



## GUIDELINES FOR COMMUNITY LIVING

Last Updated: October 4, 2023

People who will agree to understand these guidelines and abide by them while serving on our team:

- All Summer Staff
- All Adult Volunteers
- All Interns
- All Year-Round Staff
- All Board Members

- Not Leaders in Training or Other Campers
- Not Guest Groups
- Not Contractors

Welcome to Camp Mini-Yo-We! Here, we're all about growing, learning, and becoming the leaders God is calling us to be. Whether you're a volunteer or a staff member, you're part of our team. Our goal? To develop tomorrow's leaders through life-changing adventures in God's creation.

To make sure we're all on the same page, we've got some guidelines. These aren't just rules: **they're promises we make to one another to create the best Camp community ever.**

By choosing to be a volunteer or staff member, you are committing to actively be part of cultivating a culture in a positive community that encourages the following:

### Learn About Jesus

We believe that becoming a great leader starts with understanding the ultimate leader: Jesus. We look into the Bible together and discuss Jesus' life and teachings. We don't expect you to agree with everything, but we do hope to learn about Jesus together.

### Live Like Jesus

We try to live by Jesus' values of love, kindness, and humility because we think these qualities can really change people and the world. Here at Mini-Yo-We, we challenge people to put Jesus' teachings into practice in your day-to-day life.

### Talk With Jesus

Talking with Jesus through prayer is a big part of our community. We see prayer as a powerful tool, not just a last resort. You'll find us praying often – before meals, during meetings, and in everyday life.

### **Initiative – Take Action to Help Others**

Being a leader here means taking action to help others. We value people who step up and use their skills to make life better for those around them. Here, you'll be encouraged to actively help others.

### **Stewardship – Leave It Better Than You Found It**

We believe good leaders take care of and improve what they're given. This includes everything from personal belongings to shared spaces and the environment. We expect you to leave any place you've been better than you found it.

### **Mission – Develop Tomorrow's Leaders**

We're all about creating future leaders. We want you to learn from others, share what you know, and help support one another, especially those who are younger. Since we're working mostly with kids and young people, we have certain rules that must be followed.

- **No Bullying or Harassment:** Don't use language or engage in behaviour that's rude, hurtful, or unwelcomed.
- **No Violence or Threats:** Fighting, making threats, or any other violent acts will not be tolerated. Period.
- **Respect Everyone:** Don't ignore instructions, talk back, or disrupt others. Treat staff, volunteers, and campers with respect.
- **Camp Is Inclusive:** Ensure children, staff, and volunteers are welcomed, supported, loved, and cared for regardless of their circumstances or characteristics, including race, ancestry, place of origin, colour, ethnic origin, citizenship, religious background and beliefs, sex, sexual orientation, gender identity and expression, age, marital status, family status, disability, and socio-economic status.
- **No Illegal Drugs, Alcohol or Cannabis:** Camp Mini-Yo-We is an alcohol- and cannabis-free facility. We agree to refrain from possessing, consuming, or having alcohol and cannabis in our bloodstream while serving or on property.
- **Cigarettes Vapes:** We ask you not to use either of these while on site. Talk with us if you have an addiction to either of these, and we can help you manage it while you are with us.
- **No Inappropriate Sexual Behaviour:** Keep things clean. Any sexual activity outside of marriage, harassment, or pornographic or explicit materials are forbidden.
- **Limited Tech Use:** We're trying to keep Mini-Yo-We as tech free as possible. That means no smartphones, tablets, or laptops for campers. As interns, staff, and volunteers, we willingly limit our tech use to enjoy God's creation and one another's company.
- **Honesty First:** Don't lie or cheat, whether it's during games, contests, or in regular Camp activities.
- **Keep Your Word:** If you promise to do something, do it. Trust is super important at Camp Mini-Yo-We. We all count on one another, so it's important to do what you say you're going to do.

- **No Hazing, Initiation Rituals, Raiding, or Vandalism:** Don't do anything that might harm or embarrass someone. This is considered harassment and is not tolerated at Camp Mini-Yo-We. Don't make messes that other people have to clean up.
- **Inappropriate Language:** Don't use bad words, slurs, or any other inappropriate language.
- **Respectful Dating:** It's natural to develop feelings for someone, but remember, Mini-Yo-We's main focus is serving our campers. If you are dating someone, ensure it doesn't distract from your responsibilities or disrupt the Camp environment. Always act responsibly and respectfully. We do not pursue dating relationships with guests or campers.
- **Accommodations:** By default, accommodations are made based on biological sex.
- **Promotional Stuff:** When you're around our programming, you will end up in photos and videos that help us celebrate the great things happening at Mini-Yo-We. Pictures and videos of you will most likely end up online and in our promotional materials.
- **Thoughtful Online Representation:** You represent Camp Mini-Yo-We to the broader community; therefore, be mindful of how you portray Camp and our values on social media platforms and online spaces. Share the joys, but always ensure privacy, respect, and the best interests of yourself, Mini-Yo-We, its staff, volunteers, and guests.
- **Nothing Illegal:** This should go without saying, but we don't tolerate illegal activity of any kind.

To be super clear, not following these guidelines will result in a conversation with your supervisor, which could result in disciplinary measures and mean you'd have to leave. It's really important because breaking the rules makes it hard for us to do our job, which is helping you and others become the best leaders for the future.