

Staff Covenant

The following statements represent a covenant between the staff applicant (paid or volunteer) and the employers of Camp McDowell, campers, and their families. To serve at any event or Summer Camp, every staff member must read, sign, and live by the standards of this agreement.

I pledge to honor and live by the standards and policies put forth by Camp McDowell while serving at any event or Summer Camp session. I understand that for the safety and well-being of campers, co-workers and Camp McDowell as a whole, it is my responsibility to uphold these standards and policies through my words and actions. I agree to do my part in preserving the atmosphere of Camp McDowell as “the way the world could be”. I further understand that these standards and policies apply during training, pre-camp and closing meetings for any event or session, as well as the event or session itself.

While serving at Camp McDowell, I pledge to respect the dignity of every human being I encounter and to honor, to the best of my abilities, the ideal of sacramental ministry that is the core theology of Camp. I promise to strive to use good taste and good judgment at all times, remembering the charge of Bishop Carpenter to “Remember who you are and what you represent”. I will conduct myself in a kind and professional manner that is befitting to a leader in youth ministry.

I pledge to remain alcohol and drug-free while serving at Camp McDowell. I understand that if I choose to break this covenant, I also choose to compromise the safety and well-being of campers, co-workers, myself, and Camp McDowell as a whole. If I am 20 years old or younger, I pledge not to break state or federal laws at camp by consuming alcohol at Camp McDowell at any time. If I am 21 years of age or older, I promise to exercise moderation and good judgment if I choose to consume alcohol on Camp property. I understand that alcohol is not allowed in any summer camp staff housing area during training, pre-camp, event or session, or closing meetings. If I am 21 years of age or older, I promise not to keep alcohol in my housing area when camp is in session.

I promise not to possess or consume illegal drugs at Camp McDowell.

I will not use tobacco products in the presence of any campers and limit my use to the designated areas on Camp’s property.

I promise to receive any training and submit to any background check as required by Camp McDowell or the Episcopal Diocese including, but not limited to, “Safeguarding God’s Children” (the training for the prevention of sexual misconduct).

I promise to uphold and live by these and any other standards of behavior and rules that reflect the core theology of Camp McDowell as established for each event or session. If I choose to break this covenant or am knowingly in the presence of someone else who chooses to break this covenant and take no action, I will immediately be dismissed without compensation and will not be allowed to serve again for a time span to be determined.

With my signature, I choose to commit to the Staff Covenant for the duration of my service to Camp McDowell. I enter into this agreement for my own safety and well-being, for the safety and well-being of campers, co-workers, and Camp McDowell as a whole and because it is the right thing to do.

God’s Peace,