

CODE OF CONDUCT

“Don’t let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith and in purity.” 1 Timothy 4:12

RESPECT FOR AUTHORITY

Attitude and behavior towards peers and all adults involved in any STR program should be one of respectful submission and obedience.

“He who scorns instruction will pay for it, but he who respects a command is rewarded.” Proverbs 13:13

GODLY SPEECH AND CONVERSATION

It is essential that our conversations with each other, as well as with leaders and campers, be constructive and beneficial. This also means that swearing and taking the Lord’s name in vain is unacceptable.

“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.” Ephesians 4:29

SERVANTHOOD

A Christ follower should exhibit a servant’s heart, working to serve and bless others, rather than self

“Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others.” Philippians 2:3-4

EDIFYING RELATIONSHIPS

The goal of all Christian friendships should be to honor and glorify God through spiritual growth and mutual encouragement.

“And let us consider how we may spur one another on toward love and good deeds.” Hebrews 10:24

Guys and gals should treat one another as brothers and sisters in Christ, with no inappropriate physical contact, and no “pairing off” or isolating from the rest of the group. There should be no romantic interaction or flirting at the ranch or at any ranch related function, as we find this to be a distraction from the purpose of the program. Flirting is defined as ‘any behavior intended to attract the attention of someone of the opposite sex’.

Avoid the appearance or suspicion of wrongdoing by not being alone with a person of the opposite gender anywhere on property. Unmarried people should avoid physical contact. Friendships have been formed while at the ranch that have resulted in marriage so we want you to enjoy making and deepening friendships; we just want it to be done in a way that does not cause hurt or detract from the STR mission. “Above all else, guard your heart, for it is the wellspring of life.” Proverbs 4:23

UNITY

We strive to maintain a spirit of unity, resisting the temptation to show favoritism or exclude anyone. The ranch is not the place for exclusive relationships or cliques, which usually result in hurt feelings and discord.

“Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace.” Ephesians 4:2-3

Social and Digital Media Code of Conduct

Social media encompasses all electronic communication and online activities. It includes text messages, email, wikis; social networks like Facebook and Twitter; and posting of comments, such as on blogs. Because of the blur between personal and professional communication, this Code of Conduct offers clarification about what is expected of all staff and volunteers.

1. Remember that all Internet postings are permanent. They are susceptible to duplication and may go viral.
2. If you are unsure about communicating or posting, consult STRONG TOWER RANCH leadership before acting.
3. You are prohibited from using internal or external social media channels to discuss confidential items, legal matters, litigation, or the organization's financial performance. Confidential information includes anything labeled as such or information not available to the public via the STR website or official Facebook page. If asked to discuss any of these matters, you should respond, "Our social media policy allows only authorized individuals to discuss these types of matters," and refer the individual to the APPROPRIATE COMMITTEE OR INDIVIDUAL.
4. Only those officially designated may use social media to speak on behalf of the organization in an official capacity. When communicating, official designees must clearly identify themselves as employees/volunteers.
5. If you are not officially authorized to speak on behalf of STRONG TOWER RANCH, use a disclaimer saying that what you communicate is your personal opinion and not that of the organization. Examples: (1) "I work for STRONG TOWER RANCH, and this is my personal opinion." (2) "I am not an official spokesperson, but my personal opinion is . . ."
6. When communicating with youth through any digital or social media, address all messages to the group. If it is necessary to send an individual message to a minor, copy another adult or a parent. Do not initiate a one-on-one relationship (such as friending from a personal profile) with a minor.
7. Before posting photographs of any person, obtain his/her permission. Ensure that photos are of campers in groups and are not zoomed in on individual campers. (The Staff Manager will inform staff and volunteers if there are campers who do NOT have permission from parents to have their pictures taken and posted.)
8. Users should use their best judgment when engaging in social media activities and should be on guard against actions and discussions that could harm the interests of our organization, faith, or other persons.
9. Respect the privacy of your coworkers and the organization by not providing personal or confidential information without permission. Employees/volunteers are prohibited from

sharing anything via social media channels that could violate another employee/volunteer's right to personal privacy.

10. Harassment, threats, intimidation, ethnic slurs, personal insults, pornography, obscenity, racial or religious intolerance, abuse, and any other form of behavior prohibited by law are also prohibited via social media channels. Do not engage in such behavior and do not make or comment on such behavior, comments, or remarks.

11. Do not use STRONG TOWER RANCH's email address or social media channels for personal use.

12. Do not violate copyright and fair use laws, and do not plagiarize another's work. Obtain permission if you wish to use material created by someone else.

13. If you see a violation of this Code of Conduct, report it to any Manager, Committee Member or Board Member of STRONG TOWER RANCH. If you have questions about the Code of Conduct, please contact a Committee Lead or the Board of Directors Chairman .

14. All of the STRONG TOWER RANCH policies apply to the use of digital and social media. All communication by employees/volunteers should take into account the organization's values, reputation, and workplace policies.

15. Any violation of STRONG TOWER RANCH's Code of Conduct may result in discipline and/or termination of employment or volunteer opportunities.

Dress Code for All Volunteers:

All staff and volunteers are required to wear STR t-shirts every day as part of the camp uniform. Barn help must wear full-length jeans that are not tight fitting and have no holes.

All volunteers must wear colored t-shirts while swimming during camp hours and after hours. T-shirts other than STR t-shirts may be worn, but must not contain offensive wording or offensive artwork. (Note: This does not apply to campers – Girl campers must wear t-shirts only if they have two-piece swimsuits with skin showing between the pieces.)

Please do not wear skin-tight pants or shorts or those with holes in unacceptable places. Shorts should come down at least fingertip length. When on STR property, be sure that the waist of your pants is high enough and your shirt is long enough that no skin or undergarment shows between them and your shirt, even when you're reaching or bending. Test this in front of a mirror!

Closed-toed shoes, please. For your safety, no sandals are allowed during camp hours. You may wear sandals or flip-flops after camp hours, but be aware that closed-toed shoes are better for some activities.

Please do not alter your shirts, i.e., don't cut the sleeves off or make it into a V-neck.

Please don't write or draw on your skin with markers. We want our staff to look professional to campers and to all who come on campus. When we do face/hand painting, you may participate with paint, not markers.

Strong Tower Ranch Managers reserve the right to disapprove questionable clothing worn by our staff and campers. We have extra Strong Tower Ranch t-shirts and shorts and will ask volunteers and campers to change if we deem it necessary.

Dress Code Specific for Ladies: Female volunteers must wear one-piece swimsuits. All volunteers must wear colored t-shirts over their swimsuits. T-shirts may be borrowed for this purpose. (If you don't want to get your STR shirt wet, there is a box of t-shirts in the nurse's office.) Additional Strong Tower t-shirts may be purchased for \$15.

"I also want women to dress modestly, with decency and propriety..."

1 Timothy 2:9 "Like a gold ring in a pig's snout is a beautiful woman who shows no discretion." Proverbs 11:22

Dress Code Specific for Gents: Swim trunks should fit loosely and be longer than mid-thigh. All volunteers must wear colored t-shirts over their swimsuits. T-shirts may be borrowed for this purpose. (If you don't want to get your STR shirt wet, there is a box of t-shirts in the nurse's office.) Additional Strong Tower t-shirts may be purchased for \$15.

"Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God – this is your spiritual act of worship. Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind..." Romans 12:1-2

STR After-Hours Policies for Day Camp Volunteers and Their Families

We want you to enjoy your experience at Strong Tower Ranch. Occasionally, teen volunteers, adult volunteers and their families stay after hours to enjoy the amenities. By following these guidelines, you will help to ensure that everyone has a safe, relaxed time at the ranch. (This and/or other specific information for the lakeside, volunteer house, and barn should be posted on an office door or other visible location during camp weeks and other applicable times.)

Commuting volunteers (those coming on their own and not with a church youth group) may stay after hours on designated days until 6 p.m. with parental permission and consent of an on-site adult or on-site youth group leader.

It is not sufficient to relay a message like, "Mom said it was OK." The parent must call the Staff Manager before 4 p.m. on if the on-site youth volunteer (under 18) has permission to stay late. Parents may call earlier in the week and discuss upcoming days. The Staff Manager will check with the youth group leader for final approval. All volunteers may stay late on Friday for the volunteer appreciation BBQ and testimony time. Family members are welcome to join. Please give a count of your family members to the Staff Manager by Thursday morning.

Sometimes staff families have generously offered to supervise other people's youth for the week. This is a personal decision between those families. To avoid undue stress on staff, these decisions should be made carefully, and no one should feel

obligated to do this for the sake of the ministry. The Ministry can suffer if people aren't rested well enough, so feel free to say 'no' if necessary.

We expect youth who are staying at the ranch overnight to respect and obey their leaders. When parents or leaders who are supervising youth indicate that it is time for lights out, there is to be no sneaking outside to do pranks, visit those of opposite gender, etc. without the permission and participation of the adults. All youth must remain where their leaders expect them to be. If the leaders think the kids are in bed, that's where they'd better be.

LAKE

A RESPONSIBLE ADULT MUST BE PRESENT at the lake to supervise all after-hours swimming and/or boating. There is no lifeguard on duty.

The supervising adult must provide direct supervision of all swimmers and boaters. Direct supervision means the supervising adult must be sitting on the beach, in the pavilion, on the dock, swimming, in a boat, or fishing. He or she must be actively watching, not walking around the area, distracted by other things.