

STAFF CONDUCT POLICY

The purpose of this staff conduct policy is to articulate for our supporters, parents and guardians, volunteers, and permanent staff members, the standards and principles of Camp Hermosa Incorporated that express loving faithfulness and service to Christ and our campers as a condition of working at Camp Hermosa. Amongst others, our Ministry involves serving children and youth, and we wish to ensure that our staff bring with them the high standards of conduct and integrity needed that are in line with the principles outlined in the Bible.

Purpose and Objectives:

Camp Hermosa Incorporated is a charitable religious organization that exists to enhance the Christian experience of children, youth, families and adults and make possible a time for decision making concerning Christianity.

The following are requirements which are expected from all our staff.

1. All staff members are required to accept and adhere to the purpose and objectives of the Camp.
2. All staff members are required to agree and adhere to the Statement of Faith which follows. Volunteers and paid staff must have come to a point in their lives when they have chosen to believe these statements and accepted the Lordship of Jesus Christ in their lives as the one and only way of salvation from sin.
3. All staff members need to exhibit in their personal lives the spiritual disciplines needed to maintain and promote a relationship with God: such as prayer, bible study, and sharing their faith and beliefs with others. These disciplines are essential to effective service.
4. Permanent Staff are required to participate in staff prayers, group and personal devotions as an expression of commitment to Christ.
5. In their relationship with each other, staff members are required to tell each other the truth in love and to maintain honest, mature and responsible interactions and not to gossip.
6. All staff members are required to adhere to a staff curfew, regardless of age or position, and any established code of behaviour established by the Board of Directors or the Camp Manager (or designate).
7. All staff members are encouraged to restrict the use of non-Christian media, including all forms of electronic media and printed materials, while on Camp property.
8. In their relationship with children/campers, staff members are required to exhibit Godly love, and respect and to treat each camper, fellow staff member and volunteer with dignity, teaching only those principles outlined in the Bible, under the direction of the Camp Manager.

9. All staff members are required to conduct themselves, at all times, in a manner consistent with Biblical principles, without limiting the generality of the above. Examples of inappropriate lifestyles deemed by the Camp Manager, or upon appeal and in exceptional circumstance, the Chair of the Board of Directors of Camp Hermosa Inc., to be contrary to the teaching of Jesus Christ and His followers as recorded in the Bible .

These include, but are not limited to:

- use and abuse of alcohol and non-prescription drugs**
- use of pornographic material**
- theft or fraud**
- lying, deceit and dishonesty**
- commission of criminal or quasicriminal offences**
- breach of trust or confidence**
- abusive behaviour**
- sexual assault/harassment**
- extra marital sexual relationships**
- promiscuity or lewd behaviour**
- pre-marital sexual relationships**
- homosexual relationships**
- occult practices**

Camp Hermosa Incorporated, through its Board of Directors, does not accept conduct on the part of any of its staff members as outlined above. Such conduct or evidence of such lifestyles may be just cause for refusal to accept the services of a staff member or dismissal from duty.

I have read the Camp Hermosa Staff Conduct Policy and I acknowledge that a term and a condition of lending my services to Camp Hermosa Incorporated is that I adhere to the requirements and conditions as set out in this Policy.

Signature of Applicant

Date (Day/month/year)

**Signature of Parent or Guardian
(for those under 18 Years)**

Date (Day/month/year)

STATEMENT OF FAITH

- 1. We believe in one God, eternally existing in three persons: Father, Son and Holy Spirit.**
- 2. We believe that Jesus Christ was conceived by the Holy Spirit, was born of the Virgin Mary, was true God and true man existing in one person and was without sin. We believe in His sacrifice on the cross, His bodily resurrection, His ascension to the Father, his present life as Lord of all, High Priest, and Advocate, and His personal return in power and glory.**
- 3. We believe that the Holy Spirit indwells and gives life to believers, enables them to understand and apply the Scriptures, empowers them for godly living, and equips them for service and witness.**
- 4. We believe the Scriptures of the old and new testaments are the inspired word of God: fully trustworthy and the final authority in all matters of the Christian faith and life.**
- 5. We believe that each member of the human race is fallen, sinful and lost; that the shed blood of Jesus Christ provides the only way for forgiveness of sins and justification to all who receive Him by faith; and that only through Jesus Christ can we become children of God.**
- 6. We believe that the one, holy, universal church is the body of Christ, composed of all redeemed people. This community worships God and seeks to proclaim the Good News to all people.**

I have read and agree with this “Statement of Faith” and agree to teach only what is included herein while a staff member with Camp Hermosa Incorporated.

Signature of Applicant

Date (day/month/year)

**Signature of Parent or Guardian
(for those under 18 years)**

Date (day/month/year)