Sample of a Volunteer and/or Employee Covenant Agreement

(this is the one used with the Episcopal Youth Camp in the Diocese of Western Michigan – please adapt it to your own settings)

*O God, source of faith and love: Bless the members of the camp staff, who labor with their hands, minds, and hearts for the benefit of our youth. Give them strength to perform their daily duties to the best of their ability, and grant them the courage and wisdom to persevere under whatever circumstances this week may bring. And when our time together is over and their work has ceased, may they finally rest and find strength in you. Amen.*

The Episcopal Youth Camp in the Diocese of Western Michigan strives to continue to be a pivotal part of the formation of the young people in our Diocese.  We work together to form a Christian Community as we play & pray, sing & share, and we look outside ourselves with our yearly outreach project.  We invite young people into a deeper relationship with each other and with God.  Our adult counselors serve as mentors for the young people, as we model friendships with each other.

As a member of the camp staff I agree to the following

* I will do my best to understand and adhere to all Episcopal Youth Camp rules and I will encourage my co-workers and the campers to do so also. These include, but are not limited to
	+ Care of camper: not allowing and stopping bullying, peer pressure, teasing, abusive or discriminatory language, hitting and other physically abusive behavior
	+ Care of self: abstaining from drugs and alcohol, refraining from tobacco (and if using only at approved times), adhering to curfew
	+ Care of property: including individual and the camps from which we rent.
* I will follow the Episcopal Youth Camp’s Behavior Management Policy
	+ Setting up and keeping consistent rules and boundaries with campers
	+ Using positive approaches to managing behavior with campers
	+ Consistently using approved discipline, consequences and stopping negative behavior
* I will follow the Child Protection Law
	+ Reporting child abuse to the Camp Director, even if only suspected
	+ Keeping all suspected or known abuse confidential (not telling other staff or campers)
* I will follow the Safeguarding God’s Children teachings and the Diocesan policies.
	+ I will not commit sexual misconduct against a child or adult, knowing that such behavior will be dealt with by the Diocese of Western Michigan and the State of Michigan
	+ I will not engage in a sexual or inappropriately close personal relationship with any of the campers during or outside of camp (regardless of age).
	+ I will make sure there is always total supervision of campers with at least two adults present.
* I will be an active participant in all camp activities, to the best of my abilities, especially those where our entire community gathers (formation, Eucharist and compline)
* I will support my fellow staff people and help them do their best job
	+ I will refrain from gossip and triangulation (speaking of others behind their back), bringing problems to the source to get answers and resolutions
	+ When I have a disagreement with a fellow staff person, I will seek reconciliation
* I will respect the dignity of each camper and staff person – seeking and serving Christ in them.
* I will pray.

Much as God has made a covenant with us as described in the biblical story of the flood, I make a covenant with the other camp staff and the children we care for.  As Godly people we take covenants very seriously and I personally do not make this covenant lightly.  If I do not completely and wholeheartedly agree with this covenant I will not sign it.  If I choose to sign, I make a covenant and promise to other camp staff, the campers, and myself that I will live out this covenant to the best of my abilities.  If at some time I can no longer live up to this covenant or promise I will notify the camp director.