

SUMMARY OF POLICIES

Great responsibility is laid upon the staff member at Ligonier Camp. It is our duty and privilege to exhibit a high degree of correlation between the words we speak and the lives we live. The ministry of camp is not just to kids, but to parents and churches as well. Our action and words when teaching, playing, or relaxing are, in a real sense, opportunities to guide others. We bear a very solemn responsibility. Therefore, knowing the philosophy of this camp and having a commitment to Christ, please review the following:

Conduct:

- a. No tobacco, smokeless or otherwise, alcoholic beverages, illegal drugs, or fireworks will be allowed on the camp premises
- b. Staff college age and older are permitted to bring personal vehicles to be used *only* when entering or leaving the grounds. High School age staff may not bring personal vehicles and need to be on property at all times, unless participating in a camp-approved event and/or they have the appropriate written request form filled out by a parent.
- c. No family members or friends should be present on the grounds while the staff person is on duty.
- d. Staff members will submit to the authority structure set in place for the summer camp community.
- e. Staff members are welcome to bring cell phones, but they are not to be used during work hours and cannot be left in their cabins. (Phones are kept in the summer office and are easily accessible).
- f. Forming dating relationships with other staff members while employed at Ligonier Camp is discouraged as this becomes a distraction to your ministry and the ministry of others.

Appearance:

- a. Men and women should keep a neat and tidy appearance. Men should have hair off the collar and should shave regularly. Men with longer hair may keep it off the collar by keeping it in a ponytail. Men who have beards, goatees, or mustaches must keep them trimmed and neat.
- b. Men and women should dress modestly. Any clothing that is tight or revealing is not appropriate for Ligonier Camp.

Women: No two-piece bathing suits are allowed; "short" shorts, spaghetti string tank tops, halters, and skin-bearing shirts are also inappropriate.

Men: No half shirts or tight or revealing tank tops are allowed; cut off sleeve shirts that show a bare chest are also inappropriate.
- c. Our desire is to continue to focus our campers on the Lord and not on our own appearance. Because of this and because of the community that we serve, many body or facial piercings may not be appropriate for Ligonier. If you have a concern regarding this policy, please feel free to call us to discuss your concerns.

Remuneration Package:

- a. Full summer staff members are to be paid two times throughout the summer. Next Level staff, CITs, and those not working a full summer will be paid once at the end of their contract.
- b. All summer staff are eligible to receive free room and board during their employment.
- c. All staff members employed by the camp are covered by our Workman's Compensation Policy as specified by the State of Pennsylvania for work related injuries. All illnesses and non-work related injuries must be covered by personal or parental insurance.
- d. All staff members will receive daily and weekly time off. Participation in summer weddings (those that you are in or family members) or family events must be provided for on days off. These dates must be agreed upon in advance by the appropriate Ligonier Camp Administrative Staff.