

# **TWIN ROCKS FRIENDS CAMP SERVANT LEADERSHIP PROGRAM PERSONNEL POLICIES**

## **A Commitment to the Purpose of the Servant Leadership Program:**

The Servant Leadership Program is designed to provide high school students with opportunities to grow in their relationship with Jesus Christ through serving, leading, and building friendships within a caring camp community. Each Servant Leadership Program team member is expected to be an active member of the TRFC community, and will seek to live out the purpose of the program.

**A Commitment to a Christian Lifestyle:** In accordance with Christian convictions honoring the body as the temple of the Holy Spirit, Twin Rocks SLP team members will demonstrate a lifestyle that excludes gambling, the possession or use of non-medical drugs, alcohol, tobacco, obscene or pornographic articles or literature, and immoral sexual behavior.

**A Commitment to Christian Faith:** Servant Leadership Program team members must agree to the basic evangelical statement of faith endorsed by Twin Rocks Friends Camp as found on page four of the application.

**A Commitment to Pursue the Goals of the Servant Leadership Program:** While being responsible to the authority of the Twin Rocks staff, SLP team members agree to pursue the goals of the Twin Rocks Friends Camp's Servant Leadership Development program as listed below:

**Service:** Learning from Christ's example to serve humbly through daily work assignments.

**Discipleship and Spiritual Growth:** Growing in relationship with God through personal quiet times, group worship and sharing, accountability groups and other spiritual disciplines that are a part of the program.

**Community:** Building a Christ-centered, inclusive, caring community among the all staff.

Working to preserve the bond of peace while sharing the joys and pains of working, worshipping, living and playing with peers and coworkers.

**Memory Making:** Growing close in godly friendships with other staff. Having creative fun, relaxing, playing, and making incredible memories.

**Leadership Development:** Exploring the question "What makes a godly leader?" as staff are challenged with leadership training, exercises, and hands-on experiential learning.

**A Full Five-Week Commitment:** Committing to be a member of the Servant Leadership Program team is much more than committing to spend five weeks at Twin Rocks Friends Camp. SLP team members wholly commit their five weeks to serve, learn, work, live, play, worship and grow together. "Non-work" SLP activities (such as worship, accountability groups, initiatives and Bible studies) will monopolize almost all of a staff member's "free" time each week. Involvement in these activities is an important part of the commitment and experience of being a SLP team member. Because the program demands an "all out" five-week commitment, Twin Rocks reserves the right to be a staff member's only commitment (no other part-time jobs, ministries, volunteer activities, correspondence or summer-school courses, etc.) **Any exceptions to this rule must be negotiated before hire.**

**A Commitment to Inclusive Relationships:** Servant Leadership Program team members agree to actively engage in inclusive, caring relationships with all other staff members. Exclusive

“clique” relationships are not a part of our team. For the same reason SLP team members agree *not* to pursue romantic relationships of any kind with other staff members while at Twin Rocks.

**A Commitment to Modesty:** Servant Leadership Program team members, male and female, commit to honoring one another by maintaining a high standard of modesty – in dress, talk and behavior – within the team. Twin Rocks desires to support SLP team members in their pursuit of modesty and growth by providing appropriate space on camp for private male-only and female-only use (for example private bed and bathrooms areas.) Twin Rocks provides these spaces to promote a safe and comfortable environment for staff to “let their hair down” and to help minimize potential stumbling blocks or distractions. SLP also commit to treating members of the opposite gender as siblings in Christ for the duration of the summer and strive to minimize any form of physical and emotional contact that may lead to unacceptable conduct and behaviors. SLP also agree to abide by standards of dress and behavior considered acceptable by TRFC’s Program Director.

**A Commitment to a Media Free Summer:** SLP agree to give up television, movies, and video games for the summer as a “fast” of sorts focusing on mental purity and Philippians 4:8. The commitment to a media-free summer allows SLP more time to focus on building healthy relationships through creative fun during the summer’s limited free time. SLP also agree to minimize their use of internet, cell phones, and ipods in an effort to strengthen the overall community aspects of the program.

**Fees:** Servant Leadership Program team members are expected to pay \$325. This cost includes four weeks of room and board at Twin Rocks Friends Camp, one week at Youth Yearly Meeting in Newberg, Oregon, as well as various program fees. Each accepted applicant will also need to provide proof of current medical insurance.