

***Staff Member Requirements and Expectations***  
Polvado-Doubrava Session | June 23 to June 29, 2024

## **INTRODUCTION**

Thank you for considering the opportunity to serve as a volunteer member of the staff for the Polvado-Doubrava session at Bandina Christian Youth Camp, Inc. As outlined in the Articles of Incorporation, developed in 1967, Bandina Christian Youth Camp was founded to:

- Promote religious welfare and Christian unity by teaching the principles of Jesus Christ as contained in the Bible.
- Strengthen the faith of young people in the Bible as the Word of God.
- Promote and engage in such other activities as are conducive to the development of Christian character and deportment, as from time to time shall be deemed advisable by the Board of Directors, each of whom shall be a member, in good standing, of a Congregation of the Church of Christ, which takes the New Testament as its only and sufficient rule of faith to worship and practice, as Churches of Christ are generally known in Texas, as of the date of this Charter.

## **REQUIREMENTS FOR STAFF MEMBERS**

As outlined in Bandina Christian Youth Camp's Articles of Incorporation and Bylaws, the following requirements apply to Staff Members:

- A counselor or teacher must be a faithful member, in good standing, of a congregation of the Church of Christ, which takes the New Testament as its' only and sufficient rule of faith to worship and practice, as Churches of Christ are generally known in Texas, as of the founding of the corporation.
- Counselors/Teachers must have a written recommendation signed by the elders of the congregation where the prospective staff member worships. If there are no elders in that congregation, a written recommendation must be made by the men in charge of church business.
- Session Directors are authorized to approve staff members serving in positions other than counselors or teachers (e.g. Medical personnel, Kitchen staff, lifeguards, etc.) that are not members of a congregation of the Church of Christ. However, preference may be given to prospective staff members for these positions that are faithful members of a congregation of the Church of Christ.

Bandina Christian Youth Camp, Inc. is also regulated by the Texas Department of State Health Services (TDSHS) as a Youth Camp. TDSHS regulations establish certain requirements for directors, supervisors and staff, as summarized below:

- Must have at least two years of experience working with children, shall be knowledgeable in camp administrative practices and shall have at least one year of leadership experience with an organized youth camp, school or other youth-serving organization. [25 TAC §265.12(a)]
- Must provide a letter of reference, attesting to the character and integrity of each staff member, and information, such as training certificates, attesting to the ability of each staff member to perform the tasks required in their position. [25 TAC §265.12(e)]
- Must authorize the corporation to research and document a record of any criminal conviction and a sex offender registration check. [25 TAC §265.12(f)]
- Must not have any of the following types of criminal convictions or deferred adjudications for a misdemeanor or felony under: [25 TAC §265.12(g)]
  - Texas Penal Code, Title 5 (Offenses Against the Person) and Title 6 (Offenses Against the Family)
  - Texas Penal Code, Chapter 29 (Robbery) of Title 7
  - Texas Penal Code, Chapter 43 (Public Indecency) or §42.072 (Stalking) of Title 9
  - Texas Penal Code, §15.031 (Criminal Solicitation of a Minor) of Title 4
  - Texas Penal Code, §38.17 (Failure/Stop or Report Aggravated Sexual Assault of Child) of Title 8
  - Any like offense under the law of another state or under federal law.

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- Should not have any of the following types of criminal convictions or deferred adjudications: [25 TAC §265.12(h)]
  - A misdemeanor or felony committed within the past ten years under §46.13 (Making a Firearm Accessible to a Child) or Chapter 49 (Intoxication and Alcoholic Beverage Offenses) of Title 10 of the Texas Penal Code
  - Any like offense under the law of another state or under federal law; or any other felony under the Texas Penal Code or any like offense under the law of another state or under federal law that the person committed within the past ten years.
  - However, the Board of Directors may make a written evaluation for a prospective member with a criminal conviction or deferred adjudication outlined above, if the personnel committee of the Board of Directors determines the person is suitable for a position at the youth camp despite a criminal conviction or deferred adjudication.
- Must undergo an approved sexual abuse and child molestation awareness training and examination program. [25 TAC §265.12(i)]
- Pursuant to TDSHS requirements, the Board of Directors has adopted a Safe Environment Policy to govern staff conduct and training. Compliance with this policy is required.
- **The Board of Directors has adopted a policy that any prospective staff member that fails to disclose a background issue that is subsequently revealed through a background check, may not serve on the camp staff.**

### **EXPECTATIONS FOR STAFF MEMBERS**

Each staff member serving at this session will:

- Put the spiritual and physical well-being of the campers as their top priority for the week.
- Be present and available to assist for the entire camp session, from Sunday through Saturday.
- Diligently and responsibly perform their assigned duties and assist as needed.
- Display Christian conduct at all times during the camp session set a good example for the campers and other staff members.
- “Do all things without complaining and disputing”, as admonished in Philippians 2:14.
- Strive for unity among the staff and campers, be aware that ideas and opinions may be in conflict and be willing to approach differences with brotherly love and tolerance.
- Assist less experienced staff members in learning the routine and helping to make the camp session a success.
- Comply with the established rules, regulations and policies, including the camper dress code.
- Complete the assigned training and comply with state and camp-wide rules.
- Bring to the attention of the Director any issues that need to be addressed during the session.