

# JC Staff Expectations

Posted July 2025

Thank you for working the week with us! We very much appreciate your service and want you to have fun this week. However, this week is not all about you. We are here to glorify God and ensure the campers that paid to be here have a wonderful week.

## Before & After Camp:

Oak Hill Christian Service Camp strives to promote Christ-like qualities in all our staff and volunteers. All staff and volunteers that interact with our campers are expected to:

- Be spiritual leaders
- Set an example in their speech and actions, which includes:
  - Being actively involved in a youth group, church service, and/or Bible study during both camp and non-camp seasons.
  - Be a role model in their community and school.
    - Students that have been expelled or suspended during the school year will not be eligible to serve the following camp season.

## During Camp:

1. Be like Jesus.
2. Be enthusiastic. Sing the songs, play the games. Campers are watching your example. During praise time, be amongst the campers. If the campers come forward to sing, position yourselves around them to be able to discretely address distractions (yelling "quiet" or "behave" from the back of the pavilion just distracts everyone).
3. Be a cheerful worker. Clean with a good attitude. Ask "what can I do to help" vs. being asked to help.
4. Go to all classes / vespers and sit beside campers! Do NOT ask to nap during the scheduled activities. Do NOT sit in the back or next to another staff member. Sit next to campers to help them look up verses, remind them to be quiet, help teachers however you can. Do not use your phone during class/vespers. NO EXCEPTIONS. Do not say "I'm using a Bible app". Bring your real Bible to class. Be the example.
5. No Pranks. None. At all. None. Absolutely don't break the rules about Boys in the Girls cabins and Girls in the Boys cabins. This could get the camp in big trouble. This WILL get you in big trouble. Initial Here Please
6. Language should glorify God and encourage others. To be clear, we don't use words like: Crap, Sucks, Shut Up. We don't talk about inappropriate things. Language on your phones/devices must be appropriate. Listening to inappropriate content will get you sent home.
7. Do not use the golf carts, tractor, etc.. The golf cart is for the use of the deans & nurse only. Please set a good example. I know some of you are wonderful drivers but campers run out in front of teens and act silly. It's too much of a liability. Driving the golf cart will result in a failing evaluation.
8. GET AN ADULT STAFF if a camper does something you think should be punished.
9. GET AN ADULT STAFF if a camper tells you something inappropriate or alarming (abuse, danger signs, etc).

10. Phones have no place in classes, vespers, chapel...if the campers are supposed to be paying attention, so are YOU!! Keep it outta site or lose it. **Please just be responsible. If your phone becomes a problem, you'll lose that privilege** Do NOT send or take any picture that would not be appropriate to have displayed on the camp slideshow at Church on Sunday!

- a. **No Ear buds during worship/devos or when you are responsible for campers.**
- b. **NO SNAPCHAT or FACETIMING (video-chatting) while at camp. None. Nada. None.** Cabin time is for getting to know your kids and helping them.
- c. **NO dating apps at camp at all.**

11. Avoid being one on one with another camper – don't put yourself in a situation where you could be accused of something terrible. **Never be "one on one" with another STAFF of the opposite sex in a private situation** (in a building, in the woods, etc.)

12. NO PUSHING OR SHOVING people in the pool. Absolutely no RKOs. I will RFO (really freak out) and SYH (send you home).

13. ALL Staff are expected to follow the dress code at all times. Don't be "that" staff that wears the shortie shorts, or bra-revealing top or for heaven's sake the male speedo. We can't UNSEE that.

14. DO NOT LEAVE CAMP property FOR ANY REASON. Not by car, not plane, not by boat, not by train. Not by foot, not by hand, not by wheel...STAY ON CAMP LAND. If you leave, you can not return. JCs are expected to help during camp clean up. If a JC needs to leave the camp prior to clean up, he/she will not be eligible to receive an exceeding expectations score without prior approval from the camp manager and deans.

I have read and understand the expectations above. I understand that if I don't follow the expectations, I may lose privileges, be disqualified from fun activities and/or be sent home.

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Signed by JC

Q&A for JCs:

1) How are JC Evaluations Performed?

Biblically.

*These are the things that you shall do: Speak the truth to one another; render in your gates judgments that are true and make for peace; Zechariah 8:16*

2) Would you really fail ME???

- a. No. **You** would do the failing, I would just "speak the truth" in your eval. Yes, we have failed a jc before.

3) Have you ever sent a JC home?

- a. Sadly, yes. We don't like to. I feel horrible. But the campers come first. If you're doing something that puts a camper at risk (keep in mind, we consider spiritual risk too), you will need to leave the camp for the sake of the campers who paid to be here.

4) How can I earn a 5 or a 4?

- a. Meet all the expectations above plus...

- b. Always be cheerful
- c. Always participate
- d. Volunteer to help with set up / clean up
- e. Ensure that your cabin is always 100% covered (staff is in there)
- f. Be a leader by example to your peers
- g. Spend quiet time with God
- h. Really engage the campers. Swim time, meal times, etc. Lead them by example
- i. Never abuse your phone privileges
- j. Be extra helpful to the cook
- k. Be a cleaning ROCK STAR. Do it right the first time. If the floor still crunches after you swept, that's not cool. TO earn a 4 or 5 YOU MUST STAY FOR CLEANING ON FRIDAY.
- l. Help prevent drama by staying out of it. Completely. When someone starts to tell you something about someone else...first response should be "Have you talked to THEM about this? I think you should."