



STAFF PLAYBOOK

Dear Summer Staffer,

Thank you for making a commitment to spend part of your summer serving at a Still Water Camp! We have an amazing opportunity to demonstrate the love God that has been bestowed on us, to others. We are praying for you and for the experience God has in store for us as we serve together.

STILL WATER CORE VALUES

- Christ Centered (Matthew 6:33) • Discipleship (Matthew 28:16-20)
- Evangelism (Mark 16:15) • Family (Hebrews 10:24-25)
- Integrity (Proverbs 2:20-21)

STILL WATER STAFF RESPONSIBILITIES

To be a positive Christian role model and mentor with an I Am Third (God, others, self) thought process. Staff, dependent upon their assigned role, will mentor, supervise, and teach young people in various activities and spiritual components of camp. Still Water Staff will stand firm on God's Word and be responsible for those under your care. In short.....LOVE GOD! LOVE OTHERS!

SUMMERS STAFF QUALITIES

- Leadership (Luke 22:26) • Accountability (Proverbs 27:17)
- Servant's Heart (1 Corinthians 15:58) • Responsible (Colossians 3:23)
- Perseverance (Philippians 4:13)

STILL WATER OVERVIEW

CAMP WELCOME

Hospitality is a virtue that reflects God's gracious love. While hospitality can be about meeting needs and warm welcomes, it is also demonstrating kindness and compassion. We want all staff and campers to be welcomed with smiles and excitement as they arrive at camp! We want to create an environment that is conducive to fun, excitement, hospitality and cleanliness! We ask that all staff are dressed in proper attire and in their assigned position in a timely manner. Greet EVERYONE as you encounter them and make sure any of their immediate needs or questions are met.

SWAT (STILL WATER ACTIVITY TIME)

SWAT is a 2hr block each day of the 3 full days of camp where campers will participate in a variety of camp activities. TL's are required to participate side by side with their campers in order to build relationship. Other staff are encouraged to participate as well! SWAT activities are also designed to teach a healthy competitive spirit that is reflected in good sportsmanship, integrity, and leadership on and off the field/court. These qualities are to be exemplified in our staff at all times!

SWISS (STILL WATER INTENSE SPORT SESSION)

SWISS is a time that campers are participating in sport training. Coaches are responsible for creating workouts for the 3 full days of camp. Coaches will also provide instruction during SWISS. Sports sessions are a time to improve skills, character, and leadership qualities. Sports are a great vehicle to express godly characteristics such as perseverance, endurance, kindness, etc...please incorporate these things into daily workouts. We will also have sport awards that will be given out on the last day of camp!

CHILDREN POLICY

Family is a core value of Still Water Camps! We love that campers get to see a family dynamic out at camp and that we can have families out to serve together. We have Kids Camp during SWISS, SWAT, and if needed, Chalk Talk. Kids Camp designated for the children of staff to attend. Children must be in appropriately designated areas assigned by the Kids Camp Coordinator or be properly cared for by immediate parents or staffer. Children are not allowed to be unattended at any time.



SPIRITUAL ELEMENTS

Throughout camp, we will have daily spiritual components placed in our schedule. We will have NUEYO (Never Underestimate Your Opponent) where campers will learn to do a quiet time. We will also have staff testimonies, staff scripture encouragements, and Golgotha run. Golgotha is an important part of camp and is a favorite part of camp for both campers and staff.

We ask parents to use discernment on whether their young children should be at the Golgotha talk that precedes the run as we would like to limit as many distractions as possible during those 5-10 minutes. Please know our heart is not to keep anyone away but we want and need the campers to have open ears and hearts focused on Jesus at that time.

CHALK TALK

Chalk talk is our night session where we gather for skits, worship, and the gospel message being shared. Chalk talk is designed to progress into a time when campers listen attentively to a gospel message that progresses through the course of the week. We believe that you can worship with your voice, body, and heart even if the song isn't a standard worship song played in Church gatherings.

MEALS

Meals are a great time for all staff to build relationship with campers. Cleanliness, proper communication and organization are important during all meals. We will have fun music playing before campers enter. Once campers are sitting music will become background music allowing for conversations to ensue. Staff meals will precede camper meals. There will be staff assigned to serve at meals. Please arrive on time and with a heart ready to serve joyfully!

MUSIC

Music will only be played by Still Water devices and must be approved by camp director and programmer before use. IF the Still Water devices are unavailable then no music will be played unless the staff want to lead the campers in appropriate songs themselves. Music must be appropriate and wholesome.



SUMMER STAFF POLICIES

Still Water Sports Camp policies in place to ensure the safety and care for campers and staff that provide a fun experience at camp! Our goal as a staffer is to bring glory to God and exhibit the life of a follower of Christ. Adhering to the staff policies will ensure that we achieve excellence.

TATTOOS

We know a lot of people have tattoos, including some of the best staff we've ever had, so we handle this on an individual case-by-case basis. If you have a tattoo, you may be asked to keep it covered at camp depending upon the content of the tattoo. This will be at the discretion of the Camp Director. If asked about your tattoo by a camper, you're welcome to share its meaning & how it relates to your faith, but please refrain from encouraging campers to get their own tattoos. Tattoos, just like our testimony, should point to our Savior.

ALCOHOL, TOBACCO, DRUGS

Still Water Camps has a zero tolerance policy when dealing with the use or possession of illegal substances. Drugs and tobacco products are strictly prohibited at camp. If found violating this policy, we will move forward with removing the staffer from camp. Any questions about what constitutes an illegal substance can be directed to the Director of Staffing or the Camp Director.

RELEASE OF RESPONSE

Staff are not obligated to respond or be emotionally responsible for decisions that campers or other staffers make. If you find yourself in need of assistance in a situation with a camper, please get with leadership asap.

CAMPER CONDUCT AND DISCIPLINE

The Camp Director is responsible for disciplinary procedures carried out during camp. **There is no corporal punishment at SWC.** Popping, paddling, "rat tails," and other such means of punishment are strictly forbidden. Any form of hazing is also strictly forbidden. We will not tolerate verbal language/treatment that could damage a camper. We will have expectations of kids without breaking them down. Staff are to lead by example and to show the love of Jesus even in handling hard situations like this. If a TL is having a hard time handling a camper then the TL should get the TLC immediately to discuss. It is okay not to know how to handle some situations and a sign of maturity is to be able to ask for help.

Discipline is different from punishment. Discipline will not cause or harm or humiliation but rather provide a correction and redirect toward proper action.



VISITORS

Visitors must be approved before camp by the Director of Staffing or the Camp Director before camp begins. Visitors will need to provide identification. There will also be a designated time visitors can be on site during camp or in between camps.

INTRUDERS

An intruder is anyone that is not registered at the camp office. This may include parents of campers or even church staff. If you do not recognize someone on campus, tell the person directly in charge of you or leadership nearest to you.

CELL PHONE USE

We ask that while you are with us at camp that you put your cell phone away and enjoy the welcome respite from social media, texting and phone calls. If you need to use the phone please do so at the designated staff areas, not around kids, and never leave kids unattended to do so.

*Camp Directors and other leadership staff will be asked to carry their cell phones for emergency situations and other necessary communication.

ALTERING CAMPER'S APPEARANCE

Our kids come to us from all walks of life with all types of different parents. Although some parents may find a purple mohawk on their 12 year old daughter AWESOME, we can't be certain that all will feel this way. So, our stance is that kids should go home the same way they showed up. At least physically. That means no haircuts, dye jobs, henna tattoos, sharpie tattoos, piercings, etc. Hopefully, they will be eternally changed drastically by Jesus from the inside out!!

That being said, no staff member should be an encourager or a participant in changing campers' physical appearance while at camp, nor should they knowingly let campers alter the physical appearance of other campers. This includes shaving campers' hair, or creating hand-drawn tattoos on campers' skin.



ELECTRONICS

Electronics are not allowed at camp. If you bring them, depending on your position, you may be asked to turn them in for the duration of camp. If a camper brings electronics, we may ask for them to give them to leadership for safekeeping (we are not responsible for stolen items). Camper phones will be picked up at check in. If you have a camper who has their phone, let the TLC know so that they can pick it up for safekeeping for the duration of camp.

FOOD/DRINK

We do not allow food or drinks (other than water) in the cabins. If you bring special foods, you may store them in the pantry in the kitchen.

WEAPONS

Weapons are not allowed at camp. Period. If you or a camper have a weapon (Gun, Knife, RPG, Grenade, Nuke, slingshot, etc.) we will take it for the duration of camp depending on the item. If a camper has a weapon, get with the TLC or the nearest leadership so they can confiscate it. Any camper weapons taken up during the week will be returned to the parent at the end of camp depending on the item. Camp Directors will follow the appropriate protocol.

MEDICATIONS

By law SWSC is required to have our on-site nurse administer all medication to campers and staff during the course of camp. That includes all over the counter medication. (IE: Advil, Tylenol, Benadryl, etc.). All meds will be turned in at camper and staff check in. The only exception to this is inhalers and other life critical medication. Campers or staff may carry these meds with a note from the prescribing doctor.

BULLYING

Unfortunately, bullying is a very real problem that lots of our campers face back home. Camp should be a safe place where every kid has the freedom to be who they are and act like themselves. Absolutely no bullying of any kind will be tolerated or allowed at camp. STAFF ARE THE FRONT LINE OF DEFENSE. Create an atmosphere of encouragement by setting the expectation that putting others down will not be allowed. This includes joking, sarcasm, heavy teasing, alienating others, physical harm, and any other behavior that harms others. We ask that you pull those instigating this behavior aside and do so with compassion, love, and grace while holding them accountable....many bullies have or are being bullied themselves.



DATING/RELATIONSHIPS WITH OPPOSITE GENDER

During camp, staffers are expected to conduct themselves in an appropriate manner that does not interfere with their role at camp and in between camps. It is imperative that staff choose to respect their environment and avoid putting others around them in an uncomfortable situation. Staffers of the opposite gender should never be alone with each other in a cabin or off away from others. An inability to refrain from inappropriate behavior or PDA deemed by the CD or DOC could cause someone to be asked to leave camp. Please understand that at the same time we think it is important for campers to see a healthy relationship that honors God and each other. Our purpose at camp as staff is to live the I am 3rd belief - God first, others second, self third which means putting on the fruits of the Spirit to treat others in a way that shines to Jesus.

CHILD ABUSE

If a staff member discovers evidence of child abuse or sexual molestation, it should be immediately reported to the Camp Director. Advice on procedures to follow can be obtained by calling the Texas abuse hotline. (1-800-252-5400). **We are obligated by law to report all incidents of Child Abuse.** Child abuse in any form will not be tolerated. This could include improper touching, abusive or suggestive language, or striking a child. Avoid compromising situations by abiding by the 3-Man Rule. Children can mistake well-meaning attention as sexual misconduct.

****According to Texas State Law, Child Abuse or Sexual Abuse, real or alleged, must be reported to proper authorities for investigation.**



STAFF EXPECTATIONS

EXPECTATIONS:

1. I will adhere to ALL policies and expectations as outlined in the Still Water Playbook.
2. I will not partake in actions that would cause someone to stumble in their faith walk.
3. I will treat everyone with respect using proper speech and actions.
4. I recognize that I am representing Still Water at camp and in between camps.
5. I agree to model an "I Am Third Attitude" (God, others, then self) and to embrace and uphold Still Water's Core Values and Staff Qualities as mentioned in the Still Water Staff Playbook.
6. I agree that staffers dating each other should honor God with their relationship and that their hired positions will maintain a priority.
7. I will adhere to the RULE OF 3 and not be alone with any opposite gender at any time other than in a common area such as the footpring, tab, pavilion, etc...
8. I will not bring weapons into or around camp facilities.
9. I will not bring nor use drugs, tobacco, or alcohol on camp premises.
10. I will adhere to camp curfew.

If any of the above are not adhered to then the following protocol will take place:

A meeting between the staffer(s) and the Camp Director and any other needed leadership to discuss expectations and what will occur moving forward. Depending on the outcome of the meeting, the Camp Director will determine if the staffer will stay on campus, should be reassigned a new position, or be asked to leave.

The Camp Director will document an incident report for Still Water to have on file.

_____ Staff signature _____ Date

