



## INTERN LIFESTYLE AGREEMENT

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# INTRODUCTION

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At Trout Creek Bible Camp, we desire to intentionally cultivate Christ-centered community. As members of this community we aim to love God with all our heart, soul, mind and strength, and to love our neighbor as ourselves. The following community lifestyle agreement details the specifics of how we are to create, support, and live well within this Christ-centered environment.

This includes living with integrity, honesty, kindness, excellence, and love during work hours and camp sessions, as well as during breaks and time off. We hope that the principles of this agreement will be such a meaningful part of our staff's experience that they will choose to honor these values for the rest of their lives.

The following guidelines are informed by the Bible, and while many of them are clear issues of morality, some are matters of community preference. We believe that all of these guidelines are important ways in which we are to love and honor each other in the name of Jesus.

## LOVE FOR GOD

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In Matthew 22, Jesus is asked to define the most important commandment for God's people to observe. He famously responds with the command to "Love the Lord your God with all your heart and with all your soul and with all your mind" (22:37).

As such we first and foremost encourage and expect all interns, volunteers, and staff to pursue and cultivate an ever-deepening personal relationship with Jesus Christ. We encourage all personnel to be vigilant in keeping their growth in Christ as their top priority.

Due to the magnificent diversity of personality among God's people, each person's relationship with Christ may grow by slightly different means. However, there are some specific commands and best practices outlined in scripture which can be applied to all believers.

As such, all interns are encouraged and expected to:

- Engage in regular, private Bible study and prayer
- Maintain weekly involvement in a church congregation
- Participate in devotional and group discipleship as directed by Internship Directors
- Follow the example of Christ in taking regular periods of rest for the purposes of rejuvenating and reorienting ourselves in Christ
- Turn to God in prayer as a first resort in all challenges, difficulties, and questions of guidance
- Participate in healthy, God-honoring relationships with fellow believers as a necessity for spiritual growth.

## GENERAL CAMP

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1. Be familiar with the Organizational Flow Chart and your Job Description so that you know what you are responsible for and whom you are responsible to.
2. Be punctual at all meetings, work hours, and camp events. Attendance to all such functions and assigned work is mandatory unless discussed with your supervisors.
3. Staff housing must be kept clean, including the area around the cabin. Cabins may be inspected periodically. Use of the kitchen is permitted for interns when no guests or campers are currently being served. Interns are expected to completely clean up after each meal or kitchen usage.
4. Parking of cars should be in designated area only. All staff and interns are expected to drive with care both on and off the grounds.
5. The use of cell phones, tablets, computers and other electronic devices is limited to off hours and are to be used with integrity and extreme caution. Irresponsible usage of such devices can isolate individuals and cultivate sinful behavior. Reflecting our desire to pursue Christ and live in community with others, we refrain from excessive screen time, violent or sexual media content, vulgar language or song lyrics, and we choose to behave with Christ-like love in all of our online interactions. During the summer season, interns are expected to abide by the same device and media rules as the summer staff.
6. Possession and/or use of firearms, fireworks, explosives, knives, airsoft guns, etc., are prohibited at all times. Pocket knives may be allowed for work purposes with approval of the Director.
7. All personal prescription medication must remain inside your personal housing in a secure, clearly marked container. First aid needs should be directed to the Internship Directors.
8. Interns are expected to do their own laundry in the facilities provided. During the summer season, weekly laundry service may be provided.
9. Interns are expected to fulfill all duties listed on their job description in concert with their direct supervisors and the overall internship program. Projects, assignments, readings, etc. are to be completed on time unless otherwise discussed with Internship Directors.
10. Possession of drugs, tobacco, vaping, or alcohol in any form is prohibited on camp grounds. Interns who are of legal age are nonetheless expected to refrain from the use of alcohol, marijuana, tobacco, and any illegal substances during their period of service, whether on or off the grounds. Violators may subject to immediate expulsion.

## BUILDING & FACILITIES

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1. The camp buildings, grounds and facilities are a great gift from the Lord and we desire to use them in service to God and others. As such, interns are expected to care for all facilities they use, including provided office space, kitchen, bathrooms, and other program areas. This includes keeping all facilities “guest ready”, using facilities appropriately and safely, and promptly reporting any damages.
2. Interns are expected to comply with and enforce all guidelines when using or leading program elements or activities. Program activities such as Climbing Wall, Zip Line, Swimming Pool, etc. may only be used with prior permission from the Program Director.
3. "Quiet hours" must be maintained in the camp after 10:00 p.m. each night unless otherwise specified.
4. There is to be no marking, carving, or writing anywhere in and around camp, with the exception of the Biffy Room. Even here, please limit yourself/exercise moderation.
5. Staff must not enter any living quarters except their own, unless permission is granted from the Internship Directors. Entrance into the girls' staff cabins and/or area and campers' cabins and/or area by guys' staff is prohibited at all times. Vice Versa: Entrance into the guys' staff cabins and/or area by girls' staff is prohibited at all times.
6. Interns are expected to sleep in their assigned housing areas unless prior permission is gained to sleep elsewhere (Treehouse, Go Kart Cabin, etc.)
7. Some meals will be provided to all interns, as well as access to leftovers from Guest Groups. In addition, basic food staples will be provided and stored in a designated food storage area. Food not designated for intern use should not be consumed unless prior permission is received.
8. Use of maintenance areas (shops) and equipment are under the direct supervision of the Facilities Manager or Director. Permission must be obtained for every use.

# COMMUNITY LIFE

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## *Clothing & Dress*

- Footwear must be worn at all times while on the campgrounds.
- All staff are expected to be as neat & clean as camp life allows, especially at mealtimes.
- Be aware of what you wear! We seek to honor the biblical principles of modesty as humility. These principles apply to both men and women, and refer to dress as well as conduct. In both appearance and behavior, we seek to serve one another, concerned first and foremost with the attractiveness of Christ and His Gospel rather than ourselves.
  - Reflect modesty. Be aware of the “weaker brother” issue.
    - Girls: No swimsuits that reveal midriff, skimpy tank tops, tight fitting clothes, low cut or revealing tops, short shorts, short skirts, visible straps, etc.
    - Guys: Shirts must be worn at all times. No tight clothes, short shorts, visible underwear, etc.
  - Clothing should not have images, logos, or slogans inconsistent with the values of Trout Creek Bible Camp.
  - When welcoming or hosting guests, including first and last days of summer sessions, all personnel are expected to appear presentable, well-groomed, and clean. Staff shirts and/or other appropriate attire is to be worn.
  - All clothing and styles are subject to approval by supervisors.
- Facial and head hair must be well groomed and neat in appearance.
- Major changes in appearance such as tattoos or new facial hair experiments are subject to approval by supervisors and should be restricted to the off season rather than summer camp sessions.

## *Commitment to Purity*

Trout Creek Bible Camp is committed to biblical standards of sexual and moral purity, reflected in the following affirmations. Sexual temptation takes a variety of forms and affects individuals in many different ways. We seek to support, encourage, and guide interns to live according to biblical standards while finding deep, abiding joy in Christ.

- We believe that God’s design at Creation for sexual desire and orientation is within the bounds of a covenant marriage between one man and one woman (Gen. 1:26-28; Gen. 2:22-25; Rom. 1:26-27). We believe that premarital sex, extramarital sex, bisexual acts, same-sex marriage, and homosexual acts violate clear biblical teaching on sexual purity (Rom. 1:26-27; 1 Cor. 6:18-20; Gal. 5:19-21; Eph. 5:3; Col. 3:5-6). We also believe that gender identity is an aspect of God’s good creation, expressed in each individual’s biological sex (Gen. 1:26-27; 1 Cor. 11:7-9; 1 Tim. 2:12-14).

- Sexual intercourse and many of the intimate acts leading up to it are reserved exclusively for the context of a biblically defined marriage (Gen. 2:21-23; Matt. 19:4-6). Sexual activities outside of this context, including sexual intercourse, oral sex, and other intimate forms of touching, are prohibited. Behavior that is inconsistent with these standards is prohibited even when consensual.
- Consistent with our desire to teach and model a biblical approach to sex, Trout Creek Bible Camp prohibits same-sex dating behaviors and public advocacy for the position that sex outside of a biblically defined marriage is morally acceptable.
- Consistent with our commitment to God's design for gender identity, public advocacy for, or acts of altering one's birth-assigned gender is prohibited. All staff, volunteers, and interns are expected to use bathrooms, housing, and other facilities consistent with their birth-assigned gender.
- In order to uphold these standards of Christlikeness, we provide the following guidelines:
  - Interns, volunteers, and staff are not to initiate romantic relationships with fellow Trout Creek workers without the knowledge and approval of supervisors
  - Those who are in a romantic relationship of any kind should avoid spending extended time in secluded locations where there is not a healthy level of accountability.
  - There is to be no bed sharing of any kind with anybody unless you are married.
  - Interns, volunteers, and staff are not to spend the night in the same room with members of the opposite sex, regardless of the number of others present. This applies on and off camp grounds.
  - Interns, volunteers, and staff are prohibited from accessing pornographic or obscene websites, or from viewing or sharing sexually provocative material.

Trout Creek seeks to provide biblically faithful counsel, support, and equipping for holiness on matters of purity and sexual brokenness. Wherever possible we will seek restoration and healing in Christ and provide or direct individuals to proper support and assistance.

### *Respect for Others*

One of the primary measures of spiritual maturity is how well we treat our neighbors. Our relationships are to reflect the biblical principle that all people are made in God's image and should be treated with kindness dignity and respect. Furthermore, violations of such respect can occur in online communication just as in face-to-face interactions. The following types of behavior violate the principles of Christ-centered community and will not be allowed regardless of their mode of communication:

- Gossip or Verbal Put-Downs

- Bullying
- Hazing
- Racial Harassment
- Sexual Harassment
- Violence or Aggression
- Vandalism or Theft
- Slander, Libel, or Use of Vulgar, Obscene, or Threatening Language

Additionally, Trout Creek seeks to be known for our professed commitment to Christ even beyond the bounds of the camp itself. When participating (online or in person) in communities outside of Trout Creek, we seek to uphold the reputation of Jesus in all we say and do. As such we trust all interns, volunteers, and staff to:

- Ensure all standards on and off camp grounds are kind, self-controlled, and consistent with Trout Creek's standards of behavior.
- Show consideration to neighbors regarding noise level and respect of property boundaries.
- Fulfill all financial obligations to local businesses.
- Treat every person with kindness and dignity.

### *Integrity & Honesty*

- One of the marks of integrity is honesty. All interns, volunteers, and staff are expected to be honest and truthful in all forms of communication (written or verbal). This includes abstaining from providing false, incomplete, or misleading information.
- Another mark of Christian integrity is confession. Consistent with biblical expectations of voluntary and frequent repentance as necessary for spiritual growth, we encourage all personnel to voluntarily seek help for any personal problems, including those that involve a violation of this Lifestyle Agreement. A person's voluntary confession and spirit of repentance will be considered in the response of camp leadership. All Trout Creek leaders are committed to discretion, sensitivity, and redemption whenever possible.

### *Days Off*

- Each intern is expected to use his/her time off in such a way that will not hinder his/her effectiveness in performing duties.
- During the off season, interns are expected to always return to camp grounds by no later than midnight, and to exercise caution in all nighttime driving. During the summer camp sessions,



interns are to abide by the same curfew rules as the summer staff.

- Interns are expected to maintain healthy and productive sleep schedules whether during the work week or during off days. Interns are expected to arrive on time to all work hours and projects unless otherwise discussed with Internship Directors.

### *Guests Visiting Camp*

- All guests, including, family members, past staff members, friends, etc., must secure permission from the Camp Director or Internship Directors prior to arriving at camp. This includes all camp activities, “weekend” visits, TC Live, etc.
- If guests would like to join the staff for any programmed meals, permission must be secured and advance notice must be given. There may be a fee assessed.

# ACCOUNTABILITY & DISCIPLINE

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The Trout Creek Bible Camp Lifestyle Agreement is intended to reflect our commitment to Christ, His Word, our fellow brothers and sisters in Jesus, and our witness in to the world. The purpose is to move all interns toward spiritual maturity and to ensure our camp community is a safe, healthy environment for all who participate in our ministry. Our approach to discipline is, therefore, redemptive and restorative. When carried out in a spirit of love and humility, discipline has the following functions.

- **Discipline has a protective function.**
  - Awareness that discipline could take place helps some members of our community avoid behavior that would be harmful to them or to the community.
- **Discipline has a redemptive function.**
  - The process of discipline can be used to rescue individuals from harmful patterns of behavior, bringing them back to a lifestyle of virtue and holiness.
- **Discipline has a punitive function.**
  - Discipline can be used in an attempt to force a person to recognize and abandon sinful behavior and to punish actions that are a threat to the community.
- **Discipline has a restorative function.**
  - The ultimate goal of discipline is restoring fellowship within the community after repentance and forgiveness has occurred.

## *Biblical Principles that Influence our Approach to Discipline*

The following principles guide our approach to community accountability.

- Discipline is a normal and healthy part of Christian community. The degree to which we are willing to lovingly confront one another can indicate the degree to which we love each other and value our community (Heb. 12:7–10).
- Discipline should be carried out in a spirit of humility, gentleness, patience, and awareness of our own sinfulness (Gal. 6:1; Col. 3:12).
- Along with discipline, we should help carry each other's burdens. Discipline works best in the context of loving, helpful relationships (Gal. 6:2; Col. 3:13–14).
- Discipline should be conducted in a heart-oriented manner, seeking not only to modify behavior, but as a priority, forming character through spiritual transformation (Luke 6:45).
- Discipline should begin prayerfully and privately (Matt. 18:15; 1 John 5:16).
- Sharp rebukes and even expulsion from the community are sometimes necessary to bring a person to the point of repentance (Matt. 18:17; 1 Cor. 5:11, 13; 2 Thess. 3:15).
- Among the behaviors and attitudes that call for serious discipline are things like drunkenness, sexual immorality, divisiveness, greed, laziness, lack of gratitude, lack of love, and a refusal to forgive (Rom. 16:17; 1 Cor. 5:11; 2 Thess. 3:6, 14–15; 2 Tim. 3:1–5; Titus 1:10–13).
- With discernment attuned to the contrast between worldly repentance and godly repentance, we

should extend forgiveness and comfort to those who repent, reaffirming our love for them and welcoming them back into the community (Luke 17:3; 2 Cor. 2:7; 2 Cor. 7:10).

- When dealing with the sins of others, we should always be mindful of God's grace to us (Matt. 18:21–35; Luke 15:11–32).

Our discipline system is intended to be redemptive and is designed to restore individuals to good standing within our community. As such, discipline is often progressive in nature, starting with warnings and moving to more serious sanctions. If the person refuses to receive corrective action, engages in behaviors that threaten the safety and security of other members of the community, or exhibits a blatant disregard of Trout Creek policy, dismissal is likely. Trout Creek leadership is not required to impose the same discipline in all situations involving the same offense, nor is Trout Creek required to always impose the maximum penalty. Consideration is given to a person's previous discipline record and the spirit in which they receive and respond to correction.

The ultimate goal of nearly all disciplinary incidents is the restoring of the individual to the community. In cases where the student poses a unique threat to the community, immediate dismissal may occur, and/or the individual may not be allowed to return to Trout Creek.

Additionally, confidentiality often prevents the full disclosure of details that contribute to a decision, occasionally resulting in unanswered questions regarding an outcome.

### *Levels of Discipline*

#### 1. Personal Caution

- a. A warning to an individual that a violation of the Trout Creek Lifestyle Agreement has occurred and that continuing or repeating the behavior may result in additional sanctions.
- b. An accumulation of repeated Personal Cautions will result in an Official Warning.

#### 2. Official Warning or "Write Up"

- a. Assessed for an accumulation of repeated Personal Cautions, patterns of misconduct, or violations that are more serious in nature.
- b. An Official Warning indicates that if immediate changes in behavior do not occur, the individual will begin to lose some of the privileges associated with being a member of this community.

#### 3. Dismissal

- a. This is reserved for (a) unresolved patterns of misconduct, (b) refusal to submit to less punitive forms of correction in a spirit of repentance, (c) blatant disregard for Trout Creek standards, (d) behaviors with potential to significantly impact the spiritual, physical, or emotional well-being of other members of the camp community, or (e) behaviors that endanger the safety and security of other personnel, the camp itself, or the surrounding community.
- b. Dismissal can be immediate or at a designated time, depending on the nature and timing of the offense and the discretion of camp leadership.