

Camp Policies



Camp Policies

CDO is a professional organization where trust is paramount and kid's lives are our responsibility. Deliberate deviation from policies will have consequences and will jeopardize chances for future times of service, or a good reference report to other organizations. YOU are responsible for upholding all the camp policies.

Staff Responsibility

One of the successes of the Camp David Ministry over the years has been that we give Christian young people high levels of responsibility trusting that they will step up to the task.

Valuing this trust, many of the young people who have served here have exceeded our expectations and built their own confidence in who they are and **what they can do with Christ's help. Older Volunteers have often said that the young people who serve here at camp are some of the most responsible and caring young people they have met.**

You have been chosen to be on staff this summer because we trust that you will value and protect the level of trust and responsibility we give to you. With that said we all make mistakes. We understand mistakes and it is important in maintaining trust that you take the responsibility of *cleaning them up.

Your responsibility is first of all to lead yourself. Over the years we have had many things go wrong which have resulted in trips to the emergency room, law suits, camper fights, angry moms, and campers or staff being sent home.

Our Policies and Standards have been created not just to avoid these undesirable results but to make sure each camper and staff person has the most life-giving camp experience possible.



***Mistakes are like dropping a can of paint. Responsibility is asking who did I get paint on and how do I clean it up?**

Why do we have policies?

To be able to carry out our mission!

Remember these Core Values:

1. Passion for God
2. Live with Integrity
3. Strive for Excellence
4. Respect Others
5. Be a Team Player
6. Show Compassion

Grace Card - The leadership here at camp would like **to give each staff person a "GRACE CARD". At any time you feel you have been treated unfairly or given a consequence unjustly, you are free to discuss it with the person over you with no fear of retribution. Just say, "I would like to use the "Grace card." The Leader over you will listen, take notes, and then get back with you about the final decision at a later time after they have been able to talk their higher up. The consequence may not change but we want you be heard.**

HR Policy

When there is a violation of a policy there are four possible outcomes: a verbal warning, a written warning, a final warning, and a dismissal. Depending on the seriousness of the violation there will also be a consequence that follows.

You should know...

Any behavior or activity opposing camp policy or causing a negative reflection on CDO or our Christian witness will be dealt with firmly and fairly, with possible punishment and/or dismissal from our staff.

Forfeit free time means that you will work during your free time. We have a list of Extra Work Projects from digging trenches, to picking up rocks in the field, to cleaning; that your director can assign to you.

Leave and Permanent Dismissals

On rare occasions, for the safety of all involved, a staff member may be asked to leave camp while facts are being gathered. These may include accusations about Child Abuse, Sexual Misconduct, or Safety Violations.

When a staff member is dismissed, a director will go with them while they gather their belongings and leave the camp premises. Bad mouthing the Leadership or their decision is unacceptable. Food and lodging will end with staff dismissal.

CDO version of Colossians 3:22-25

“You staff must always obey your earthly leaders, not only trying to please them when they are watching you but all the time; obey them willingly because of your love for the Lord and because you want to please him. Work hard and cheerfully at all you do, just as though you were working for the Lord and not merely for your leaders, remembering that it is the Lord Christ who is going to pay you, giving you your full portion of all he owns. He is the one you are really working for. And if you don’t do your best for him, he will pay you in a way that you won’t like—for he has no special favorites who can get away with shirking.” (TLB)

Discipline Zones:

Yellow ZONE
Blue ZONE
Red ZONE
Fire ZONE

The ZONES for Discipline help to understand what will happen when there is a violation, and help to separate **“telling of ghost stories”** from **“sexual harassment”**. The first can have a warning and the second cannot.

CORE VALUES vs. ACP

In holding each other accountable, our goal is to uphold the core values– not a spirit of judgement calling out **“ACP” violations (Against Camp Policy) continually**. We are all one team with the goal of honoring God!

Responsibility

Be dependable

Hold yourself accountable

Do the right thing

Apologize when you make a mistake

Do your best work

Complete what you set out to do

Integrity

Yellow Zone –Camp Policies & Consequences

Yellow Zone Violations – Receive verbal warning from fellow staff or leaders!

Do not:

- Disrespect others- campers, staff, leaders, authorities, and differences.
- Disrespect property: food throwing, tormenting wildlife, misusing equipment, etc.
- Use put down jokes, i.e. jokes about ethnicity, family, education. Our goal is to value others.
- Compare one person with another, especially a camper.
- Use slang - our goal is to be an excellent example for our campers in our speech.
- Tell ghost stories of ANY kind.
- Wear clothing that violates the dress code (**If you're not sure– ASK!**)
- Draw on bodies.
- Leave lights and fans on, windows open with air conditioning running. Help us keep the utility bill in check.
- Blur gender lines– such as guys painting their nails, or anything that blurs the gender lines.
- Glorify sin. **Your sin, other's sin–** past, present, future.
- Talk about romantic matches between staff, or campers and staff. This detracts from our focus.
- Use denominational dogma- NEVER cut down other religious faiths or denominations at camp.
- Pair off or join cliques (gangs, clans, peeps, homies); this detracts from community
- Bring edgy books ie, secular romance novels, Harry Potter books, etc. These distract from growing in God.
- Bring movies rated higher than PG including at camp on the weekends, unless they have been cleared by the Camp Director.
- Play secular music out loud at camp- only Christian or instrumental music, unless pre-approved by the Camp Director.
- Fail to fulfill your responsibilities.



If you witness another staff violating a Yellow Zone policy, you are responsible to remind them of our goals. If they listen and change, no other action on your part is required. If they continue to break policy, notify their director. Failure to do so will result in a Yellow Zone Warning for you!

Blue Zone –Camp Policies & Consequences

Blue Zone– Go Over Incident Report with your Leader, clean up your mess, and serve free time work project.

Do not:

- Repeat Yellow Zone Violations
- Use profanity
- Spread gossip. This damages camp community.
- Set up or participate in pranks that cause pain or humiliation.
- Cause disruptions in the camp program. this affects almost 100 people!
- Be late to Activity, Meeting, or Chapel or not participate in the chapel time (unless special permission was by your leader).
- Violate Safety Procedures– ie: 4 wheeler use, archery activity, swimming procedures, or any other manual procedures.
- **Use Supplies that don't belong to you**- including food from the kitchen without permission from the PIC
- Bully.
- Use negative or derogatory comments **concerning food, program, staff or director's decisions/rules** (except through proper channels) (*Ex: "I can't stand this rule..."*)
- Participate in letter writing, gift giving, or other displays of affection between guys and girls
- **Use "Potty humor"** - no bathroom chants, cheers, noises, expressions or anything of the kind. No jokes or threats about swirlies. Absolutely nothing relating to bathroom; either for discipline reasons, humor, or play.
- Yell at campers in frustration– Keep your voice and tone calm and controlled.
- Use electronics outside of free time: These electronics include (but not limited to) laptop computers, ipods, ipads, MP3 & CD players, Kindles, gaming devices, ear buds, etc. Computers are only to be used in designated areas during free time.
- Repeat failing to fulfill responsibilities



If you witness another staff violating a Blue Zone policy, you are responsible to remind them of the policy. If they listen and change, no other action on your part is required. If they continue to break policy, notify their director. Failure to do so will move YOU into the Blue Zone.

Red Zone –Camp Policies & Consequences

Red Zone– Final Notice filled out with Leader. Clean up your mess. Free time work project, plus any other listed consequences.

Do not:

- Repeat Blue Zone violations.
- Use your cell phone outside of free time: Any staff member found/seen using their phone during camp time (*without special camp director approval*) will have their phone confiscated till the end of the week. NOTE: Cell phones are ONLY allowed to be used during designated staff free time. Wear a watch so you can keep track of time!
- Participate in hazing initiations, dares, or other humiliating games
- Get piercings, tattoos or other procedures during camp that require special care. Staff should wait until the weekends if they want to get hair cuts.
- **Cut camper's hair or alter campers hair styles** (take out braids) without parents permission.
- Cause destruction to camp property. Participants will be required to clean up any mess, and pay full restitution.
- Make sexual innuendoes/come-ons of ANY kind– No gay/lesbian comments, cross dressing, language slurs, sexual motions, jokes, Etc. **It's NOT FUNNY!**
- Fail to supervise your campers during your assigned times.
- Have outbursts of anger towards campers or staff.
- Be alone with camper



These are safety violations. If you witness another staff violating a Red Zone policy, you are responsible to notify their director. Failure to do so will move YOU into the Red Zone and place you at legal risk for negligence.

Fire Zone –Camp Policies & Consequences

Fire Zone– Dismissal Report will be filled out with your leader and the Director. These are serious offenses that result in dismissal from staff.

Dismissal From Staff:

- Multiple red zone violations
- Leaving camp during the week without special permission, skipping activities, or quitting on jobs.
- Anything that jeopardizes the safety of a staff member, camper, or yourself.
- Insubordination
- Any tobacco, pornography, alcohol or drug possession or use INSIDE or OUTSIDE of camp (including week-ends). These are tools of a abuser.
- Romantic attachments with campers– including support staff and senior campers.
- Sexual misconduct or child abuse, this can include entering a cabin of the opposite sex.
- Threats of quitting, destroying property, or violence.
- Being arrested, or falsehood in the application process will result in instant dismissal.

*All illegal activity will be reported to the proper authorities



These are safety violations. If you witness another staff violating a Fire Zone policy, you are responsible to notify the Camp Director. Failure to do so will move YOU into the Fire Zone and place you at legal risk for negligence.

Camp Policies— Touch/Talk/Territory Child Protection

It is of utmost importance that we give no grounds for false accusations. Because of the staggering amount of sexual abuse in America, there are severe life-long penalties that can affect an innocent childcare worker. All affection demonstrated toward our campers must be in the light and with others around. The potential for being accused is much greater when you are in the dark or alone with a camper. Staff must be above board in their conduct with each other also.

Touch

Touch is powerful when used appropriately but can have strong negative effects when used inappropriately.

Appropriate Touch

1. Handshakes, fist bumps, high-fives
2. Side hugs
3. Arm around the shoulders
4. Pats on the back
5. Carrying small campers piggyback
6. Short A- frame hugs (same gender only)

Inappropriate Touch

1. Private back rubs, arm tickles, massages, etc.
2. **Don't touch private parts! Not even to remove ticks or for any other reason!!**
3. **We don't touch kids in anger or disgust**
4. No frontal hugs with the opposite sex
5. Never touch kids in the areas that are normally covered by a bathing suit.
6. Kissing, long frontal embraces or other sexual touching
7. Director has final say on what is inappropriate touching. .

Talk

Verbal praise is very powerful. Just as negative talk and language can cause negative effects such as pain, and wounds in a person's life.

Appropriate Talk

1. Verbal praise for achievement of behavior
2. Verbal encouragement
3. Biblical teaching and training
4. Grace-filled correction
5. **Talking about God's amazing creation—** ie. stars, frogs, and plant life
6. Solve math equations or discuss new scientific discoveries
7. **God's work in your life**

Inappropriate Talk

1. Comparisons or critiques relating to physique or body development
2. Sexual jokes, homosexual innuendo, or bathroom humor
3. Swearing or vulgar language
4. Verbal harassment or abuse
5. Individual secrets or special gifts
6. Sexual coaching or conversation
7. Corporal discipline or punishment
8. Complaining, guilt tripping kids to produce desired action
9. No joking about inappropriate camper contact!!!

Camp Policies– Child Protection Continued

Territory

Verbal praise is very powerful. Just as negative talk and language can cause negative effects such as pain, and wounds in a person's life.

Appropriate Territory

1. Public (others can see you!) one-on-one interaction
2. Group or public environments
3. Allowing others personal space
4. Changing in a private place, not in front of other campers or staff

Buddy System

CDO uses the buddy system. The buddy system is designed so that you have another staff person with you in questionable situations. Ex: young child going to the

Accountability (360 degree supervision)

As a staff person of CDO, you are to keep yourself and other staff accountable to these policies. If you see any infraction or have concern, you should immediately report them to the Camp Director, or CDO Board member. In this 360 degree model we are all responsible for what happens to CDO campers and staff and how we conduct ourselves while at camp (and elsewhere).

NO GANG IMITATION of any kind!!! This includes (but is not limited to) hand signs– throwing signs and bandanas. We cannot stress strongly enough that camp is an environment that is to be totally free of gang influence!!

Color- **white kids are called "White" and black kids are called "Black" (not African American– they are all Americans!)** NO ONE is allowed to call each other "Nigger."

Ghetto– We will never refer to our kids as ghetto. Not even in joking. Even if they refer to themselves as ghetto.

Inappropriate Territory

1. Private one-on-one interaction (buddy system)
2. Entering cabins of opposite sex (buddy system)
3. **Lying or sitting (day or night) on a camper's bed whether the camper is there or not. No staff member will ever sit on a camper's bed when main cabin lights are out. For late night talks, sit on the front porch/steps to the cabin, or in a public seating area.**
4. Invading personal space
5. Entering private places where campers are changing, using the bathroom, or showering
6. Single-out campers or special treatment
7. Streaking, skinny dipping, nakedness, etc.

Choking Game Policy

Camp David of the Ozarks recognizes the game commonly referred to as the **"Choking Game."** The Dylan Blake Foundation for Adolescent Behaviors states the Choking Game is played both in groups and by a single child. The object of the **'game' is asphyxiation, as in, to apply pressure to restrict oxygen and/or blood flow to the brain of the victim therefore creating a desired 'floaty', 'tingling', or 'high' sensation. The 'high' are the cells of the brain seizing and beginning the process of permanent cell death. When the victim becomes unconscious, the pressure is released and the secondary 'high' of the oxygen/blood rushing to the brain is achieved. Common side effects can include Bruises/concussions, Broken bones, Seizures, Brain Damage, Retinal hemorrhaging, Stroke or even DEATH.**

CDO neither allows nor endorses any activities that involve or relates to the choking game by or amongst any camper or staff person while at or representing CDO. CDO believes that the choking game, and the consequent risk to physical harm or **death, defies God's moral law on the value of human life.**

Therefore, any staff member(s) engaged in or enabling any acts of the Choking Game will be dealt with to the full extent of **CDO's disciplinary measures.**

Camp Policies—The Gospel

Adherence to these Standards of How We Share the GOSPEL are not optional. This is the most important Policy at CDO, and if you witness other staff sharing teaching that is outside our policy, please report it immediately.

Interdenominational Policy

Staff at CDO come from a variety of church backgrounds. As a staff person you may witness different worship, prayer, and expressions of faith than you are used to. While you can have discussions about these differences, you need to understand that the discussions should NOT take place around the campers as they can become very confused.

Here are some denominational differences that we will not teach or publically practice at camp:

- A works based faith- ***“You are saved only by what you do”***
- Love wins- ***“everyone is saved regardless of faith or the life they live.”***
- The practice of repeated salvation. If a camper says, ***“Oh yeah, I got saved last year. I want to do it again this year.”*** We would encourage the camper to re-dedicate their life to God again, but not become re-saved.
- The observance of the saints: St. Peter, Paul, etc.
- The observance of Mother Mary, or use of the rosary.
- Prosperity Gospel: ***“God owes us financial wealth in this life.”*** The belief that physical riches are directly related to spiritual maturity.
- Prayer for dead relatives.
- End time beliefs-these are very diverse and confusing
- **Talking to spirits: telling the Devil what he can & can’t do,** casting out demons.
- Praying in the gift of tongues and prophecy
- Infant baptism- we DO encourage campers that were baptized as an infant to be re-baptized to publically show their personal decision to follow Jesus.

Presenting the Gospel

Your first presentation of the Gospel with the campers is YOU. When they see Christ in you they will want to know more. **This is not to say that you won’t sin in front of them at camp.** But when you realize you have sinned, had a wrong attitude, or said something in a wrong way; be quick to admit you were wrong and ask for forgiveness.

Bring Clarity

In the same regard, it is important that we are thorough in sharing what we believe rather than just hinting here and there. There are thousands of beliefs about what God is like, what happens after death, and what is right and wrong. Your

part is to show the campers what the Bible says about these things. Get them reading their Bibles so they can know for **themselves what the Bible says. Don’t use religious phrases like, “Ask Jesus into their heart”, “Be born again”, “Get saved”, or “Redeemed”** without explaining what they mean.

Ask Questions

As you show them Bible verses, ask them the question, **“What does this verse say to you?”** This helps them own the truth. Ask them many questions about salvation before praying a sinners prayer with them.



Remember These Points

We encourage using the WORDLESS book to share the Gospel. As you share the plan of salvation, it is important that you cover these points:

- Sin- The fact that we are all sinners is covered in the Ten Commandments Ex. 20 and in Matt. 5-7.
- The consequences of sin is in Rom 6:23 -death and hell
- **God’s gift of eternal life through Jesus Christ is in** Romans 6:23, and John 3:16
- **The fullness of God’s gift through Jesus Christ includes** being born into the family of God.

In sharing that gospel it is important that they first understand they are sinners and the consequences of their sin is death.

Making a Decision

Our goal is not to get a whole lot of decisions for Christ at camp, per say. But rather to introduce them to Jesus and the exciting Good News of what He has done. Whether or not they believe and receive the gift is a work of God in their hearts.

- **Our goal is not for them to pray a prayer “just in case the gospel is true,” but for them to believe in the Son of God and be convinced that He is the only way.**
- **We will NEVER use fear tactics (“end of the world”/ HELL/etc.) or pressure to get a kid “saved.” The Holy Spirit is the only one who draws a child’s heart and gives a heart conviction.**
- Do not argue. Sharing the gospel is not an argument or debate. It is simply sharing your faith in the Bible, and sharing what the Bible says.

Appearance— Policies

The Appearance Standards of CDO are intended to create a **professional, well-groomed staff image**. Some standards are for **consistency** and unity, others for **modesty**, and other standards are for **safety and cleanliness**. The Appearance Standards are NOT meant to be a measure of spirituality or maturity. Please do not take these standards as an attack on your personal expression or character.

General Appearance Standards:

- Modesty: Our goal is to be modest at all times in our clothing choices and conduct.
- Everyone is expected to maintain good hygiene including showering often and brushing teeth daily. Staff should keep their appearance groomed and neat each day.
- Nudity at camp is unacceptable -including during sleeping. Shower time is to be as modest as possible-keep covered with a towel!
- Athletic shoes (example: sneakers or sport sandals) are required for staff during their daily times of service. Free time footwear is more relaxed (can include flip-flops), but no bare feet.
- No underwear showing, no sagging pants, holey t-shirts, words on backsides or rolling over waistbands.
- Piercings and Tattoos must be in moderation, and immodest or evil looking tattoos must be covered.

Guy's Standards

- **NO "Speedo" swimsuits** allowed. Swimsuit shorts should fit snugly at waist so they stay up in the pool!
- Guys should keep their shirts on when attending meals, social events, worship services, and wherever females are present. Exception- during swim times, and approved field games guys can go shirtless.
- No short athletic shorts, or tight t-shirts.

Girl's Standards

- Modest Swimsuits are required: swimsuits must cover the midriff with no cleavage showing. No high cut legs, no cut-outs or mesh swimsuits. Girls must wear a T-shirt over their swimsuit when walking to the pool and back.
- Leggings can be worn under shorts or skirts.
- No short shorts— shorts must easily come to fingertips when your arms are at your sides.
- No bras showing— no straps at shoulders or bras showing under the arms.
- No spaghetti strap tops, no cleavage, and no midribs showing (even when arms are raised).

NOTE: The Camp Director will make all final decisions if the suitability of clothing, body jewelry, or tattoos is brought up.



Our **GOAL** is to have a **PROFESSIONAL** Camp Staff Image!! Our appearance should not be distracting, sloppy, or confusing. We want to appear trustworthy to camper's parents.



Appearance— Standards For Men



NOT ACCEPTABLE

Hair & Beards: No scruff! Keep beards neat and trimmed— not long and straggly. No wild dreads or crazy haircuts. Longer hair should be worn in a neat pony tail.



No tight athletic shirts or short shorts!!



Pull those pants up boy!



No wide arm-holes, or A-shirts



ACCEPTABLE

Examples of sleeveless shirts:



Loose-fitting, longer shorts are perfect!



Appearance— Standards For Women



NOT ACCEPTABLE



NO spaghetti straps, holey tshirts, or knotted shirts that pull up.

NO tight pants, rolled over waistbands, or words on backsides!!



NO short shorts or short athletic shorts!

No bikini swimsuits, or swimsuits with openings or mesh; no high cut legs, or low fronts.



ACCEPTABLE

Keep hair clean and groomed. Dreadlocks should be kept back and not long and lose. Easy hairstyles are best for summer camp life!



Sleeveless shirts must have a shoulder strap width of 3 fingers.

No cleavage showing..

All shorts must come EASILY to your finger-tips— NO short shorts!!

Skirts should come at least to 2" above the knee, and should be worn with shorts underneath if they are real blowy.



SWIMSUITS

Appearance— Extra Standards

NOT ACCEPTABLE Shoes

Do you see the shoes?
Neither do we!



No water shoes during regular camp!

Flip-flops are ONLY acceptable when you are:

1. On Freetime
2. Walking to the Pool or shower house



ACCEPTABLE Shoes



Sneakers or athletic sandals are great! Athletic sandals need to have a front and back strap.



The BEST Choice for Girl's earrings: STUDS not DANGLES!!



Studs or pearl earrings are much safer to wear at camp than long dangle earrings!



WRANGLERS must pack boots and jeans!!!



Camp Guests Policies

Do you have a family member that is going to be passing by while you are serving at camp?
Perhaps your pastor or friends want to see the camp in action?

Who are our Guests

There are people from our community, former staff, ministry partners, and parents that are excited about camp and want to see camp in action first hand.

Procedures for Guests

Guests are welcome at Camp David, but will need to be cleared with the Assistant Camp Director prior to their arrival, with the details of when they arrive and whether they are staying for a meal, clearly stated. Guests will log in on a check-in/ out form, and GUEST nametags will be issued. Each guest will need to respect camp rules and participate in the camp schedule during their visit. Guests are NOT allowed to take photos of campers.

Visiting Times

Scheduled visiting hours are from 4pm to 7pm, and the preferred night to invite guests is on Thursday night, as they can stay until 8:30pm to be part of the Campfire Awards time. Exceptions to these times can be arranged with the Assistant Director.

Recognize Guests

It will be pretty easy to recognize guests as they will not have a staff shirt on, or be wearing an apron. If you see a person on camp grounds that LOOKS like they might be a guest and is NOT wearing a guest name tag, please pause in what you are doing and *greet the guest. Then escort the guest to the Camp Office to get checked in **and receive a visitor's tag. Do not let them walk around camp by themselves. It is your job to make sure they get to the office.** *This does not apply to counselors— they must stay with campers at all times, unless they are on free time.

Example of Situation:

3 people walk up to Fort Turley during morning rotations w/o name tags on.

Staff: (engages group with a smile) "Hey, how are you folks do'n today?"

Person 1: "Good." (Looks away and keeps walking.)

Staff: (keeps up with them walking) I'm Jason and I'm part of the team here at Camp David. Did you have an appointment with the camp director?

Person 2: "No, we are friends of Samantha's and wanted to see what she was doing here."

Staff: "Great, I'm sure she'll be excited to see you. Let me take you to the camp office first to get you checked in."

Person 2: "Oh no, you don't have to do that, we won't be long."

Staff: "It won't take long at all. And we will have a staff person let Samantha know you are here and she can show you around. Come on now and follow me to the office."

Note: Notice how the staff person didn't ask the guest if they wanted to check in. The staff member offered it with authority, without being over-bearing. Checking in and having an escort is a must for anyone who is not staff.



Camp Policies– Facebook and Social Networking

In general, Camp David of the Ozarks views social networking sites (e.g. Twitter, Facebook, etc.), personal websites, and weblogs positively and respects the right of staff to use them as a medium of self-expression. Readers of such sites or blogs will view the Camp David staff person as a representative or spokesperson of the camp. In light of this, our camp policy states that staff must follow the following guidelines when referring to the camp, its programs or activities, its campers, leaders, volunteers, and/or other staff, in a blog or on a website:

- Staff must be respectful in all communications and blogs **related to or referencing the camp, it's campers, and/or** other staff and volunteers.
- Staff must not use obscenities, profanity, or vulgar language.
- Staff must not use blogs, or personal websites to disparage the camp, campers, or other staff of the camp.
- Staff must not use blogs or personal websites to harass, bully, or intimidate other staff or campers. Behaviors that constitute harassment or bullying include (but are not limited to) comments or images that are derogatory with respect to race, religion, gender, sexual orientation, color, or disability; sexually suggestive, humiliating,

- or demeaning comments; and threats to stalk, haze, or physically injure another staff person or camper.
- Staff must not use blogs or personal websites to discuss engaging in conduct that is prohibited by camp policies, including, but not limited to, the use of drugs or alcohol, sexual behavior, sexual harassment, and bullying. Exception– while dating is not allowed at camp, you are free to pursue romantic relationships with other staff members after camp.
- Staff must not post pictures of themselves involved with activities that are immoral or that could cause a young camper to turn away from following God. This could include pictures of staff persons drinking alcohol, gambling, or photos that are sexual in nature.
- Staff should not create new staff Facebook groups with the Camp David name– Camp David will invite staff to be part of a closed group under the Staff Ministry leader's supervision. **Any other group must come up with** their own name and not be associated with the camp.
- Staff websites or blogs must not link to any site or blog that does not meet these requirements.
- Staff are encouraged to use their social networking as a means to encourage others in living the Kingdom Way!

Camp Policies– MAKE IT FUN!

Having fun is an important part of camp! Fun is more about what you are thinking than what you are doing, so look for ways to make whatever you're doing a blast!!!



Some fun things are:

- Naming the awesome food you are serving
- Singing as you wash the dishes
- Leaving fun encouraging notes!
- Introducing your friends with cool titles
- Making your work project a competition
- Creating cool hand greetings
- **“Fighting” for the tough jobs**
- Thanking God for the rain and the heat!