



Pilgrim Lodge

MAINE CONFERENCE ~ UNITED CHURCH OF CHRIST

Camp Staff Covenant

As a member of the Pilgrim Lodge camp summer staff, I agree to the following standards of conduct in order to keep everyone who participates in the program safe and respected and to further the mission of Pilgrim Lodge:

- 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 PL community
- I will be respectful to, and of, other summer staff members.
- 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 at Pilgrim Lodge or enter the Pilgrim Lodge property under the influence of illegal drugs.
- I will not drink or possess alcohol at Pilgrim Lodge or enter the Pilgrim Lodge 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. When gathered with 1 or more other staff members outside of Pilgrim Lodge, I will not drink alcohol, understanding that I still represent Pilgrim Lodge during those moments.
- I will not smoke on the camp property or during the working hours.
- I will read and abide by the Maine 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 Sunday-Friday if I leave the premises, or make arrangements to return in the morning, with permission from the Director of Outdoor Ministries.
- I will clear visitors with the Camp Director before they come to camp.
- I will be respectful of my cabin mates and allow them to sleep after 11:00, 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 Director of Outdoor Ministries for any camp prank or practical joke, or if he is involved in the prank, the Assistant to the Director. Such acts will not be spirit breaking or involve personal property.
- I will swim only during daylight at the waterfront during supervised times or during daylight with three staff members, one of whom is a certified lifeguard.
- 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 to help resolve the conflict.
- I will work to better myself and to try to grow spiritually.
- I will work to build Christian Community among the summer staff and those involved in the program.

Signed: _____ Date: _____

Director's signature: _____ Date: _____

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

Amended October 2006, April 2009, April 2013