

Camp Judson Summer Staff

Statement of Community Standards

The Camp Judson Summer Staff is a community where individuals join together to share the love of Jesus with others, grow in relationship with Christ, and learn how to lead.

The following are the expectations that help us live together and fulfill our mission together. We acknowledge that it is impossible to create expectations that fully satisfy every member.

Nevertheless, certain expectations bring order to community life. When individuals join our Summer Staff Team, they freely and willingly choose to take upon themselves the responsibilities outlined in this statement.

Foundational Beliefs on Christian Relationships and Community

1. Loving God and being accountable to Him are the primary motivations for Christian relationships and behavior.
2. The Bible is our authority; it provides the essential teachings and principles for personal and community conduct.
3. God, through the Holy Spirit, places in every believer the inner resources and attributes to minister to others through supportive relationships.
4. Camp Judson Staff are committed to Christ. Volunteers are either committed to Christ or at least sympathetic with a Christian perspective and desire to serve in an evangelical Christian context.
5. Healthy relationships with others are valuable, and we live in a community where we depend on and are accountable to one another.

Biblical Responsibility for Building Community

1 John states: "We should love one another. This is how we know what love is: Jesus Christ laid down His life for us. And we ought to lay down our lives for our brothers...let us not love with words or tongue, but with actions as in truth. Since God so loved us, we ought to love one another. Whoever loves God must also love his brothers" (1John 3:11-16, 18; 4:11, 21 NIV).

In order for growth to occur, we have identified the following specific expressions of love for building healthy relationships and community:

1. Building Up One Another

- a. Each member of our staff community is expected to strive consciously to maintain relationships that support, encourage, and help others. "We who are strong ought to bear the weaknesses of those without strength and not just please ourselves. Let each of us please his neighbor for his good, to build him up" (Romans 15:1-2 NIV).

2. Making Allowance for One Another

- a. We are responsible to support those experiencing grief, discouragement, illness, tragedy, and other personal trials.
- b. Expressions of bearing one another's burdens include comfort, consolation, encouragement, and intercession.
- c. Difficulties in relationships can occur because of our humanness. In such cases we are to respond as Scripture states: "...clothe yourself with compassion, kindness, humility, gentleness, and patience. Bear with each other and forgive whatever grievances you may have against one another" (Colossians 3:12 NIV).

3. Speaking the Truth in Love to One Another - Speaking the truth to each other in love can strengthen our community.

- a. We can often resolve problems of relationships and behavior by constructively confronting one another in the appropriate spirit. If the welfare of the one confronted is paramount and if the confronter acts in love, growth can result. We believe healing broken relationships is necessary

for healthy community. "...and He (Christ) has given us the ministry of reconciliation...and He has committed to us the message of reconciliation" (II Corinthians 5:18-19 NIV).

- b. We recognize that direct confrontation is not always possible or helpful in some cases, such as raising a matter of harassment, discrimination, assault or other illegal act to a Year Round member of the Camp Judson Staff and have reporting policies in place for those situations.
- c. Implementing the above expressions of love in relationships requires sensitivity to others and continual effort. It also requires that we love others as we love ourselves. Relationships of this quality enrich our lives and community, honor God, and assist in meeting the goals of Camp Judson.

Behavioral Responsibilities

Members of the Camp Judson Summer Staff community voluntarily commit themselves to the following standards of behavior. This commitment results from the conviction that these standards serve the good of the individual as well as the total community.

1. **Attributes of the Heart-** Scripture teaches that certain attributes are available to all individuals through the Holy Spirit.
 - a. These attributes include "love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. Against such things there is no law" (Galatians 5:22-24, NIV). This "fruit of the Spirit" is to be sought, nurtured, and demonstrated in our relationships.
 - b. In contrast to encouraging these positive attributes, Scripture condemns such things as greed, jealousy, pride, lust, needless anger, an unforgiving spirit, harmful discrimination, and prejudice.
2. **Prohibited Behaviors** - Scripture prohibits certain behaviors and community members should avoid them. They include backbiting, cheating, dishonesty, drunkenness, gossip, immodesty of dress, lying, occult practices, profanity, sexual promiscuity/immorality, theft, and vulgarity.
3. **Submission to Civil Authority** - In keeping with Scriptural admonitions to bring ourselves under the authority of government, members of the Camp Judson Summer Staff community are expected to uphold the laws of the local community, the Commonwealth of Pennsylvania, and the nation, except for those rare occasions in which obedience to the civil authority would require behavior that conflicts with the teaching of Scripture.

Community Freedoms

These freedoms are not presented as absolutes or as an index of Christian spirituality, but rather as expectations of this community. Because of the importance of trust in and responsibility to one another, violations of these standards are seen as a serious breach of integrity within the community.

1. **Freedom to Worship Christ Together** - Corporate worship, prayer, fellowship, and instruction are essential for our community. Summer staff members are expected to attend vespers and Sunday worship. Regular attendance signals a mature response to our community goals.
2. **Freedom to Observe a Day of Rest-** Members of the community are encouraged to observe a day of rest on a weekly basis as a day set apart for rest and spiritual renewal.
3. **Freedom from Destructive Words or Actions**
 - a. Consideration of others and standards of respect, civility, and good taste are important to Camp Judson; all activities should be guided by this principle.
 - b. Any kind of demeaning gesture, threat of violence, hate language or physical attack directed toward another person will not be tolerated.
 - c. Vandalism or theft of property is also not acceptable.
 - d. Pornographic materials are not to be used, possessed, or distributed on or away from camp as they dehumanize others.
4. **Freedom from Substance Abuse** - As Christians we believe that life is full, abundant and free in Jesus Christ. Therefore, we abstain from whatever damages, destroys, or distorts His life in us. Illicit drugs are prime offenders. The abuse of alcohol, tobacco, and marijuana products can have equal or greater destructive effects.

- a. While serving with Camp Judson Summer Staff, staff members will abstain from the consumption of alcohol, tobacco, vaping, marijuana products, the use of illegal drugs, and the use of prescription drugs not authorized by a physician.
- 5. **Freedom of Purity** - Guided by the historic church's understanding of sexuality and marriage as interpreted through Scripture and tradition, Camp Judson believes that:
 - a. God created male and female in God's own image;
 - b. the gift of sex is reserved for marriage between one man and one woman;
 - c. members of our community should therefore abstain from premarital, extra marital and same-sex sexual relationships.
 - d. In all issues of purity, we have a corporate responsibility to be God's agents of transformation as we learn to live a Christian life that is wholesome and pure.
 - e. The Camp Judson Summer Staff expects its members to apply scriptural standards of discretion and discernment and to be sensitive to the leading of the Holy Spirit.

Staff Handbook

Compliance with day-to-day policies and procedures of the community is expected from all members. These routine items are listed in the Staff Handbook.

Summary

The intent of this statement is to identify expectations and responsibilities that assist the Camp Judson Summer Staff to function as a Christian community and to support Camp Judson's mission to create opportunities to grow in relationship with Jesus and with others.

This statement addresses relationships and behavior. Both are vital to the quality of our lives together. The behavior part of the statement includes standards that are specific to Camp Judson. These standards are important and must be consistently maintained to assure a proper climate for growing and learning. These standards need to be kept in perspective with the Biblical responsibilities for relationships and behavior.

Colossians 3 provides an appropriate summary of the goals for our community:

"Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness, and patience. Bear with each other and forgive whatever grievances you may have against another. Forgive as the Lord forgave you. And over all these virtues put on love, which binds them all together in perfect unity. Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful. Let the word of Christ dwell in you richly as you teach and admonish one another with all wisdom...with gratitude in your hearts to God. And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father..." (Colossians 3:12-17 NIV).

As long as you are a member of the Camp Judson Summer Staff community, you are responsible for implementing these stated expectations. Your signature on this document attests that you understand and are willing to comply with the expectations and responsibilities.

Signed _____ Date _____