Gretna Glen Camp & Retreat Center
Eastern Pennsylvania Conference of The United Methodist Church
Summer Staff Expectations

Personal & Spiritual Integrity

1. Affirm your Christian faith in God our Creator, Jesus Christ our Savior, and the Holy Spirit our Guide.
2. Live as a witness of Christ's love in both word and action, modeling grace, compassion, and integrity.
3. Embrace the call of all Christian believers to serve and minister wherever Christ leads.
4. Remain connected to a faith community, seeking ongoing spiritual growth and accountability.
5. Serve collaboratively and respectfully within a close-knit, supportive staff team, valuing each member.
6. Attend all required training sessions. If you are unable to attend, work with the Director to complete alternative approved training.
7. Participate fully in all aspects of the camp program, preparing intentionally for your role in creating a meaningful Christian camp experience.
8. Honor your employment agreement, including all general responsibilities and role-specific expectations.
9. Conduct yourself in ways that support our mission, ensuring every action contributes to a safe, enriching, and faith-enhancing experience for each camper.

Philosophy of Work

1. Gretna Glen is a Christ-centered ministry supported by a Christian staff. Our purpose is fulfilled through our service to campers and retreat guests—who are at the heart of our mission. Their safety, well-being, and joy are your highest priority at all times.

2. While caring for campers comes first, your well-being matters. We are committed to supporting your growth as a Christian, as an individual, and as a valued member of this community.

3. Staff members are selected based on:

    - A demonstrated commitment to Christian values and ministry.
    - A willingness to work cooperatively in a team environment.
    - The skills, gifts, and qualifications necessary for the position.
    - A commitment to continuous learning and ongoing training.

4. Your example shapes the camper experience. Staff attitudes and behaviors influence how campers and guests see Christ and this ministry.

    - Maintain loyalty to Gretna Glen's mission, program, fellow staff, and leadership.
    - Avoid gossip, harmful criticism, or divisive behavior.
    - Celebrate the strengths in others and offer grace before judgment.
    - If conflict arises, address it directly with the individual involved, seeking understanding and reconciliation. Please reach out to your supervisors for support and conflict resolution if needed. Do not involve campers or other staff members unnecessarily.

5. Ministry is meaningful and demanding work. Staff members are expected to demonstrate a servant-hearted attitude, doing "whatever it takes" to care for campers, support one another, and uphold the mission of Gretna Glen. As staff members, you are role models at all times—on duty and off.