, putting the values of God's Kingdom over selfish intent.
- Staff members will not use controlled substances, including alcohol, tobacco, and marijuana, when on duty or on camp property. When off duty, staff members will practice moderation and follow all legal guidelines for use of any such substances.
- Staff members will represent themselves and Camp Roger to the rest of the world in a way that reflects their commitment to be followers of Christ, restorers of His Kingdom and supporters of the values of Camp Roger. This applies in social media, in conversations, in appearance, and in any other avenue through which a staff member represents him or herself and Camp Roger.
- Staff members' appearance and dress will reflect their identities as Christians and reflect the values of Camp Roger in message and modesty.
- Staff members will not use language that conveys disrespect or is offensive to others or to God.
- Staff members will seek resolution to conflict with maturity and with a commitment to restoration and unity.
- Staff members will not engage in sexual relationships outside of marriage, and they will not harm others by engaging in pornography, sexual harassment, or sexual misconduct.
- Staff members agree to perform their work responsibilities with integrity and excellence, and to work alongside their coworkers beyond the confines of their stated job descriptions for the good of each other and for the mission of Camp Roger.

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<sup>7</sup> Because Christian interpretations of the Bible's position on same-sex attraction vary, where there are disagreements Camp defers to the teaching and practice of the Christian Reformed Church and its pastoral guidance. With regard to Christians who identify as same-sex attracted, the CRC affirms the use of every person's gifts in the cause of the kingdom and affords all opportunities to serve. The CRC's current stance does not condone acting on same-sex attraction.

<sup>8</sup> Gal. 5:13-14; 1 Pet. 2:16-17

## Conclusion

As the Camp Roger community, we desire to be a covenant community of Christians marked by integrity, responsible freedom, and dynamic, Christ-like love, a place where the name of Jesus Christ is honored in all we do. This requires that each of us keeps his or her word by taking the commitment to this covenant seriously as covenant keepers, whatever pressures we may face to do otherwise. Keeping our covenant may also on occasion require that we take steps to hold one another accountable, confronting one another in love.

*Let the word of Christ dwell in you richly as you teach and admonish one another with all wisdom, . . . And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through Him.*

— Colossians 3:16-17

By signing below, I indicate that I affirm the Belief Statements and intend to live out this Covenant with God's help.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

This covenant was adapted from the Community Covenant of Wheaton College with the permission of the authors.