



Pilgrim Lodge

MAINE CONFERENCE ~ UNITED CHURCH OF CHRIST

Camp Staff Standards of Conduct and Community Life

As a member of the Pilgrim Lodge summer staff, I agree to the following standards of conduct and community life to keep everyone who participates in the program safe and respected to uphold the mission of Pilgrim Lodge.

Community

- I will seek to be respectful, friendly and helpful to campers, volunteer counselors and deans and my fellow staff members. I aim to be aware that my attitudes, actions and words impact the entire camp community.
- I will keep safety as my first priority, respect and care for others as my second, creating a fun and wholesome camp atmosphere my third, and efficiency my fourth.
- I will strive to build and participate in a community that upholds the values of Pilgrim Lodge: Love of Creation, Love of Neighbor, Love of Children and Open and Affirming.
- I commit to resolving conflicts with others in a straightforward, honest and deliberate manner. If no understanding can be met, I agree to take the issue to a mutually acceptable third party to help resolve the conflict.
- I will seek to bring curiosity, empathy and openness to my relationships and to engage in programming for staff.
- I will strive to attend to my physical, social, mental, emotional and spiritual well-being while at camp in order to perform the duties of my job and uphold a safe environment.

Relationships

- In community with others, I will seek to engage in healthy relationships and try to get to know everyone on staff.
- I will seek to avoid relationships that are exclusive or spirit-breaking to others.
- I acknowledge that I represent Pilgrim Lodge both when I am at camp and when I am away from camp during my time off. I understand that breaking a law (whether at or away from camp) can result in dismissal from my position.

Life at Camp and Beyond

- I will read and abide by the standards in the Pilgrim Lodge Staff Manual.
- I will read and abide by the Maine Conference's Sexual Harassment policy.
- I will not use or possess illegal drugs (or misuse prescription drugs), recreational marijuana or alcohol at Pilgrim Lodge or enter the property under the influence of illegal drugs, recreational marijuana or alcohol when I return to camp. I will not smoke, vape or use tobacco products on the camp property or during working hours.
- I will be respectful of my cabin mates, our shared space, and respect quiet hours after 11 PM (or before, if requested). I will be mindful of getting enough sleep to be alert and effective during the day.
- I will never engage in sexual activity with campers nor with program volunteers during their time at camp.
- I recognize that, as a member of the summer staff, I represent Pilgrim Lodge and the Maine Conference UCC both while I am working and when I am in public during non-working hours. I will be mindful of my actions and how I represent Pilgrim Lodge.
- I understand that as a representative of Pilgrim Lodge, I must abide by laws during and beyond my work hours at camp.

Assessment of adherence to the Standards of Conduct and Community Life are at the discretion of the Director.

Signed: _____ Date: _____

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