



# 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 and Relationships

- 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.
- I will seek to engage in healthy relationships and try to get to know everyone on staff and to avoid relationships that are exclusive or spirit-breaking to others.
- 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.

#### Life at Camp and Beyond

- I will read and abide by the standards in the Pilgrim Lodge Staff Manual including Abuse Prevention and reporting requirements, the Internet Communication policy and the Maine Conference's Sexual Harassment policy.
- I will not use or possess illegal drugs (or misuse prescription drugs), any form of marijuana (for medicinal or recreational purposes), or alcohol at Pilgrim Lodge. If I have consumed any of these substances in any volume, I will not return to the property until the following day and I will ensure that I am alert and not under the influence of substances when I return.
- I will not smoke, vape or use tobacco products on the camp property or during working hours.
- I will never engage in sexual activity with minor-aged campers. I will never engaged in sexual activity with adult 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 breaking a law (whether at or away from camp) can result in dismissal from my position.

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.