



# **SUMMER TEAM RULES & GUIDELINES**

*(Living in unity & serving as one team)*

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## **PURPOSE OF THESE GUIDELINES**

These guidelines exist to:

- Protect campers and staff
  - Honor Christ in all we do
  - Maintain unity and accountability
  - Ensure a safe, distraction-free ministry environment
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## **1. PHILOSOPHY & MINISTRY STANDARDS**

### **Representing MCC & Christ**

Your words, actions, and choices reflect both Christ and Merriwood Christian Camp. Because MCC is largely represented through word of mouth and lived experience, every staff member plays a direct role in our reputation and testimony.

#### **Expectations:**

- Honor Christ in public and private behavior
  - Represent MCC with integrity at all times
  - Maintain a positive, consistent witness in speech, actions, and attitude
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### **Attitude & Spiritual Conduct**

Staff are called to live in unity and humility.

#### **Expectations:**

- Live with humility, gentleness, and teachability (Phil. 2, Eph. 4:2, Prov. 12:1)
- Pursue unity with fellow staff

- Keep your purpose focused on ministry and serving campers
  - Maintain a Christlike attitude even in stress or conflict
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### **Biblical Conflict Resolution**

We resolve conflict directly and biblically.

#### **Process:**

- Address issues one-on-one with humility when appropriate
  - If unresolved or serious, involve a year-round staff member
  - If needed, approach together following Matthew 18 principles
  - Bring general concerns to weekend processing times
  - Do not assume leadership is aware unless informed directly
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### **Above Reproach Standard**

We maintain clear boundaries to protect campers and staff.

#### **Strict expectations:**

- Never be alone with one camper in a private area
- Avoid one-on-one photos with campers
- Keep cabin doors open when appropriate at night
- Shut down “porch time” if isolation occurs
- Immediately report abuse, threats, or safety concerns
- Serious camper discipline issues should be addressed with at least two staff members (including one full-staff staff member) in a quiet but not private area, respecting personal physical boundaries in a non-aggressive, non-domineering manner. If staff “conflict of interest” occurs, bring in another year round staffer.

#### **Appropriate physical interaction:**

- Side hugs, high fives, fist bumps only
- No prolonged hugging, caressing, or massaging

#### **Testimonies:**

- Share appropriately and age-appropriately

- Do not glorify past sin; share in generalizations (not details); glorify Christ and redemption
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## **2. RELATIONSHIPS & PERSONAL CONDUCT**

### **Opposite Sex & Boundaries**

- No dating or appearance of dating during camp season
  - No physical contact between staff members beyond brief greetings
  - Maintain clear, professional boundaries at all times
  - No emotional attachments with campers under any circumstances
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### **Substances**

- No alcohol, drugs, nicotine, vaping, or tobacco in any form
  - Energy drinks allowed only in moderation and not as a dependency
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### **Dress Code & Appearance**

Purpose: eliminate distractions, maintain professionalism, set example and be above reproach, honor MCC's mission.

#### **General expectations:**

- Modesty at all times
- No revealing or tight clothing (if wearing leggings, long shirt should cover bottom)
- If wearing long shirt, should still be able to see shorts
- Undergarments must always be covered; bottom covered plus several inches
- Swimwear must be modest (one-piece or appropriate tankini)
- Guys: shirts required except designated water times

#### **Additional standards:**

- Natural hair colors only
- Tattoos may need to be covered at times
- Facial piercings must be safe and minimal (studs only; no hoops or facial bars)
- Gauges must be covered with clear plugs

### **Guidance for campers:**

- Direct campers toward honoring parents and authority in appearance decisions
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## **3. SAFETY & EQUIPMENT/FACILITY CARE**

### **Vehicles & Driving**

- No driving MCC vehicles without permission
  - Follow 10 MPH speed limit on camp property
  - Obey all traffic laws on and off campus
  - Maintain positive representation in the community
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### **Pool Safety**

- Lifeguard must be present unless otherwise directed
  - Minimum of 3 people required in pool area
  - Lock gate after exiting and/or “pass on responsibility” to who is left there
  - No swimming after dark
  - Follow all posted pool rules
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### **Equipment & Facilities**

- Report issues immediately via maintenance request form
  - Tag broken items clearly
  - Do not delay reporting until weekends
  - Do not use equipment beyond intended purpose
  - No roof access under any circumstances
  - Chalk may only be used on sidewalks
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### **Bunk Beds**

- Must remain in assigned positions
- Do not move or alter structure
- One person per bed

- No writing or damaging furniture (any graffiti damage will need to be covered/repaired)
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### **Maintenance Areas**

- Off-limits unless given permission
  - Do not enter maintenance buildings independently
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### **Camp Property Care**

- Do not sit on tables or misuse furniture
  - Respect all buildings, equipment, and grounds
  - Treat camp as a ministry space, not personal property
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## **4. TECHNOLOGY & MEDIA USE**

### **Cell Phones**

- Allowed only during weekends or designated non-camper times
  - Must never be visible to campers during camper hours
  - Smartwatches may not be used for communication
  - Exceptions only for approved job-related needs or emergencies
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### **Laptops**

- Use only during non-camper time or approved roles
  - Must not be used in cabins during camper week
  - May be stored in office if needed
  - MCC is not responsible for unsecured personal electronics
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### **Social Media**

- Use responsibly and represent MCC well

- No posting that damages witness or mission
  - Positive ministry celebrations are encouraged (especially weekends)
  - Avoid posts that misrepresent camp culture or values
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### **Media Consumption**

- Must align with biblical values
  - Avoid content that is explicit, profane, or inconsistent with Christian witness
  - Use discernment when discussing media with campers
  - Avoid making media a central focus of conversations
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### **Camp Systems (Computers & Sound)**

- Use only with permission
  - Do not change system settings
  - Do not log out of MCC accounts
  - Ask for assistance when needed
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### **Phones (Landlines)**

- Use only when necessary
  - Limit calls to 5 minutes
  - Some phones are emergency-use only
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## **5. GENERAL HOUSEKEEPING & DAILY LIFE**

### **Promptness**

- Be EARLY to all meetings, activities, and responsibilities
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### **Living Quarters**

- Keep spaces clean daily

- Deep clean every Saturday morning (required and inspected)
  - No inappropriate decorations or messaging in cabins
  - Music must be appropriate, low volume, and camper-focused
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### **Laundry & Personal Spaces**

- Use designated laundry areas only
  - Keep all laundry areas clean and organized
  - Remove lint and clean machines after use
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### **Lost & Found**

- Turn all items in immediately
  - Do not keep found items
  - Items are stored for parent retrieval only
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### **Canteen & Snacks**

- One free 12 oz drink per opening (not saved or accumulated)
  - Half-price items are for personal use only
  - No IOUs or tabs allowed
  - Take reasonable portions of kitchen snacks; Limit eating of snacks in front of campers
  - Respect allergy safety rules (especially nut exposure protocols) if eating staff snacks
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### **Guests**

- Must be approved in advance
  - May require meal payment
  - Must not interfere with camper care or responsibilities
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## **6. WEEKEND & REST EXPECTATIONS**

### **Purpose of Weekends**

Weekends exist for:

- Physical rest
  - Emotional reset
  - Spiritual renewal
  - Preparation for the next week of ministry
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### **Weekend Structure**

- Fridays/Saturdays: cleanup, evaluation, staff bonding
  - Sundays: church + rest + preparation for week ahead
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### **Weekend Expectations**

- Stay on grounds when possible to build staff unity
  - Off-campus time must be approved
  - Be ready to function at peak capacity Monday morning
  - Maintain flexibility if traveling off-site
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### **Sunday Schedule**

- Attend Salem Baptist Church (first two Sundays required)
  - After initial weeks, home church attendance may be approved if you're local
  - Sunday afternoons are typically personal free time—use wisely
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### **Time Off**

- Must be pre-approved and documented
  - Leadership must be informed of all departures/returns
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## **Hammocking**

- Not allowed during staff training
  - Allowed Saturdays only afterward
  - Must be taken down by Sunday morning
  - No sharing of hammocks
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## **7. PERSONAL RESPONSIBILITY & MISCELLANEOUS**

### **Salary**

- Confidential and based on role, experience, and certifications
  - Direct questions to leadership or bookkeeping
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### **Food & Kitchen Use**

- Be respectful of kitchen staff and timing
  - Follow labeling rules for stored food
  - Dispose of expired or unsafe food properly
  - Peanut exposure precautions must be followed carefully
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### **Recycling & Waste**

- Break down all cardboard boxes
  - Place flat in designated dumpster
  - Dispose of waste properly and efficiently
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### **Final Reminder**

Campers are always the priority.

Everything in these guidelines exists to protect them, serve them well, and keep the focus on Christ-centered ministry.

Updated 4/30/26