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Who We Are

Camp Jonah History

Where kids laugh, hearts change, and God smiles

Camp Jonah (CJ) began through the love of a Grandmother for her 24 grandchildren. After many years of doing "Grandma Camp" on her 20 acres of woodlands, the desire grew to create a Christian camp experience for other children. "Grandma" Bernice Duke approached her son and daughter-in-law, Jeff & Beki Duke, with a dream to sell the homestead the family had owned since 1965, purchase the Old Trout Lake School, and start a camp. Her vision quickly spread. In the spring of 1996, Bernice sold her acreage and home; Jeff & Beki and family sold their 60 acre dairy farm and cows; the kids (Julianne, Carissa, Jerry, Angela, Brian) sold their 4-H cows, horses, chickens, etc. all to be part of the new adventure soon to become known as Camp Jonah. In 2015 the name was officially changed to Camp Jonah.

Camp Jonah is a Christian, 501(c)(3), non-profit camp and retreat center. We're located in Trout Lake, Washington, at the base of Mt. Adams and bordered by crystal-clear Trout Creek. Within minutes, we can be caving, hiking, rock climbing, sledding, etc. One of the founding reasons for starting Jonah was to be able to take kids out into nearby creation, which naturally draws them to the Creator.

Camp Jonah is dedicated to presenting the gospel of Jesus Christ and promoting spiritual growth in a Christian environment through fun, God-honoring Camps and Retreats (Mission Statement). We are committed to providing a learning environment that is characterized as being safe, wholesome, secure, and fun!

We serve our local rural community, but have campers and staff from all over Washington and Oregon and beyond. Our facilities are open to all ages, backgrounds and nationalities. The summer months find us programming our own **Theme Camps**, which include:

OVERNIGHT, ON CAMPUS PROGRAMS

- Primary Camp - grades 1-4
- Ultimate Kids' Camp - grades 4-6
- G.I.R.L.'s Camp/Man Camp - grades 6-12

OVERNIGHT, ADVENTURE PROGRAMS

- Jr. High Adventure Camp - grades 7-9
- Middle School Adventure Camp - grades 6-9
- High School Adventure Camp - grades 9-12

DAY CAMPS

- Day Camp 1 – Joining Primary Camp and Ultimate Kids Camp - grades K-6
- Day Camp 2 – Life Skills Camp - grades K-6

ADULT AND FAMILY PROGRAMS

- Grand Camp - Grandparents with their grandkids grades 1-6
- Family Campout for the whole family

September - June continues to find us busy in our ever-growing **retreat season**, along with steady community use. We host in excess of 50 groups per year, coming from Tacoma, Vancouver, Portland, Salem, Bend, Yakima, The Dalles, Hood River, and more. Along with church groups, we also team with Christian schools and Homeschool Co-ops for all-school retreats here. We are characterized by steady growth that we attribute to happy campers, generous donors, countless volunteer hours, and God's blessings.

Any non-profit ministry of value has a solid **Board of Directors** behind the scenes and we are no exception. Our Board consists of eleven individuals whose experiences include engineering, teaching, coaching, raising great kids, business ownership, etc. They are all passionate about Camp Jonah's camping and retreat ministry, and are committed to hands-on involvement.

One of our greatest assets, and the lifeblood of Jonah, is our fantastic staff! The willingness by our summer staff, and many others throughout the year, to contribute countless volunteer hours shows how involvement in Camp Jonah offers life-changing experiences, and gives value to those involved. We good-naturedly joke that campers are just an excuse for staff to grow in the Lord! Returning summer staff and longevity of employees show that Camp Jonah is a place that people like to be a part of. We call them our Jonah Family.

We have **two main goals** at Camp Jonah—that each person who enters our doors has fun and that they take the next step in their walk with God. Fun and ministry keep us crazy-busy and wonderfully happy. We like to say that **God is our Camp Director**. We take great pleasure in following His leadership, and we're humbled and blessed by the amazing results of this place where kids laugh, hearts change, and God smiles.

Ultimate Aims

Camp Jonah exists to be, live and share the Gospel of Jesus Christ through unique camp and retreat experiences.

We desire to reach this generation with the Gospel of the Lord Jesus Christ so that they may reach other generations for Jesus.

- Genesis 17:7 NIV “I will establish my covenant as an everlasting covenant between me and you and your descendants after you for the generations to come, to be your God and the God of your descendants after you.”

We desire to love, acknowledge, serve and follow God, our Camp Director.

- Mark 12:30 “Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.”

We desire to bring God glory

- Psalm 115:1 “Not to us, O Lord, not to us, but to your name be the glory, because of your love and faithfulness.”

- Isaiah 28:12 “All that we have accomplished you have done for us.”

We desire to be a place where kids laugh, hearts change, and God smiles.

We desire to be a place where God’s Word is honored, taught and followed.

Romans 15:4: “For everything that was written in the past was written to teach us, so that through the endurance taught in the Scriptures and the encouragement they provide we might have hope.”

Core Values

We value:

Prayer – listening to and being directed by God

Partnership – serving other ministries, building God’s Kingdom, networking

Community – being available to Trout Lake and surrounding areas

Saying “yes” – meeting the needs and requests of others, saying yes to Jesus

Depth – encouraging next steps, spiritual growth events, training, team building

Creation – experiencing God through the wonder of His creation

Generosity – being affordable, willing, giving

History – telling the story of how Camp Jonah began and how God continues to lead and provide

Unique – in our programming, location, setting, facility

Safety – in our attitudes, facilities, programming, policies

Experiential – in our teaching and worship and free time activities

God's Word – in its entirety and inerrancy

Statement Of Faith

We Believe . . .

1. That the Bible is the inspired Word of God and is inerrant, infallible and authoritative in the original writings.
2. In one God, eternally existent in three Persons: Father, Son, & Holy Spirit.
3. In the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious death and atonement through His shed blood, in His bodily resurrection, and in His personal return in power and glory.
4. That for the salvation of lost and sinful man, faith in the Lord Jesus Christ and regeneration by the Spirit are essential.
5. In the present ministry of the Holy Spirit, by Whose indwelling the Christian is enabled to live a godly life.
6. In the forgiveness of sins, the resurrection of the body, and life eternal.
7. In the spiritual unity of the Church, which is the Body of Christ, composed of all who are regenerated through faith in the Lord Jesus Christ.

Duke Quotes:

"Jonah exists so that we can salvage young people for the Lord Jesus Christ. The devil is snatching them up right and left and not many people seem to care. We want Jonah to be a place where the Holy Spirit is alive and kids that come in the doors will have their hearts changed by the Lord." Bernice Duke

"My passion is to see the next generation reached with the Gospel and teach them in turn to reach the next generation. We are starting to see it and it's exciting! Jonah exists to bring kids to Christ and Christ to kids." Beki Duke

"Jonah exists for God and to bring Him glory. When I think about the vastness of the universe and how small the earth is within the universe, and then how God chose to take us from the farm and place us here in this old building, I have to acknowledge that the only reason we exist is for Him and to fulfill His purposes." Jeff Duke

What You Need to Know Before You start

Staff Life 101

What to Bring to Camp

Don't bring too much stuff! You may need to move a few times during the summer. If you have a choice between two similar items, bring the one you care least about, because camp living can be hard on things. And label all your stuff.

Bring:

- Bible
- Sleeping bag, bedding, pillow, and an extra blanket for chilly nights
- Towels (it's nice to have two)
- A wristwatch (cell phones don't count)
- Notebook & pens/pencils
- Toiletries (including any prescription medications)
- Modest clothing for all types of weather (see Clothing and Appearance for guidelines)
- Swimsuit
- Pajamas
- Sandals
- Tennis shoes
- Water bottle
- Flashlight or headlamp with batteries
- Alarm clock (battery operated is best as you will not always have an outlet)
- Bug repellent
- Sun screen

Do Not Bring:

- Inappropriate music
- Immodest clothing
- Electronic games/portable game systems
- Pets
- Candles
- Firearms or other weapons (please check it with the Camp Coordinator who will make some exceptions)
- Alcohol, drugs, or anything illegal
- Over the Counter Meds – will be available in our medic station

Optional Stuff:

- Camera & extra batteries
- Stationery/Postcards/Envelopes
- Cell phone, ipod (**won't be allowed during working hours; exceptions will apply upon leadership approval**)
- Musical instruments and sheet music/chord charts
- Spending money
- Appropriate Books and Magazines
- Rainy day stuff for campers
- Bicycle or skateboard
- Laundry detergent – We provide this. If you want to bring your own detergent, you will need to keep it in your room unless you are willing to share it with everybody.

Staff Housing

Because you will be living in a close community relationship with other people, it is important to follow these basic guidelines:

Neatness

Since everyone will have roommates, it is extremely important to keep your part of the room clean and orderly. You must pass a personal bunk inspection at the end of each camp session before being cleared to begin your weekend time off. Our goal is to help each other grow in personal responsibility and respect for others in a community living setting.

Privacy

Respect for others and their belongings is a basic core value of living in community. Personal property should not be borrowed without advance permission. Keeping exterior doors closed is a good practice. Men and women are not allowed in each other's dorm/cabin. Under NO circumstances are you to allow campers in summer staff housing period!

Residence Hours

To do efficient work and stay healthy you will need to get proper rest. All staff are expected to be in their rooms with lights out by 11:00 pm on camp nights and 12:00am on days off.

Pets

Sorry, no pets are permitted.

Staff Lounge

The Staff Lounge is located in the upper hall, second door on the right. It is furnished with easy chairs, couches, a sink and refrigerator for personal food and snacks. Staff are responsible for keeping the lounge clean. Random inspections will be made by the Program Director and all belongings lying around will be placed in our Dollar Box and must be purchased back. If you are on a break, feel free to hang out in the staff lounge. No sleeping in the staff lounge – if you are tired and need a nap you have a bed and people are not required to be quiet in the staff lounge.

Meals

Location

Most staff and camper meals are served in the main Dining Hall. Always allow campers to eat first. Take this time to sit with and get to know guest staff and campers.

Meal Times

Meal times are listed on the daily schedules which will be posted on the bulletin board outside the staff lounge. Meal times may change last minute due to program needs. The standard meal times are 8:00 Breakfast, 12:30 Lunch, and 5:30 Dinner.

Be on Time

Make sure you are on time for your meals; when you are late, it places a burden upon your fellow staff members. For this reason, there will be a closing time after which meals will not be served.

Manners

Be considerate of others while sharing meals together. Remember good manners. Come to meals properly dressed. Shoes and shirts are required; no bathrobes or bathing suits unless otherwise instructed.

Kitchen Policies

No food is to be taken out of the kitchen or dining room for any purpose without advance permission from the Kitchen Manager. Only food service staff that are on duty are allowed in the Kitchen or Dining Hall work areas. **No food fights allowed!**

Staff Fridge

The refrigerator in the staff lounge is for the use of staff members. All items are to be clearly labeled with the owner's name. Please do not help yourself to others' food items. If you eat in the staff lounge, please clean up after yourself washing any tableware or utensils you have used, and picking up anything you have dropped on the floor. Take all dirty dishes to the kitchen; do not leave in the staff lounge sink.

Leftover food

Food for snacking will either be put in fridge in back of dining hall or labeled on a shelf in the kitchen for your use. Please see Food Service Director for location.

Laundry

Guys:

Beki Duke will do all laundry for full-time male staff. You will each be provided with a laundry basket.

You will each be assigned a laundry day. Simply drop off your tub at Beki's back door the evening of your assigned day and pick it up the next morning. Any laundry instructions can be written with vis-a-vis. (ex: wash on cold, dry on low heat, don't dry blue sweater, etc.)

Girls:

Girls will do all laundry in the upstairs laundry room and will each be provided with a laundry basket. There is a bench in the laundry room where laundry baskets can be lined up. The basket closest to the washer is the next load to go in, so all new baskets should be placed at the end of the line and the line can slide up as laundry is completed.

All baskets should follow the clothes by being placed on top of the machine that the clothes are in. (ex: when clothes get put in the washer the basket is placed on top of the washer; when clothes get put in the dryer the basket is placed on top of the dryer.)

All clothes taken out of the dryer **MUST** be folded and put in the basket where they belong. No clothes should be folded and stacked on machines or counter tops.

After clothes are folded into the basket, baskets can be placed in the hall with the staff laundry card placed on top. Baskets can be picked up and put in your rooms at your convenience.

All loads will be washed on cold and all dried on high heat unless otherwise specified on the laundry card.

OTHER LAUNDRY STUFF:

Extra baskets will be available for part-time staff.

Laundry Days for upstairs laundry room: Sunday – Wed is for full-time female staff. Thurs-Fri is for guest and part-time staff.

Towels should be washed immediately so as to prevent mildew. Whenever the towel basket is full they should be bumped to the front of the line to be washed immediately. All towels are folded and placed on towel shelves.

All large blankets and sleeping bags will be washed at Beki's house.

Spiritual Health

All positions at camp are an essential part of the ministry and are seen as ministry positions. Every position is part of physically, emotionally, and spiritually feeding others with God's amazing love. To do this well you yourself must be fed by the Lord as well. One of the best ways of doing this is by forming "Healthy Habits". We must continually seek the Lord's guidance and direction, all the while realizing that God's joy and peace are not destinations, but journeys that unfold day by day. And so day by day we must strive to meet Him without exception. At the same time, spiritual growth is not like a math equation (Do A and B and you will become spiritually mature). Spiritual Growth is a thing of the heart. It comes from a passion to know and love the God who created you. Here are some basic Healthy Habits to work on this summer:

Prayer

When you make time for prayer and meditation you'll discover that no time is more precious than the silent moments you spend with your God. God promises that the prayers of righteous men and women can accomplish great things. God promises that He answers prayer (although His answers are not always in accordance with our desires). God invites us to be still and to feel His presence. So pray. Start praying before the sun comes up and keep praying until you fall asleep at night. Pray about matters great and small, and be watchful for the answers that God most assuredly sends your way.

"You can talk to God because God listens. Even if you stammer or stumble, even if what you have to say impresses no one, it impresses God, and he listens." – Max Lucado

"Prayer may not get us what we want, but it will teach us to want what we need." – Vance Havner

"God delights in the prayers of His children—prayers that express our love for Him, prayers that share our deepest burdens with Him." – Billy Graham

Spending Time in the Word

In order to consistently reflect the Lord, you will need to protect times for daily study of God's Word. This should be a time alone with God so that He can speak to you with no outside distractions. It is too easy to keep each day full of other activities, perhaps all "wholesome and legitimate" at the expense of personal spiritual renewal. Find the time of day when you are at your best – that might be early in the morning, during your time off in the afternoon or later in the evening. Set aside time when you are most able to give the Lord your full and focused attention and not just have your devotions to check it off the list.

Worship

Some people say that they don't engage in worship. Don't believe them. All of mankind is engaged in worship. The question is not *whether* we worship, but *what* we worship. Wise people choose to worship God. Other people choose to distance themselves from God by worshipping things that are intended to bring personal gratification but not spiritual wholeness. Such choices often have tragic consequences. If we place our desire for material possessions or social status above our love for God—or if we yield to the countless temptations of this world—we find ourselves heading in the wrong direction or empty. Worshipping God is putting him as number one in our lives, putting him in the driver's seat, desiring Him above all other things. Realizing what has priority in your life is the first step towards putting Jesus in that driver's seat.

“Worship is spiritual. Our worship must be more than just outward expression; it must also take place in our spirits.” – Franklin Graham

Church Attendance

For our full-time summer staff, church attendance is required. We believe that as believers we form the 'church' or the 'bride of Christ' and supporting our local church is one way to build up and support the bride of Christ. We also agree with Hebrews 10:25 which says, “Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another...”

We will be driving the Jonah bus down to Hood River Alliance Church each Sunday morning. If you would like to discuss other church options please feel free to talk with Beki Duke, the Camp Coordinator.

Time Off

The same conduct policies apply when staff are off-duty or off-campus. Days off are yours, but they should be used primarily for physical rest and spiritual refreshment—camp is exhausting! On Sunday, staff will be expected to be ready for church by 8am.

CJ has a closed campus policy during the week unless otherwise scheduled with the Program Director or an emergency.

Because emergencies arise and/or relatives and friends stop by, we need to know where you are and how to contact you at all times—even weekends. Make sure you use the sign in/out sheet at the Staff Info Center. Please be as specific as possible so we can track you down in case of an emergency.

Again, the motivation is that all of us need to be accountable to someone. Staff members represent CJ and Jesus Christ whether on or off the grounds, so conduct yourselves accordingly.

Most staff members will have some time off during each week of camp. Different roles get different amounts of breaks. Though all staff members have equal value, not all positions get the same amount of time off. Your time off will appear on your Individual Schedule.

Time off is provided for one major purpose: to enable staff members to get the rest and rejuvenation that they need in order to function properly in the ministry of CJ. Please use your time off wisely. The effects of exhaustion on a staffer are numerous and negative. Exhaustion will distance you from campers, rob you of your creativity and thoughtfulness, make you more susceptible to illness and injury, and lower your spiritual defenses. **If you return to camp from a day off and you are relaxed, refreshed, and ready to do your job well, then you have spent your time off wisely.** On the other hand, if you return to camp stressed and tired, then you have not spent your time off wisely.

During Time Off

Your time off is a great opportunity for you to bond with other staff members. It is also a time for you to slow down, clear your thoughts, spend some time alone with God, reflect on the past week, and to pray about anything you might not have thought about or felt during the busyness of the week.

These times should be used for personal devotion times, sleeping, resting, laundry, etc... If you are off duty, please do not visit with those who are on duty. You are not permitted to leave camp during break times without permission from a supervisor.

Weekends

Your time off will usually commence around 8pm on Friday. Extensive travel during time off is discouraged, as days off are given for rest and rejuvenation, not the opposite. All off campus trips and any distance further than one hour must be cleared by the Program Director. If you are **under 18**, you must get permission from a Leadership Staff, preferably the Program Director or the Camp Coordinator, as well as sign out.

Exceptions to Time Off

Emergency absences will be at the discretion of the Program Director.

If additional time off is needed for special events such as weddings, **special permission must be requested before the beginning of summer camp season.**

Camp Computers

The Camp Jonah computer system is company property. Staff use of computers and the internet during the week requires permission from the Camp Coordinator or Program Director for each use and will be only for work directly related to the camp in session. Staff use of computers and the internet on weekends requires permission from the Camp Coordinator or Program Director and is limited to correspondence (no games). Staff are prohibited from using computer equipment in any manner that violates federal, state, or local law, regulations or ordinances. Displaying, transmitting, or downloading any images, messages or cartoons of a sexually explicit or pornographic nature is prohibited and will result in immediate termination. Computer/e-mail access will be revoked for violation of any portion of this policy.

Friends and Family

EMAIL

The CJ computers are company property. All documents, messages, and other communications are subject to monitoring without notice and no expectation of privacy shall be assumed by any user of the system. On weekends, and with permission from the Camp Coordinator or Program Director, staff may use the internet/computer at the staff desk. Please sign in and out in the log book next to the computer.

SOCIAL NETWORKING

Everyone, (well almost everyone) is a part of some type of online social network. While these sites/programs can be of a huge benefit and a great way to communicate they can also hinder our

ministry or ruin a reputation. Remember that **you represent not only yourself, but also Camp Jonah and Jesus Christ**. What you post on online can be seen by campers, parents, community members, future employers, and fellow CJ staff. We ask that our staff be **completely above reproach in their behavior and profiles online**. Please use extreme discretion.

TELEPHONES

When answering a CJ phone, say, "Camp Jonah, this is _____ (your name)." Personal calls may be made on weekends only, from the phone on the staff desk (with a calling card), or from personal cell phones. **Personal cell phones may not be used without permission during work hours, and are subject to confiscation if the privilege is abused.** Calls on the camp phone must be limited to ten minutes and are for the purpose of staying in contact with family and prayer partners.

MAIL

Mail is to be retrieved from the camp mailbox only by the office staff. Mail that is placed in the outgoing box before 11 AM will go out the same day. Stamps may be purchased from the office staff or at the Camp Store. **Mail will be distributed daily during dinner. You are not allowed to take or look through mail on Beki's desk or out of the Mail Box before distribution.** Have your mail addressed to you as follows:

Your Name
c/o Camp Jonah Staff
31 Little Mountain Rd
Trout Lake, WA 98650

AUTHORIZED VISITORS:

Family or friends who want to visit you at camp are welcome to do so when you are off duty. Visitors must not be with campers and they must sign in at the office upon arrival to obtain a visitor's pass and name tag. Visitors may only sleep in staff housing with approval from the Camp Coordinator, on days off and if space is available. Visitors may not visit in the living quarters of someone of the opposite gender. Visitors (approved by the Camp Coordinator) **may** attend program activities if accompanied by the Program Director or Program Intern.

We encourage limited visiting on your time off so you can rest.

Personal Vehicles

If you decide to bring your own vehicle, we ask you to please be sure to observe these rules:

Park personal vehicles in assigned areas. Personal vehicles are not to be parked in front of building while camp is in session.

Camp Jonah will not be liable for accidents involving staff members in private automobiles.

At no time are campers to be given rides in private or camp-owned vehicles, unless authorized or in the case of an emergency.

We recommend that you never loan your car out to anyone!

Personal vehicles may be used during Time Off. It is not to be used to get around camp (unless given permission).

Electronic Equipment

Electronic Equipment may only be used when camp is not in session

This includes (but is not limited to) MP3 players, laptops, tablets, and cell phones. On the weekends, staff will be allowed to use their electronics. Abuse of this privilege will result in confiscation of electronics. Our goal in creating this policy is to create a unique camp community that minimizes distractions and maximizes our ministry potential.

GAMING SYSTEMS

Please do not bring gaming consols or portable divices: i.e. PSP, iTouch, Nintendo DS, Gameboy (you rock if you still have one), XBox 360, Wii, XBox, any version of Play Station, etc. If found with any of these items or like items they will be confiscated.

Movies and Music

MOVIES:

No movies are allowed to be played in the staff lounge or any public domain at CJ unless the movie and viewing audience have been approved by Camp Jonah Leadership Staff.

No movies are to be watched during the camp week unless it is a part of the approved camper program. On weekends staff are allowed to watch movies in a public area but must have 5 or more staff in the room.

MUSIC:

Only approved program music can be played publicly at camp. This policy is in effect because we do not have the time to judge each song individually that everyone might like to play, so a general rule is necessary. If you are in a camp vehicle or using a vehicle for a CJ event, play family friendly music for the sake of all who may be listening or over hearing.

Some secular music is used for programming during the summer. This music has been pre-approved. If you find any of the pre-approved program music offensive, please notify the Program Director immediately. If you wish to use a secular song or a movie clip as a teaching tool or for programming use, please ask the PD for approval.

If you bring music on your phone, mp3 player or computer, please have a "Jonah" playlist that contains appropriate music that is non-offensive to others. You are free to listen to your personal music on weekends when electronic devices are allowed. If your supervisor needs you to carry your phone during the week please ask before listening to music during your work assignment or personal time. Be courteous about the volume of your music.

Relationships

Staff

The most important relationship you will have this summer is your relationship with the Lord. Second, will be your relationship with the campers. Anything that interferes with either relationship will detract from the camp experience. Remember that you are here to serve the Lord through serving the campers and their needs.

Camp is a great place to make lifelong friends, but our ministry comes first; therefore, dating is **strongly** cautioned against because it easily interferes with our purpose. If the leadership senses you are spending too much time with one person, they will remind you of the need to develop a wide range of friendships.

All conduct between men and women should be above reproach, at all times, in public and in private. To keep things above reproach and to avoid temptation, men and women do not spend time alone, but rather socialize in a group setting. Campers have eagle eyes for "girlfriend-boyfriend" relationships among the staff. Such relationships also distract other staff members and detract from staff unity.

GUIDELINES

- Displays of romantic affection (holding hands, kissing, back rubs to individuals of the opposite sex, etc.) are not allowed. This includes those who also claim, "We're just friends". Those who are married are permitted to show appropriate amounts of public affection, as it is healthy.
- Those who are dating should not let the campers know about it and should not be exclusive in any way while on duty.
- If staff members of the opposite gender are in a room together, the light is on and the door is open (yes, even if you are watching a movie).
- Staff members of the opposite gender will not spend time one-on-one. If it is necessary for a job project, they will be in a very visible place.
- Remember that women's staff quarters are for women only, and men's staff quarters are for men only. No exceptions, except work assignments or emergencies.
- If you are at camp with your sibling (camper or staff), please avoid sibling interaction that may look inappropriate to others who don't know of your relationship. (Interaction which may resemble flirting or bullying etc.)
- Public physical touching from guy to guy or girl to girl also needs to be appropriate. This "humorous" behavior can be awkward to onlookers.
- We reserve the right to speak to staff members whose relationships with others have taken a top priority in their lives, and have begun to have a detrimental effect on their ministry at camp.

Campers

- Staff-camper dating is not ever, under any circumstances, allowed. Even the slightest flirtation will be grounds for immediate, swift, and severe discipline including possible dismissal from staff.
- It is **not** okay to flirt or toy with the emotions of campers. Handle campers' "crushes" in a mature way by being sensitive, yet firm. Any sensitive issues should be dealt with by leaders of the same gender.

Clothing and Appearance

General Guidelines

Each year when we update our staff manual, this section is often our hardest. What we want to write is simply: please dress modestly and responsibly in a way that brings glory to Jesus and does not distract any camper or staff member. If your dress is distracting, the message of Jesus may be lost! **It IS possible to dress stylish as well as modest. As you are packing for the summer, please keep in mind that what you are wearing not only represents Camp Jonah, but Jesus Christ.**

Your personal appearance is one of several areas in which we will submit ourselves, for a time this summer, to standards which may differ from our own for the sake of the ministry. Below are some guidelines that are not in an attempt to stifle you or to be legalistic, but an attempt to reach as many people for Christ as we can. **Camp Jonah reserves the right to define appropriate standards of appearance, and we should never have to make any excuses for your appearance.**

Women:

- Shirts must not be too tight and must reach waist of your pants/shorts. No cleavage should be showing and no visible bra straps. Let's stay away from spaghetti straps and most tank tops.
- Shorts and skirts should be about mid-thigh or longer.
- Swimsuits must be modest and non-revealing. If necessary, bring shorts and/or tank top (not white) to wear over your suit.
- Please don't wear garments with inappropriate designs and/or logos on them

Men:

- Wear a shirt unless you are swimming or playing sports or otherwise have permission.
- No Speedo style or brief swimsuits.
- No underwear above the waistline of your pants/shorts.
- Please don't wear garments with inappropriate designs and/or logos on them.

Piercings and Tattoos:

- We ask that all earrings and piercing be in moderation and non-distracting or physically limiting.

- Please cover any inappropriate tattoos you may have and be willing to cover all or any tattoos when beneficial to the program or distracting to campers.

Other:

- All staff members are to wear their staff shirt on opening day each week. This will help parents to identify you as a staff member and to entrust you with their children.
- For safety purposes, please wear shoes/sandals at all times unless otherwise instructed.

Controlled Substances

As mentioned in the Clothing and Appearance section of this training, CJ serves a variety of people and our purpose is to focus on the "Camp Jonah experience" and "Keep the way clear to the Cross of Christ," rather than to draw attention to any individual staff member. We desire for all of our staff members to behave in a way that brings glory to Jesus. These guidelines are not an attempt to stifle you nor are they written in a spirit of legalism, but rather an attempt to reach as many people for Christ as we can. We understand that personal ethics regarding legal use of said substances is left to personal discretion but ask that you comply to a standard of policies while serving on CJ staff during our summer camping season. **Camp Jonah reserves the right to define appropriate standards of behavior, and we should never have to make any excuses for your behavior.**

- Underage smoking or drinking of alcoholic beverages, use of marijuana or use of illegal drugs is not permitted while working for Camp Jonah, either on or off grounds.
- Displaying, transmitting or downloading any inappropriate images, messages or audio of a sexually explicit or pornographic nature is prohibited.
- Violation of these policies is grounds for immediate dismissal.

Staff Conduct

Staff conduct will be consistent with the Christian faith. Conduct that goes against the Bible, state or federal law, or CJ policies may result in dismissal from the staff.

Staff members are representatives of Jesus Christ and CJ wherever they go. **It should never be necessary to make an apology for any staff member's appearance or actions.** CJ Staff are expected to have a growing relationship with Jesus Christ, an intense desire to share Christ with campers, a lifestyle and attitude that exemplifies the fruits of the Spirit, an attitude of respect for CJ rules and authority, and a team player attitude. Our members are chosen for their **love for the Lord that overflows to a love for kids.** All staff members are expected to put the needs of the campers first.

General Camp Rules

Rules and guidelines have been put together to make the summer run smoothly, to keep consistency, to avoid conflict, and for the safety of everyone at camp. There may be rules that you do not understand or do not agree with. We ask that you abide by all of them, even if you do not agree with them. Often there are reasons for a rule that are hard to explain, or that are part of a bigger purpose. If you don't understand a rule, please feel free to ask the lead staff or program director for further explanation. If you understand it but don't agree with it, please consider your words and attitude about it and keep the purpose of ministry at camp this summer your focus.

Litter Control

Part of good stewardship is keeping the grounds clean. Everyone at CJ is part of the "grounds crew." Never drop litter yourself, and please help us to be good stewards of what God has given us by picking up any litter you see.

Electricity

Electricity is an expensive item at CJ. Please do your part to conserve electricity in every way possible such as not using excessive hot water and taking the responsibility to turn off any lights left on unnecessarily.

Tools and Equipment

Many pieces of equipment can be dangerous if not properly used. These include any electrical system, lawn care equipment, dishwasher, meat slicer, vegetable chopper, CJ vehicles, and a variety of other tools. Hazardous tools and equipment may only be used with the permission of your supervisor, after proper training. Always observe safety precautions. When equipment needs repair, notify your supervisor. For OSHA standards no one under 18 may operate mechanical equipment.

Fire

Become familiar with the location of fire extinguishers throughout the grounds as well as electrical shut-off switches, especially in areas where you work and live.

Fireworks

Fireworks of any variety are prohibited. If you observe a fire hazard, report it immediately to your supervisor.

CJ Vehicles

Only designated drivers may use camp vehicles. Camp vehicles are for camp business only. Please treat them better than if they were your own.

Damaged Property and Pranks

You will be held responsible for any careless damage to camp property. No pranks are allowed!!

Animals

No pets are to be brought to camp or housed at camp. (Pet rocks are on a case-by-case basis.)

Weapons

No weapons are to be brought, housed or used at camp. You may bring 1 knife.

Keep off private property

Noise Curfew

An 11:00 pm noise curfew is in effect every night. This means no amplified sounds indoors and quiet voices outside.

Neighbors

Campers and staff are never to yell at or address neighbors in anything less than a courteous and respectful manner.

Injured While Working

CJ carries *State Industrial Insurance*, **which applies to on-the-job injuries only**. State Industrial Insurance does not cover injuries occurring off-duty. If you are injured during the course of your duties as a staff member, inform your supervisor and the Camp Health Caretaker immediately. You will need to (or through the assistance of another) fill out an incident form immediately, whether you go to the doctor or not! If it is decided to go to the doctor or emergency room, upon arrival you must inform them right away that this is an injury which occurred at work. This will begin the necessary paperwork for your State Industrial Insurance. Waiting to inform the Camp of a work-related injury after your summer is over is too late!

Be On Time

Staff members will be on time (five minutes early) to meals, meetings, and program assignments. SET YOUR WATCH TO THE DINING ROOM CLOCK! We have a saying:

**Early is On Time
On Time is Late
And Late Is Not Happening!**

Staff Life 201

You are Part of a Team

Together

Excited

About

Ministry

Team Qualities

Goals

There is a common goal. Everyone has a clear understanding of what it is and how to measure it. In most American sports the name of the game is to win. If we “win”, the goal is met. But in team sports the whole team wins.

Roles

Each member of the group has a specific role to play and understands what that role is. Specific training is given for that role. It usually has a title that goes with it (forward, guard, fullback).

Support

There is an understanding that the primary unit is not the individual, but the team. Consequently, each member sees himself or herself as a support of the others. Often a great deal of thought is given to how two or more members of a team will specifically cooperate at different times in their effort (for different plays).

Training

Each individual needs skills but it is the entire group that eventually needs to be trained, to learn the rules, the plays, the context (the competition).

Timing

It is well understood that timing is of ultimate importance. The individual member must not only do his or her task well and in support of others, but also must perform it in the right time sequence in relationship to others.

Relationships

In most sports each member of the team relates to every other member on the team. Instead of a hierarchy, as one would have in a military structure, there is a broad based equality. Even though

at a given time one member of the team may be more important to the outcome of the contest, there is general recognition of equality.

Dynamism

Most teams have to go with the flow. The situation is continually changing. The team has to continually regroup itself to face the present situation.

Communications

A very high level of communication between **ALL** members of the team is expected and encouraged. A great deal of effort goes into making sure that both formal and informal communication systems exist.

Staff Unity

Staff members who are loyal to each other and to the purpose of Camp Jonah (serving God) will be one of the keys to success at camp. This means that when problems arise they are discussed only with the person(s) involved and one's immediate superior (when necessary). Staff members are never to take sides with a camper against a staff member, and staff problems are never to be discussed with or in front of campers.

There is a natural tendency for staff members to become cliquish. This can cause feelings of alienation by the other staff members. Since we are all here for one unified purpose, every attempt should be made to acquaint with all staff members, as well as providing an atmosphere of unity among the staff. We are here to serve each other as well as the campers.

"If you have any encouragement from being united with Christ, if any comfort from his love, if any fellowship with the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and purpose. Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others."(Philippians 2:1-4)

Attitude

"I am convinced that life is 10% what happens to me and 90% how I react to it."

Chuck Swindoll

YOU ARE IN CHARGE OF YOUR ATTITUDE!! The earmark of the Christian walk should be joy. Why, then, would we not clean the toilets with joy? Fix a sink with joy? Play a game with joy? We are privileged to be a part of God's work here at camp. Make it your goal to show it by your attitude.

We are here to serve God through serving people. Every person who comes to Camp Jonah needs to be loved. A non-Christian should be able to see a difference in our staff and a Christian should feel loved, challenged, encouraged, and accepted by his or her fellow believers. There is a poor, a better, and a best way to do every job. We want you to be able to do the best job possible while serving. Remember that every position at Jonah serves people, either directly or indirectly; let's strive to show Christ's love to every guest we come in contact with.

Camp Jonah is used of God in direct proportion to the quality of its staff. People, young and old alike, are impressed greatly by the lives of those who serve them. It is important to nurture our Christian walks continually so that we may influence others for Christ, so while we are nurturing others we too must be fed spiritually. If we are in the Word every day, this attitude will be a natural overflow of our relationship with Christ! It shouldn't be difficult; it should be who we are. You will serve well, only if Christ is in control of your entire life-attitude and action, belief and behavior.

Authority

"Everyone must submit himself to the governing authorities, for there is no authority except that which God has established." (Romans 13:1) You are responsible to the lines of authority that have been established. God has called us to respect and joyfully submit to those in authority over us.

A good understanding of accountability and a willingness to be held accountable by leadership on and off the job is crucial to having a successful summer. God has placed you under the direction of leaders, both on your job and in the daily living situation at camp. We believe that maturity is evidenced not by an ability to live without authority and rules, but by an ability to live with them.

Conflict and Resolution

"Our relationships with other people are of primary importance to God. Because God is love, He cannot tolerate any unforgiveness or hardness in us toward any individual".

– Catherine Marshall

If someone has hurt you, or if you are the one at fault, don't put off resolving the problem. Camp is too short and too critical a time to afford unresolved feelings and issues. Be quick to forgive, remembering that you will never be asked to forgive more than you have been forgiven by God (Matthew 18:21-35). If you need to ask for forgiveness, don't procrastinate or hope the problem will simply be forgotten. Take the initiative to seek forgiveness, first from the Lord and then from anyone affected by your wrong-doing. Unresolved and unforgiven sin can easily become a root of bitterness that cuts deep into the ministry of camp (Hebrews 12:15).

What if you have a problem with the way camp leadership does things? Probably one of the most damaging things you could do would be to go to your friends and start talking about individuals and your concerns about them. There is a term for that. God's word says that *slander* is a form of judgment and condemnation, and a very serious matter. Rumors and gossip are quick and deadly in a camp situation. The trouble with gossip is that we seldom know the whole story and so we are very prone to creating misunderstandings.

When you have a problem with someone, look to Matthew 18. Go to that person first, not accusing him, but seeking understanding and resolution. If nothing is resolved, take it to the people to whom you are directly responsible and leave it with them. Don't make it your secret mission to go talk about it with every staffer at camp who will listen, as that would only cause more damage. When someone in leadership makes a mistake that affects you, you still need to support that person, pray for him or her, and seek resolution of the problem in the wisest and kindest way possible. That kind of loyalty is essential to being a good team member.

When It Gets Tough

How willing are you to meet the expectations of ministry at camp this summer? Right now it may be easy to say, "Hey, whatever you want me to do, I can handle it." What about in the middle of the summer when you are tired and a little overwhelmed and you start feeling that the expectations are unreasonable? What are you going to do when you are asked to enforce a rule that you think is unnecessary? What will happen if you begin to feel that your personal needs are not being met, or that your personal rights are being violated? What will you do when communications get crossed and one person tells you to do one thing and another tells you something else? Keep things in perspective. God's expectations of you are reasonable (Matthew 11:28-30), and one of them is to obey those in authority, if at all possible. Consider what Paul said to the Colossians, "**Whatever you do, work at it with all your heart, as working for the Lord, not for men... It is the Lord Christ you are serving**" (Colossians 3:23-24). Pull your own weight, and do more than what is expected of you, remembering that you are also responsible to God.

Even though you will be very busy this summer, it is important that all staff members intentionally make time to pray, meditate on scripture, and spend time with the Lord. We want to encourage you in any way that we can to maintain a personal devotional time with Christ because:

- We desire for you to grow in your relationship with Christ
- We want you to have a source of strength and energy to help maintain the effectiveness of your ministry.
- We desire to build a community dedicated to serving each other, campers, and Christ.
- The leadership staff are here to serve you. If you are hurting or lagging, we will approach you in love. We also want you to feel free to come to us at any point throughout the summer. We are called to encourage each other and serve each other.

The Program

Philosophy of Programming

Unique Characteristics of Camping

- Outdoor setting
- Simple living (no radios, electronics, etc.)
- High ratio of staff to camper
- Living in community
- Regular times for rest, relaxation and reflection
- Concentrated times of Bible study presented, learned and applied

We Will:

- Use small groups for learning activities (a cabin leader – camper ratio of 1:8 or less or 1:9 for high school camps), allowing more interaction and personal contact.
- Encourage cabin leaders to build relationships by praying for campers before, during and after camp, and knowing each camper’s name within the first hour.
- Encourage cabin leaders to have a one-on-one time with each camper, challenging them to take their next step in their walk with the Lord.
- Connect campers with churches for proper and long-term follow up after camp.
- Uphold the Bible as the inspired, infallible, and authoritative Word of God, teaching it as such.
- Present Jesus Christ as the Son of God and teach that salvation is by grace through faith in Christ alone.
- Keep each day full of planned activities instead of big chunks of free time. We will continue to add new, fun activities to our program and we will use creation to draw campers to the Creator.
- Provide a safe, wholesome, secure and fun learning environment!
- Use “teachable moments” as a way to reach campers. The unplanned moments are often the most valuable in reaching a camper. Most of Jesus’ ministry was done by way of interruption!

Where’s the Fun?

Yes, fun has a purpose; camp wouldn’t be camp without a program filled with fun! It has been said, “Fun is the cornerstone for building children’s ideals.” A cabin leader’s fun-loving spirit and helpful guidance in a camp activity can readily create the mutual confidence necessary for sharing spiritual truth. The program at camp is the “essence” of the camper’s experience. Activities have been designed to provide a creative, fun, and exciting atmosphere that will build trust and credibility among the campers toward the staff, for the purpose of pointing campers towards the saving message of Jesus Christ. Our summer programs must always reflect and support this strategy in

order to reach our goal. The most important part of making program activities a success is the attitude, enthusiasm, and cooperation of our staff.

Camp is for the Camper!

The program is planned but flexible to meet needs. The components of this total program are to meet campers' needs.

Spiritual

by chapel with the pastor - by daily cabin devotions - by worship - by singing, fireside - by Jesus-oriented community

Physical

by sports, nature hikes, swimming

Social

by relations to peers and staff

Mental

by challenging spiritually - by learning new skills and games

Emotional

by spiritual growth - building relationships that are uplifting and encouraging.

Throughout camp there will be elements of the program that the staff will participate in many times. Even though these events, stunts, and activities might seem old or repetitive, they are new to the campers. Because of this, it is very important that staff approach each event as if it were happening for the first time. A camper's response to the program is usually determined by the response of the staff. "The staffers always love the program." It is usually the noisiest and most spirited teams that win competitions!

Activities such as dress up, games and team competitions are designed to make camp a more memorable experience for the camper. Staff should encourage their team but not get overly competitive. **Though we want you to have fun it is important to remember that your purpose while playing camp games or activities is not to win or become the hero, but to make it the best possible experience for the camper.** Never is it acceptable to "bend" or break the rules. The campers pick up on that really quick and then think it is ok for them to do the same.

When we do an event as an entire camp it is a big challenge for the leadership staff to lead such a big group. It is critical that all staff members are actively involved. You are to not only be an active participant, but a conscientious leader. For example: Are your campers following instructions? Is your example helping them behave correctly?

If a game begins to slow down, or never really gets going, do something different to spark things again. Gather a few campers together and make a sacrificial, major assault in a capture the flag type

game. Watch for kids who are too shy or “too cool” to get involved and take them with you. Even if it means losing, encourage the campers to be creative and to do the important stuff in the game rather than you doing it for them. **Above all, don't cheat, or turn a blind eye to your team cheating.** It may be fun to stretch the rules, but you will likely hurt someone's feelings (especially amongst younger campers) and provide a bad example. Go with the program. This is a good opportunity to model the difference that Christ makes in your life.

Basics of Camp Schedule

Each Camp Session will contain the following elements in the schedule: (Family Campout and Grand Camp are exceptions to this list)

Sunday Staff Meeting:

We start each session with an all staff meeting at 1:00pm. The purpose of this meeting is to get everyone back on board after the weekend and get ready for camp to begin. We will pass out schedules, activity forms, staff assignments, and any other information you may need for the week. Meeting lasts 1 hour or less.

Registration

Registration begins at 3:00pm for each camp. Campers will come through the front door, head down to the gym for the registration process, drop things off in dorms, swing by TLC and meet cabin leaders in Dining Hall, then head to the field for field games and OPP. It is nice to have an extra activity on the field for early campers while other campers are still being registered. Camp Program normally starts at 4:00pm.

OPP

Otter Pop and a Prayer is our camp tradition. All camps start with OPP which is led by Beki Duke and her family. Otter pops are passed out, Beki prays for campers and camp – this signals to parents that they can leave and camp has begun.

We then do an all camp picture as well as cabin pictures that will be used on their camper cards and birthday cards. Camp program begins immediately following camp pictures.

SSO

Safe and Secure Orientation will happen directly following OPP and pictures. Campers will be divided by gender and go through a brief camp orientation that includes the camp rules, code of conduct, child safety issues and how to communicate their needs or concerns during camp. This time is very important so please only go to the SSO if assigned and do not disturb the staff or campers during this time.

Morning Staff Meetings

We have a 30 minute staff meeting each morning to get everyone ready and on the same page for the day. We expect all full-time, part-time and guest staff to attend these meetings. Morning Staff

meetings are generally at 7am but vary depending on daily schedules. Check Info Center for daily schedules and meeting locations as they may change throughout the week.

Farewell Program

We have a chapel at the end of camp and invite parents to come see a short recap of the week. For the majority of camps, the closing chapel will be at 2:00pm and camp ends at 3:00pm. All staff are encouraged to attend Final Chapel – mandatory for cabin leaders.

Recap & Rejoice

Directly following each camp we will have an end of camp Recap & Rejoice meeting at 3:30pm. We like to keep these to an hour maximum. If you are part time or guest staff, please plan on staying for this meeting if possible. It is great to close the week together celebrating what the Lord has done throughout the week. Check Info Center for meeting location.

The Well

We have a staff worship time the evening after camp ends. This is held at the Duke's house at 6:30 and lasts about an hour. Part time and guest staff are encouraged to attend this service if you are still around – mandatory for full time staff. We usually sing, pray, and have a short Bible lesson. Our weekend time off begins directly following the Well (and after Personal bunk inspections: *see Staff Life 101 – Staff Housing*).

Personnel Policies

Vandalism and Theft

Any vandalism or theft shall be reported as soon as possible to the Camp Coordinator. Campers or staff will be asked to make restitution for willful damage to camp property.

Workplace Violence

CJ is committed to providing a safe and healthy work environment and therefore prohibits any acts or threats of violence by any staff member, former staff member, or any individual coming onto CJ property or attending CJ-sponsored activities. All staff have a duty to warn CJ of any suspicious or questionable activity or situations that appear problematic. This includes, but is not limited to, acts of violence, aggressive behavior, threatening or coercive conduct. CJ will not allow any form of retaliation for an individual coming forward about any potentially violent situation.

Reimbursement

Staff may be reimbursed for the purchase of camp supplies by submitting itemized receipts for the materials purchased. All expenditures must be approved with the Camp Coordinator prior to the actual purchase. When making purchases, ask if the store provides a discount for non-profit organizations.

Reimbursement for mileage

Each staff member is responsible for providing their transportation to and from camp. Mileage reimbursement for staff vehicles used for camp business, errands, or trips may be reimbursed at the current rate at the written request of the staff member.

Personal Property

CJ will not be responsible for damage to or loss of staff members' money, valuables or possessions. Valuables may be given to the office for keeping in the camp safe. Any personal property to be used in a program must be checked out by the Camp Director for appropriateness and safety.

Condition of Severance

Any staff member who is not in compliance with these policies or the Camp Jonah Statement of Faith and Code of Conduct may have their services terminated by the Camp Coordinator. Staff members may be asked to leave the premises at once if they flagrantly disregard staff policies or camp rules, engage in behavior which sets an inappropriate example or endangers the welfare of others, or use foul/obscene language or any action against the best interests of Camp Jonah, its staff, or guests. Camp Jonah' discretion in dismissing staff will be subject only to review by the Executive Committee of the Camp Jonah Board of Directors, which will be final.

Sexual Harassment Policy

Camp Jonah (CJ) prohibits sexual harassment of its staff in any form, not simply because it is legally forbidden, but because it is far beneath the expected standard of conduct for any Christian. Employees must not engage in such harassment, and where such conduct is found to exist, discipline will result.

- Unwelcome sexual advances, requests for sexual favors, or other verbal, physical or visual conduct of a sexual nature constitutes sexual harassment when:
- submission to such conduct is made a condition of an individual's job *or*
- submission or rejection of such conduct is used as a basis for making job decisions affecting the individual *or*
- such conduct--intentionally or unintentionally--unreasonably interferes with an individual's work performance or creates an intimidating hostile or offensive working environment.

Any staff member who is aware of any instances of sexual harassment should report the alleged act immediately to his or her supervisor. If the employee is uncomfortable with discussing the matter with the supervisor, or if the supervisor is not available, the staff member should report the alleged act immediately to the Program Director, Camp Coordinator, or a Board Member.

All complaints will be investigated immediately and, upon completion of the investigation, the appropriate parties will be notified immediately of the findings. Any supervisor, agent, or another staff member will be subject to appropriate corrective action, ranging from a disciplinary warning to termination. No staff member will suffer retaliation for reporting instances of sexual harassment.

We trust that all employees of CJ will act responsibly to maintain a pleasant working environment, free of discrimination, allowing each staff member to perform to his or her maximum potential. CJ encourages any staff member to bring questions he or she may have regarding discrimination of this type to the Camp Coordinator.

Statement on sexuality

We believe that the term “marriage” has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Gen. 1:26-27). Acceptance of one’s biological sex is acceptance of the image of God within that person.

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death (Ps. 139). We are therefore called to defend, protect, and value all human life.

We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the values of Jonah Ministries.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (1 Cor. 6:9-11; 1 John 1:9).

Our statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Jonah Ministries’ faith, doctrine, practice, policy, and discipline, our board of directors is Jonah Ministries’ final interpretive authority on the Bible’s meaning and application.

We believe that in order to preserve the function and integrity of Jonah Ministries and to provide a biblical role model it is imperative that all persons in leadership at Jonah Ministries in any capacity, agree to and abide by this Statement on Sexuality (Matt. 5:16; Phil. 2:14-16).