

# **BROOKTONDALE NAZARENE Camp & Retreat Center**

## **Staff Qualifications & Expectations**

Considering the purpose of the Brooktondale Nazarene Camp & Retreat Center to impart and promote healthy spiritual life and growth through our Lord Jesus Christ to all our campers, we expect our staff to:

1. Be of good Christian character and integrity
2. Be emotionally mature
3. Have a positive attitude
4. Work as a team member
5. Demonstrate personal initiative
6. Be of good health
7. Be well groomed and neat in appearance
8. Be committed to placing the needs of the campers above all else
9. Respond positively to supervision
10. Be active in a local Nazarene Church on our District and recommended by the pastor as one who meets the qualifications and expectations listed above.

We desire our staff members to serve and be a blessing to each person who visits our camp and to each other. In addition, we are committed to operating our camping programs in a safe environment. Therefore, we expect the needs of our campers and a safe operation to have priority in all we do.

Staff training will be held prior to each camp. Staff members have the responsibility to discuss with their supervisors any areas of their duties which are unclear or with which they have difficulty. We desire for each staff member to understand their responsibility and realize a sense of fulfillment in a job well done.

In order to assist all staff in the performance of their responsibilities, and to improve upon the overall operation of the camp, a written performance evaluation will be conducted by each staff member's immediate supervisor at the end of each camp, or sooner, if required. While we see the primary function of an evaluation to be a positive tool to assist staff to improve their performance, it will also be used to determine the appropriateness of re-hiring. The Personnel Manager and Camp process. Staff will review and have discussion with their evaluator prior to finalizing the evaluation. A copy will be given to each staff member. This performance evaluation will be developed so it could be used as a reference for any future employment.