

PETERKIN CAMP AND CONFERENCE CENTER  
COVENANT OF CONDUCT: COUNSELOR AND CIT  
SUMMER 2009

*Living under Grace* is living under the guidance of the Holy Spirit who always leads us to love. Two of the most common ways we experience and demonstrate love are stewardship and consideration. Stewardship for us at Peterkin means the loving management of everything from the words we speak to where we put our litter. Being a good steward means taking loving care of God's facility and not wasting resources of electricity, water, or firewood. Consideration means loving our neighbors as ourselves. We believe that this is the way that God would have us live.

In keeping with the Gospel and with our own Baptismal Covenant, we are to treat each person, youth and adult, within and without the group, with dignity and respect. Youth have the right to ask about anything related to discipline and conduct. Further, they are expected to participate in the forming of the negotiable parts of this covenant. After listening to all appropriate information, for legal and safety reasons, the Summer Program Director will have final say, in consultation with the Executive Director.

**NEGOTIABLE COVENANTS:**

I agree to all rules with respect to boundaries, curfews, and similar matters set forth in the Peterkin Manual and Handbook and special handouts, understanding that they may be negotiated with the Summer Program Director when there are special events and occasions that may call for an adjustment of regular boundary and curfew times. Negotiated covenants apply to all counselors when appropriate. Negotiated change in covenant with a single counselor must be approved by the Summer Program Director, the Head Counselor, and clearly communicated to fellow counselors. This would include special circumstances such as a doctor's appointment, a severe illness or accident in the family, etc.

**NON-NEGOTIABLE COVENANTS:**

I will honor the nature of Peterkin by keeping with the policy of no use of non-prescription drugs, alcohol, tobacco products, firearms, or weapons of any kind. Any use of knives is to be authorized by the Summer Program Director, Head Counselor, and Weekly Program Leader for program purposes only.

**PETERKIN CAMP DRESS CODE: COUNSELORS AND CITs**

- No bare feet. Wear some sort of footwear at all times.
- No revealing clothing as the general rule.
- Gentlemen:
  - Have shirt on at all times.
  - Pants/shorts should not sag.
  - Lance Armstrong-type shorts are out!
  - Pants' butt should be free of writing on them.

- Pajama pants or fuzzy slippers in lodge, only (sweat pants are acceptable in general public areas).
- T-Shirt logos should be in good taste. (E.g., no Hooters, drugs, paraphernalia, or weapons)
- Staff polo's to be worn the day of registration and last day of camp.
- Staff t-shirts or polo to be worn in the mornings.
- Ladies:
  - Tank tops should be high enough in front to hide cleavage.
  - No spaghetti straps
  - Midriffs should be covered
  - Shorts need to be long enough so butt-cheeks do not show
  - Shorts should not have writing on the butt
  - Pajamas and fuzzy slippers should be worn in lodges only.
- Counselor cell phones: Are not to be used around campus and only on your time off.

When disagreements arise I understand that I am expected to:

1. Express the matter of disagreement or hurt to the person involved (Ephesians 4:15-16)
2. Give the other person, if s/he requests, a little time and space to think about what happened.
3. Try to work things out by talking about what happened and seeking mutual reconciliation.
4. Ask the Head Counselor or Summer Program Director to listen to BOTH sides of the matter and have them help each person work towards reconciliation.

Be aware that you represent Peterkin on and off the Peterkin grounds, and are a role model to the campers under your care.

The consequences of breaking the Covenant may include, but are not limited to, a review of my behavior by the Summer Program Director and Head Counselor, with appropriate actions determined by them. In extreme cases, action may include, but not be limited to, early dismissal, without reimbursement for unfinished portion of contracted time. When appropriate, the Camp Director will be consulted.

*I have received and read a copy of this covenant and agree to all parts of it. I agree to follow appropriate safety procedures in all cases for all events and activities as outlined in our crisis management and emergency training during counselor training week.*

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Signature and Date