

Mission Springs Junior Staff Agreement

As a Junior Staff for Mission Springs, I agree to the following:

- I will seek to maintain a close and growing relationship with my Lord and Savior, Jesus Christ.
- I will function within all camp policies and rules.
- I will govern my personal conduct so as to glorify Jesus Christ and set a positive community example as a representative of Mission Springs, as set forth in the Mission Springs Summer Staff Manual.
- I will maintain high standards of performance in all my duties, and strive to keep a team effort attitude as I go about performing my duties.
- From the leadership staff, I will welcome and appreciate encouragement and positive remarks about my job performance. Likewise, I expect constructive criticism when it is needed.
- I will faithfully apply myself to every task, whether small or large, important or seemingly insignificant, public or private, so as to be a positive force for God and in cooperation with all other persons concerned.
- I will handle conflict in a biblical manner and according to the guidelines set forth by Mission Springs. I will avoid becoming involved in gossip which can only hurt the ministry of Mission Springs and further damage relationships.
- I have read and agree to abide by the Mission Springs 'Summer Staff Guidelines' included in paperwork.
- A day off NOT APPROVED in advance cannot be guaranteed. Please think ahead and discuss any possible days off needed with your supervisor
- The Mission Springs Statement of Belief – Covenant Affirmations
- I have read and agree to abide by the Mission Springs 'Standards of Conduct' included in paperwork which states the following:

Mission Springs Christian Camps and Conference Center does not allow any of its summer staff employees, either on or off the grounds, during work hours or off duty, to be involved with smoking, drinking alcoholic beverages, or using illegal drugs. Also, theft, immorality, damaging of property, physical injury to others, verbal or any other forms of abuse, deception, and other forms of biblically unacceptable behavior will be cause for immediate dismissal.

Read Carefully-- I accept this position wholeheartedly. I have read the enclosed **Standards of Conduct, and the Statement of Belief** and I understand and will adhere to the beliefs and policies for summer staff and know what is expected of me. I understand that a violation of staff policy or the Code of Conduct could result in immediate dismissal. I agree to the terms listed above and realize that other applicants for this volunteer position have been turned down and that Mission Springs is now counting on me. I also agree to the 12:00 a.m. curfew policy on non-work days for L.I.T.'s and that I am not to leave the grounds by myself unless agreed to by my parents in advance. I am aware that I must check out whenever I leave camp, and give my destination and return time. I also understand that I may not leave on any overnight trips on the weekends unless I have advanced parental permission. Further, I understand that I am responsible to obey the wishes of my parents when it comes to what I can and cannot do on my time off (trips to town with other L.I.T.'s, etc.). The signing of this document is done prayerfully and with the understanding that its fulfillment is to be done to the glory and honor of Jesus Christ. As witness of my understanding and commitment to this employee agreement, I willfully sign my name in the space below.

Junior Staff Signature _____ Print Name: _____ Date _____

Junior Staff Parental Agreement

For Parents:

As a parent of a Junior Staff, I understand the commitment my child is making this summer, and I support that decision. Further, I have read and understand the policies and standards of Mission Springs. I also understand that it is my responsibility as a parent to communicate to the leaders at camp (Camp Director, Associate Director and/or Junior Staff Coordinators) what my child can and cannot do on their time off (drive into town with other minor-age Junior Staffers, weekend trips to the beach with others, etc.). It will be understood that Junior Staff are to follow the policies set forth for them in the absence of parental requests to the contrary.

Parent Signature _____ Date _____