

BE MORE MINISTRIES



CHRISTIAN CAMP

LIFE COUNSELOR TRAINING MANUAL

2022



BLESS YOUR EVANGELISM INITIATIVE

Over the remainder of the year, BeMore will be exploring and studying this initiative together. I pray that we discern how we are called and challenged to share God's love and joy with the world. Let's see what each letter stands for and get our assignment.

B BEGIN WITH PRAYER

- Pray for people in your life who are far from God.
- Ask God how He wants to use you to bless those in your life?
- An important purpose for prayer is to draw up closer to God. When we pray, we are changed to become more like Jesus.

L LISTEN WITH CARE

- Pay close attention to people's dreams and pain.
- Listen for evidence of God's work in their lives.

E EAT TOGETHER

- Share meals and life with people in your life who do "not" know God.
- Remember to listen for evidence of God's work in their lives.

S SERVE WITH LOVE

- Be attentive to opportunities God provides you to care for people and attend to their needs.

S SHARE YOUR STORY

- Once you build a relationship and earn trust, look for ways you can share the story of how Jesus is transforming your life and the world.

ASSIGNMENT

Read BEFORE camp

1. Read about Nicodemus - John 3:3-21
2. Read about Philip & the Ethiopian Eunuch - Acts 8:26-40
3. Read about Zacchaeus - Luke 19:1-10
4. Read about the Disciples - John 13:1-17
5. Read about God at work - I John 1:1-4

CONCLUSION

The church doesn't exist just for you!

- We are the church existing for the world and the Holy Spirit is essential to this work.
- Effective witness is only made possible through the enabling power of the Holy Spirit.
- Our mission, by God's grace and the power of the Holy Spirit, is to equip followers of Christ for God's mission and walk with each along the way.

RELATIONAL EVANGELISM

EVANGELISM:

We want every person to imagine evangelism as "blessing" others (not pressuring people).

WE SHOULD REIMAGINE EVANGELISM AS:

- Collaboration vs. Activism - (We must build friendships, talk to strangers, study the Bible with unchurched people, share the gospel, call them to Christ and then follow up)
- Community vs Individual - (God is far more committed to raising up witnessing communities than to raising up witnessing individuals Our witness together will be much greater than the sum of our parts.)
- Belonging comes before Believing - (Evangelism is about helping people belong so that they can come to believe. This makes our communities places where people can connect before they have to commit.)
- Friendship vs. Agenda - (Old model was an agenda of content and closing the deal.)
- Story vs. Dogma - (Old model focused on truths that had to be communicated)
- Outside-the-Box Jesus vs. cliché' Jesus - (Old model has a script for bringing up Jesus and His benefits.)
- Good news about God's Kingdom vs. Good News about the afterlife - (Old model emphasized forgiveness from sins, then to Heaven after we die.)
- Journey vs. Event - (Old model was about a one-time event or a decision that distinguished people on the outside from those on the inside.)

REIMAGINED EVANGELISM

- Is based on the image of a journey
- Looks to the Holy Spirit to teach and lead
- Builds trust while communicating truth
- Is a new way to connect and communicate
- Sets you free for authentic and Spirit-empowered witness
- Challenges us to "conversate" rather than convert
- Is an adventure of spiritual companionship

WE CAN'T PERSUADE ANYONE REGARDING THE "RIGHT NOW" LIFE IF WE DON'T BEGIN TO ACT LIKE THE GOOD NEWS IS GOOD NEWS!

CAMP PHILOSOPHY

Our primary goal is to minister the gospel of Jesus Christ to each person. To some, this will mean receiving Christ for the first time. For others, we desire to create an atmosphere where the Holy Spirit can touch camper lives in needy places. It is simply moving that person one step closer to Christ. Imagine a continuum with one end representing campers ready to ask Jesus into their hearts and the other end representing campers who don't even believe in God.

According to the one-step-closer model, you can evangelize anyone along the line--you would just use different methods. The first camper you might lead in a prayer. With the second you might just share how awesome God is to you. One thing to keep in mind is that Jesus desires to meet people wherever they are. We hope and pray for God to motivate kids to become radical disciples who will penetrate their homes, schools, churches, communities, and world with the gospel of Christ.

Our role as counselors is to cooperate with the Holy Spirit in accomplishing His ministry. Our God desires to meet kids in ways that only He can. We must do all we can to help advance His "mission." To sum up our philosophy of camp, camp is for the camper. You have come as a counselor for the camper. You will hear this time and time again during the week to remind you of your mission as a counselor. Counselors are the front-line workers in our ministry. God has called you specifically to carry out His plan this week. Be encouraged by this and be willing to trust in our awesome God and "Take a Stand" for God's kingdom this week!

As BeMore, it is our hope that while these students are at camp, they can come as close as possible to the experience that Adam & Eve had in the Garden when they use to walk and communicate with God similar to a dad and a child may experience walking together in a park.

GOALS FOR BEMORE YOUTH CAMPS

1. **Model that having a relationship with Christ is "AWESOME!"** Concretely and creatively illustrate to campers it's time to live for the Lord.
 - a. Help campers to find and understand their identity "in Christ."
 - b. Help campers move on from the early steps of faith "in Christ" to maturity.
 - c. Help show campers how they can cooperate with the Holy Spirit in the discipleship process.
 - d. The ultimate goal of our faith on earth is to have a direct impact/ penetration into the world for Christ.
2. **Give pre-Christian kids opportunities to receive Christ and begin the journey to live for Christ.**
3. **Be real on how Christ and Christianity is presented to kids by honestly representing:**
 - a. What it means to be a disciple of Christ according to the New Testament.
 - b. What it will cost the convert to follow Jesus--everything.

- c. How knowledge of the truth sets us free through Jesus.
- d. The hardships that will face each believer.
- e. The struggles associated with advancing the gospel in a sinful world.
- f. The excitement associated with helping to advance the gospel on earth.
- g. That we were created for the purpose of doing the good works that God has prepared for us to do.
- h. How it feels to experience God's touch through a variety of ministries: worship, speaker, recreation, counselors, campers.
- i. That Christ is our sufficiency and can meet our needs.

CHAIN OF COMMAND/DISCIPLINARY PROCEDURES

The lines of authority are crucial to having an effective camping ministry. It is important that you follow this guideline so we can have a unified camp. The further the problem travels up the line of authority, the more severe the problem should be. If you have any questions about disciplinary action, please refer to this on how you should handle the problem.

THE CAMPER

THE COUNSELOR

THE LEAD COUNSELOR

**THE CAMP DIRECTOR
IF NECESSARY, ADIOS, AMIGO**

One leader is not better than another, but it is important that we follow some sense of order, or we run a risk of chaos ruling.

UNDERSTANDING DISCIPLINE

Contrary to popular opinion, discipline is a positive function. The act of disciplining implies that there is a standard of conduct that is expected. When that standard is not met, then discipline serves to steer the person towards obedience. In the camping ministry, one person's behavior can influence every camper. Discipline is needed in the best interest of the entire camp. Don't be afraid to confront and discipline campers when they violate camp rules. The spirit of the discipline, however, should have within it the hope of restoration, not retaliation. Remember, discipline is positive: punishment is negative. We need to show the campers that God is not a God of confusion, but order. Discipline is a Godly characteristic. When discipling, remember the following:

- A. Discipline is positive – punishment is negative.
- B. Don't threaten – be realistic with discipline.
- C. Stay in control – If you start to “lose-it,” take a time out.
- D. Discipline the behavior, not the person/personality.
- E. Expect the best from campers--a negative expectation breeds negativity.
- F. Hands off - In today's world we need to be extra careful to avoid any type of physical contact with campers that could be viewed as “inappropriate”. This does not mean that we don't want you to put your arm around a camper in love. We're simply asking that you be very aware of how your actions could be misunderstood or misinterpreted.
- G. If you are yelling or shouting to get a student's attention – You Are Doing It Wrong! We use the “At their level / into their eyes” approach.
 - a. This means when addressing them get down to their level, where they don't feel they are being chastised in front of the group.
 - b. Make sure to look them in the eyes so that they don't just “see you”, but they also “hear you”.
 - c. This type of practice produces relationship & harmony and gives you an opportunity to calm yourself.

COUNSELOR S RESPONSIBILITIES

“Be All That You Can Be ‘In Christ”

The counselor is a person who should be mature spiritually and emotionally. The counselor is one who is to invest in others, not the one coming to camp to be ministered to. There is a difference between what a counselor should “do” and what a counselor should “be.” Before noting the “do’s” of counseling, reflect upon what a counselor should “be” in Christian character. Below are traits that will enhance your ministry to kids. A counselor should be:

- | | | |
|----------------------|----------------|------------|
| -Spiritual leader | -Vulnerable | -Friendly |
| -Encourager | -Understanding | -Observant |
| -Yourself – Be Real! | -Listener | -Proactive |

KEYS TO EFFECTIVE COUNSELING

In order to be the best possible counselor that you can be, you should “do” the following: - Have a personal devotional time daily.

- Pray for your campers.
- Be morally upright.
- Dress modestly.
- Always speak positively in support of the whole camp ministry and program (even if you disagree).
- Work through problem situations by confronting the appropriate parties in love.
- Handle all discipline in your cabin.
- Be an active team member for all recreation activities. Be a cheerleader!
- Sit with your campers during chapel.
- Spend time with your campers during free time.
- Work on an “encouragement campaign” for each camper – notice their unique qualities and character.
- Interview each of your campers one-on-one during the camp.
- Show appropriate behavior towards other counselors with no flirting, hand- holding, kissing, etc., among unmarried couples.
- Shoulder hugs only with campers.
- Refrain from having outside visitors.
- Major in the major doctrinal issues, don’t “major in the minors.” The Holy Spirit is NOT a “Minor”.
- Support all decisions made by the program staff (even if you don’t agree).

ONE-ON-ONE COUNSELING TIPS

Much of your free time will be spent one-on-one with your campers. The one in charge is to be Jesus Christ. You don't need to know everything. It is not bad to say, "I don't know." Never advise where you are unsure but contact the lead counselor if you have any questions. In all cases, go to God's Word as our main source of information and advice. In the "gray areas" of Scripture be honest and give advice as your opinion only. A few tips on one-on-one counseling:

- A. Pray! Depend on the Holy Spirit.
- B. Individual session / problem with camper – keep it private.
- C. Never be shocked. Appearances are seldom as they seem.
- D. Keep their confidence (see exceptions below). **
- E. Listen – force yourself to concentrate on them.
- F. Emphasize God's ability to solve problems, not yours.
- G. Help them to make their own decisions / own conclusions.
- H. Ask open-ended questions and let them answer.
- I. Men counsel boys; women counsel girls.
- J. Quietness doesn't mean they aren't listening or don't appreciate your concern.

**EXCEPTIONS TO CONFIDENCE RULE: These must be reported to the camp or program director as quickly as possible so we can get the camper the help that is needed.

- Abuse: Sexual or Physical
- Suicide talk/attempts (past or present)
- Harm to others.

CAMPER'S GET TO LIST

Each of the campers "get to" do the following:

1. Respect the property of the camp and other campers.
2. Participate in all camp activities, meals, meetings, etc.
3. Abstain from all harmful habits and substances (drugs, alcohol, fireworks, tobacco, etc...)
4. Stay out of others' cabins.
5. Stay within the camp boundaries.
6. Quiet at "lights out" every night.
7. Dress modestly and wisely.

GENERAL INFORMATION ABOUT BEMORE CHRISTIAN CAMPS

Chapel:

Counselors are key in keeping control during chapel times (this is "The Main Event"). Sit with your kids, guys with guys, girls with girls. Counselors must sit with their kids at all meetings.

Cabins:

You are responsible for the campers in your cabin. The cleanliness of the cabin is also under your supervision. If a camper leaves the cabin at night without your permission, you should notify a lead counselor. Lead counselors will typically be found in the middle leader's section of each dorm building.

The "lights out" policy is in place for the best interest of the entire camp. Please cooperate with the program staff by making sure kids are quiet and the lights are out when designated.

Each camper is allowed to go into their own cabin only. Never, never, never should a camper enter another cabin. Note also that this rule applies to boys and girls entering each other's cabins as well. Campers must stay in their own cabins.

Personal Property:

Make sure that the campers understand that any damage to camp or individual property (vandalism or theft) will require the offender to make financial restitution for the property. Campers who maliciously damage another person's property will be held responsible for their actions.

If a camper has a phone, radio, Apple-Watch or similar, etc., collect them and label them with the camper's name. They will be returned at the end of camp.

Attendance:

You and your campers are expected to be at every scheduled event on time (unless cleared with lead counselor/camp director). Your job as a counselor is to make sure all your kids are accounted for at all events. If a camper is missing, please notify the lead counselor immediately.

Dining Hall:

Please make sure there is a counselor at each table. Make sure you keep control of your table at all times. Do not allow mixing food, garbage piles, or food “games” at your table. This invites food fights and eating those incredible food combinations that can make kids very sick. This does not mean make your table the most boring and unhappy table.

When someone is speaking in the dining hall, make sure your table is quiet and attentive. The dining hall can become very noisy with just one table of kids talking too loud.

Doctrinal Differences:

Please do not teach or promote any doctrinal issues that historically brought disunity or division to the church. We are not asking you to change your beliefs about such doctrinal teachings or positions but to bring harmony and unity to all assembled. The major purpose of the camp is to present the gospel of Jesus Christ and His salvation of grace to the unsaved. Another purpose is to teach believers the basic categories of discipleship as outlined in the goals. However, we also feel it is very important that the children know the person of the Holy Spirit and His role. Allow the speakers and program staff to determine the key Bible texts to be studied by the campers. Don't encourage students to be forced to take positions on passages/doctrines that enter the “gray area” of interpretation. Let these issues be dealt with at the local church level. One position is not necessarily “right” or “wrong.”

For example: While baptism in the Holy Spirit is encouraged, how this happens should not be forced upon a student. Another words, the Holy Spirit did not come for us to speak in tongues, so don't get off on this type of rabbit trails.

Dress Code:

We have the unique opportunity to create a setting that fosters spiritual, relational, and personal growth. Your dress can help or hinder that goal so please be modest. While this list does not include every imaginable article of clothing or fashion trend, here are some guidelines to help you keep everyone's best interests in mind. Shoes and shirts must be worn at all times during the meals and activities. The exception being guys can take their shirts off during swimming

- Tops end where bottoms begin. Your midriff belongs behind one or the other.
- We're all about unity when it comes to swimwear. Please wear modest onepiece bathing suits only (or a colored T-shirt).
- Underwear belongs UNDER your other clothes. Don't go showing it off.
- Sleepwear is for sleeping in. Please don't wear your jammies around camp.
- Save the tight-fitting pants/shorts for the gym back home or cover them with a long shirt.

- And as ironic as it may sound, the longer the shorts the better. At least fingertip length please. That about “covers” it - please do likewise (pun intended).

Recreation:

You are key to our effectiveness in recreation. The recreation directors are working hard to appeal to all campers in activities.

Not all kids are athletic, not all are super-intelligent, not all have selfconfidence in their athletic abilities. The recreation is designed to cover a variety of different types of events. Please be supportive, energetic, and open-minded about the recreational games (even if you don't like them). You are setting the standard to your campers. Your attitude will be contagious, good or bad.

Remember, winning isn't everything. In fact, winning will be downplayed and cooperation will be enhanced as the major quality we seek in recreational activities. Model a spirit of team unity and togetherness as we participate in recreation. Be ready to try new concepts and new games for recreation.

The Ill or Injured Camper:

All injured or sick kids should be taken to our “camp nurse”. This usually located in the building referred to as the Band-Aid Barn and is the 2nd building from the Pavilion where we will hold services. All counselors, adults, and CIT's should become aware of each building and there purpose as soon as you arrive.

- Take the ill or injured camper to the nurse.
- Don't give any medication.
- Remain calm if camper is injured. Stay with injured camper and send somebody else to call for camp nurse.
- Do not play “Doctor.” Let the nurse diagnose the problem.
- Never move a camper if you suspect a broken bone, back, or neck injury.
 - We have security that will have a golf cart to go pick up injured child with the nurse,
- Do not call the ambulance until the nurse has first been contacted. If the nurse is unavailable, let the program staff (lead counselor, director, camp staff) call for an ambulance.
- Protect the scene of the accident. Make sure nobody else is in danger.
 - If you have been allowed a phone, take a picture of area or object that caused injury, then remove object, unless the object was used by another camper as a weapon. If used as a weapon, then leave object where it happened and guard it until security can take over. After sending pictures to security delete picture from your phone (this is not a cool pic to show friends later and can bring serious harm to the program.
- If you are alone with a camper when injury occurs, yell for help. Though, remember no leader should be alone with a child or another counselor.
- Never ignore an injury or a complaint of pain.

The Homesick:

- It is a genuine illness.
- It grows out of insecurity and fear.
- Assure camper that it happens to other people as well.
- Make it seem difficult for the camper to be released from camp.
- Avoid a phone call home if possible. In fact, this is a violation. Only Camp Director or staff authorized by Pastor Sean should be calling outside of camp.
- Enlist the help of a “motherly” staff person and try to solve the problem before nightfall.
- Offer love, affection, and understanding.
- Pray for them asking God to help them through it.
- Redirect their attention to camp activities.
- If a camper can’t handle it, that’s OK too. You did not fail.

Bed Wetting:

This does not happen often, but it does on occasion. Most of the time it is a counselor who is having phone withdrawals (kidding-maybe). Ideas to help those with a problem:

- Make sure each camper goes to the bathroom before bed.
- Limit drinks after dinner.
- Don't make fun of campers with this problem.
- If you discover a problem, notify the lead counselor. They will remove the sleeping bag and have it laundered.
- If you are ambitious, try waking the camper up - about 10 minutes after they have fallen asleep for one last trip to the bathroom.
- Do your best to respect the camper by keeping the matter from being known by other campers

Counselor “Crushes”:

It is likely that you may have qualities that a camper will find attractive. There is a danger associated with this “power” that you have. Remembering that the goal of camp is to glorify and exalt Jesus Christ, it is up to you to redirect the camper away from you and towards the Lord. Please do not allow your nature to embellish the moment but remember that you have a responsibility to look out for the camper’s best interest. Be ready to recognize affection from campers, and follow the guidelines below regarding camper crushes:

- Don’t encourage them.
- Don’t display amusement (flirting, flattery, sexual comments, etc.)
- Help them shift their focus.
- If the crush is on you, be appreciative of their friendship, but defend anything beyond this point.
- If the “crusher” is aggressive, notify the camper’s counselor and/or the lead counselor to help out with the situation.
- Do not belittle their attention toward the one they have a “crush” on.

Camper “Couples”:

Camper couples are inevitable, especially as we get into teenage camps. Our guidelines are in place to free you from being “the bad guy.” We believe that the kids need to focus on the Lord, and not on each other. In order for us to be unified in the conduct expected of our campers, make sure we handle the “camper couples” accordingly. Discuss relationships with them in a mature manner. Meaning no jokes or crude comments.

- Don't look “down” on them because they are young – show respect.
- No hand holding – your job is to distract and discourage relationships among campers.
- No physical contact at all during chapel.
- Do not encourage camper couples or “pairing up.”

Fire, Storm, or Tornado Drills:

In case of fire, tornado, or sever storm remember that you need to make sure that all of your kids are accounted for.

- Please work hard to move with urgency, but do not cause kids to panic.
- It is best that they move without being made aware of issue. Kids in a panic will result in chaos and injury.
- Make sure you update other teams or leaders that seem to be unaware of the situation demanding immediate action.
- During wait time we find getting the students to sing one of the worship songs brings calm and peace to a chaotic event.

Storms or Tornado: You should bring the students as directed immediately to cafeteria where there is a storm shelter in basement. Stairs are located in back, just behind the dish washing window.

Fire: You are to bring campers outside the meeting pavilion area and the basketball courts on the main road between the pool and Band-Aid Barn. At that time, you will be given instructions on what to do next by the BeMore staff. If a camper is missing, notify the lead counselor or program staff immediately. If you hear the fire alarm, do not hesitate to leave immediately to the location described above. Do not run but walk quickly to the appropriate location.

GUIDELINES FOR INTERACTING WITH MINORS

You will be interacting with minors on a regular basis in this position, and as such, there are certain standards by which you must abide. These standards are in place to protect the physical, mental, and emotional well-being of the campers. These policies are also designed to protect you from wrongful allegations, misunderstandings, and unfortunate circumstances.

Basic Rules

- Two authorized adults must be present whenever possible.
 - No driving a single child in a vehicle.
 - Two adults should be present in all dorms/sleeping facilities.
 - Do not enter children's private quarters alone (this includes restrooms, showers, bedrooms, closets, etc.)
 - If circumstances require only one adult be present, remain in a public, visible area.
- Do not, shower, undress, touch, or sleep with minors.
 - No tickling campers.
 - No wrestling.
- Risqué humor will not be tolerated with minors.
 - No racial put-downs or racially charged jokes.
 - No descriptive stories regarding drinking, drugs, or sexual behaviors.
- Do not contact minors outside of sponsored events, unless authorized by BeMore.
 - This includes home and personal visits.
- Do not cover windows or restrict visibility in public or private areas.
 - Do not close doors unless necessary.
- Do not take photos of children on personal cell phones or cameras.
- Always carbon copy at least one other adult in electronic communications with minors.
 - And only when authorized by BeMore.

PROFESSIONAL BEHAVIOR

All contact with minors should be professional. This means that you should maintain a cordial, helpful, and friendly attitude, but you should maintain adequate distance in order to avoid behavior that is considered to be inappropriate.

Refrain from entering a minor's personal space, including bedrooms, restrooms, or showers unless for a clear, deliberate, and appropriate purpose.

Invite the minors into more public areas for discussion instead of coming to them, therefore avoiding awkward situations.

If you must be present during clothing changes, make sure you have another authorized adult with you, and, whenever possible, only supervise minors of the same gender during these situations.

Dating of camper, CIT, or a minor under 18 if you are 18 or older is strictly prohibited.

Being professional also means showing consideration for the balance of power between yourself and your campers. With this in mind, you should be mindful and considerate of what your campers can and cannot engage in, and you should hold yourself to the same standards.

Eating and drinking substances that your campers are not permitted to—this includes everything from snacks, electronics, movies, to alcohol—should be avoided. Similarly, objectionable language and behavior are to be avoided.

Likewise, do not wear clothing advertising alcohol, drugs, tobacco, or anything that could be interpreted as gang paraphernalia. No clothing with secular artists or political statements.

Physical Contact

As a general rule, physical contact should be avoided with minors. In cases where physical contact is unavoidable (sports, games, injuries, etc.) exercise good judgment as it relates to the location and manner of contact.

Always be gentle with minors, avoid overly rough contact when playing games or sports.

Similarly, physical punishment such as striking or hitting a minor is strictly prohibited. Please remember that minors are generally more sensitive than adults regarding pain: what may not hurt you may hurt them. When in doubt, err on the side of caution.

NEVER:

- Touch a child in anger or disgust.
- Touch a child in any sexually connotative manner.
- Never (day or night) be on or in a child's bed.
- Never touch a child in an area that would be covered by a swimsuit (to remove ticks or for any other reason).
- Never tickle a child; this can be misconstrued as sexual contact.
- Never ignore a camper's request not to be touched.
- Never express or require physical affection or touching in any form from a child who shows or expresses discomfort with physical touch.
- Camp counselors are responsible for protecting campers under their supervision from inappropriate or unwanted touch by other adults and campers.
- Any inappropriate behavior or suspected abuse by any staff member, volunteer, or camper must be reported immediately. And BeMore will pro-actively assist law enforcement in assuring the appropriate punishment is pursued.

Discipline

Disciplining campers can be a difficult process and finding effective, fair consequences for campers is not always as simple as one would think. No form of physical discipline is acceptable. Remember that the Camp Director should always be contacted if there is any question of whether consequences are appropriate or not, if you feel emotionally upset or angered by the infraction, and/or if the infraction is serious. If a camper is unruly or fails to comply with verbal warnings or instructions from a camp counselor, the Camp Director will contact the camper's parent. If the

behavior persists, the camper's parent will be called to pick up the camper. The following are some helpful guidelines for disciplining your campers.

Do not...

- Threaten campers
- Strike, hit, spank, slap, pinch, or otherwise physically harm campers
- Emotionally attack or humiliate campers
- Get angry or emotionally involved in the conflict

Do...

- Make the consequences appropriate to the rule violated
- Consider the motivation for the infraction
- Ask the camper for their side of the story
- Stay calm and collected
- Ask your fellow staff and Camp Director for advice When deciding on rules, remember that campers will often support what they help to create. It can be a rewarding activity to sit down with the camper and listen to their ideas regarding rules. You may be surprised at their suggestions.

RECOGNIZING AND STOPPING BULLYING

Verbal, physical, or emotional bullying will not be tolerated. Bullying is the abuse of a power imbalance. This can occur in many situations and at a variety of levels: campers picking on one another, counselors excluding or discriminating against other counselors, or counselors treating campers unfairly. Whatever the situation, as a counselor, you have the responsibility to watch for bullying at all levels and to intervene. Here are some signs of potential bullying to help you identify when there is a problem:

- Unexplained bruises or scratches
- Sudden loss of friends or exclusion by the group
- Loss or damage of property and clothing
- Depression, moodiness, and shyness
- Problems with eating or sleeping
- Suicidal or vengeful thoughts

The majority of peer-to-peer verbal, physical, and emotional harassment occurs at night when the lights are out, and you are in bed. In order to avoid this, we ask that you maintain a presence in the camper cabin area at all times until everyone is asleep.

In instances of camper-on-camper bullying, you can take action to prevent bullying by assigning more supervision to locations where bullying may be common (pools, bathrooms, playgrounds, and commonly unsupervised areas) as well as assigning teams for sports and games to prevent exclusion.

Once a situation of bullying is recognized, your next steps are crucial in its resolution.

1. **FIRST INSTANCE** of bullying comes with a warning to the camper and a general reminder to the group that this kind of interaction is inappropriate. Our goal is to end the bullying and not to embarrass or chastise them.
2. **SECOND INSTANCE** of bullying requires that you pull the offending camper(s) from the group and discuss the inappropriateness of bullying behavior. Set some clear parameters and behavioral goals. Let them know that the next step is a visit to the Camp Director. Notify the Camp Director of any signs of bullying or verbal abuse.
 - a. Make sure that the victim of bullying is handling the situation well. Have a private dialogue with him or her to assess the situation. Do not single campers out in front of the group. Be discreet and protect their dignity.
3. **THIRD INSTANCE** of bullying requires a trip to the Camp Director and a phone call to the parents.

NOTE: Depending on how egregious the bullying is, the steps listed above may need to be fast-tracked or adapted to ensure the safety and well-being of the victim.

To truly stop bullying, you need to change the mind of the bully. Educating the bully can help if a physical or mental disability is the cause. Otherwise, getting a respected figure—perhaps a teen helper or a beloved counselor—to show their respect for the bullied can also have a major impact.

In situations where a counselor is bullying a camper, it is best to get a superior involved, such as the Camp Director. When bullying is occurring at this level, damage often occurs quickly, and can lead to other campers joining in. Action needs to be taken as soon as you become aware of the behavior.

In all cases, the key is to be a positive role model and to create an environment of close, yet appropriate, connectedness between campers and counselors. If campers feel comfortable with their counselors, they are more apt to come forward to voice concerns or problems.

BEING A POSITIVE ROLE MODEL

As a counselor, you can create an emotionally safe and inclusive camp by building positive relationships with your campers. Role models have the largest impact on these relationships. The key factors that determine a role model's effectiveness are proximity, similarity, authority, and likeability.

As a role model, campers will take cues about their behavior by mimicking your actions and by learning which behaviors are good and acceptable. This gives you a lot of power to shape campers' actions and attitudes. By following the same rules that the campers follow, you will reinforce those behaviors in your campers.

TAKING ROLL

Headcounts are an important part of being responsible for minors to ensure that all campers in your care are present and accounted for. Roll calls are to be administered whenever you are leaving an area and there is potential to become separated from a minor. This includes moving from one building to another, moving from one outdoor area to another, going to or leaving meals, arriving or departing from dorms/sleeping facilities, and entering and exiting vehicles. This will make certain that you realize that a minor is missing in a timely fashion and provide a frame of reference for when he or she could have gone missing, and thus focus the search in such an event.

UNSTRUCTURED TIME

Not every moment of the day can be scheduled for you and your campers. There will inevitably be times when you will need to think of something to occupy time. These cases can be both the most rewarding times and the most difficult times simultaneously.

- It is important to remember that unstructured time is not unsupervised time, and this means that it will often fall upon you as a counselor to create an activity or start a conversation to pass the time.
- It is a good idea to take age-appropriate games with you in a backpack any time you suspect that there could be extra time to fill.
- During this time, you can engage in conversation or start on a future project (skits can be good projects to get a head start on).
- When engaging in impromptu games, make sure to take stock of the area and avoid any activities that might be difficult for students based on spatial limitations (for example, do not play catch near a busy street or beside the lake). There are plenty of activities that can be done without moving or while in line.

This NOT your personal free time to get a break from the kids, but an opportunity to get to know your kids. We encourage that you with your team leaders prior to camp and during camp take time to strategize to effectively minister to and relate to your team students.

BEING INCLUSIVE

This seems to have become a negative word in the church today. As its purpose has been given more of a secular twist instead of the Biblical rule. We want to make sure we have not left anyone out.

REMEMBER: The Cheerleaders and “Go Getters” on your team give excitement and drive...The rebellious and troubled on your team give you a spiritual stubbornness and a passion for the lost... But it is the ones in between THAT are wondering if they even matter or if anyone even sees them, do they have importance on this earth. And your team is a magnifying glass to this question and give you the true thing missing from your team goal... COMPASSION & PURPOSE. So your actions as a pastor/counselor is to find those on your team and

Being inclusive not only means that you welcome campers regardless of age, sex, race, nationality, and disability, but also ensure that the camp activities do not make anyone feel like an outsider. When planning activities for your campers, be aware of any limitations that a camper might have: Do any students have asthma? Does someone have a speech impediment? Are all of your campers fit enough to handle the travel and exercises you have planned? If not, is there another activity that you can do during that time? Or are there other options that this child can participate in and feel equally included? It is very easy to fall into unintentionally exclusive activities, making a camper feel unwanted or dejected. Learn to identify these moments and change plans on the fly.

SHARING THE MESSAGE OF SALVATION

John 10:10	God has a very special plan for you!
Romans 3:23	All have sinned.
Romans 6:23	The penalty is death (Separation from God).
Romans 5:8	Jesus Christ is the Son of God, who saved us by dying in our place. He paid the penalty for our sins. He conquered sin when God raised Him from the dead.
John 1:12	One must receive Him and repent from their sins (turn away from sin and walk back towards God).
Mark 8:34-36	Jesus becomes our Savior and Lord when we honestly desire to follow Him.
John 3:16	God did all this because He loves you and desires a relationship with you.

*Do you desire to follow Jesus? Do you want to have a relationship with Him? –

- Prayer:
 - Ask for forgiveness of sins.
 - Receive Jesus as Lord and Savior
 - Ask Holy Spirit to guide through life.
 - Pledge to follow God and His will daily.

Remember:	It is not a prayer that saves them; God must do the work through His Holy Spirit in their heart. It is not a matter of us convincing a camper that they must pray a particular prayer or talk them into getting saved. Our responsibility is to share with them the truth of God's Word and be available to assist them in their response to God's call.
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HELPFUL VERSES

ENTRY POINTS

- Assurance of salvation John 5:24
- Guilt/Forgiveness I John 1:9
- Lack of meaning Eccl. 12:8, 13
- Fear of death John 11:25-27
- Desire for maximum living John 10:10
- No basis for values Eph. 4:17-5:21
- Separation from God Rom. 3:22b-24
- Frustration with sin I John 2:1
- What hell is like Luke 16:19-31
- Good works Eph. 2:8-10
- The old life and the new Eph. 4:17-24
- You are a new creation 2 Cor. 5:17 17

STATEMENT OF FAITH OF

The whole Bible is the inspired Word of God and is the supreme and final authority in all matters of faith and conduct. II Peter 1:21; II Timothy 3:16.

There is one God, eternally existing in three persons: Father, Son and Holy Spirit. II Corinthians 13:14.

Jesus Christ was begotten by the Holy Spirit, born of the Virgin Mary, and is true God and true man.

The Holy Spirit is a person and is co-equal with God the Father and the Son; convicts the world of sin, righteousness, and judgment; regenerates and indwells the believers; is their constant guide and teacher; and the enabling power for victorious living and dedicated service. John 16:7,8; Titus 3:5; John 16:13; Acts 1:8.

Man was created in the image of God, that he sinned, and thereby incurred for himself and the whole human race not only physical death, but also spiritual death, which is separation from God. Romans 5:12; Genesis 1:26, 27.

Sexuality is a gift from God for MARRIAGE -The marriage relationship has been established by God as a solemn union between a man and a woman. (Genesis 2:24; Ephesians 5:31). And in accordance with Scripture, sexual intimacy and sexual activity is appropriate only within the marriage relationship, between husband and wife. (I Corinthians 7:2; Hebrews 13:4).

The Lord Jesus Christ died for man's sins, according to the Scriptures, and all who believe on Him have the forgiveness of sins through His blood. I Corinthians 15:3; Ephesians 1:7.

Christ rose bodily from the dead and ascended into heaven where He is now the believer's High Priest and Advocate. I Corinthians 15:4; Hebrews 7:25. The imminent return of Christ from heaven will be personal and visible and He will judge the living and the dead. Acts 1:11; John 5:28,29.

An individual becomes a child of God by being born again of the Holy Spirit by the Word of God through a personal faith in Jesus Christ. John 1:12,13; Titus 3:5.

Church, instituted by Christ, consists of all true believers, and the Great Commission to make disciples of all nations is the supreme mission of the Church of this age. I Cor. 12:12,13; Matthew 28:19,20.

The ordinances of the Church are water baptism upon personal confession of faith and the Lord's Supper in remembrance of Christ. I Corinthians 11:23-26; Romans 6:4. 12. There will be a bodily resurrection of both the just and the unjust with a state of everlasting blessedness for believers, and a state of eternal punishment for all unbelievers. I Thess. 4:13-18; Rev. 20:11-15.

The Christian life is separated unto God, conforming to the teachings of the Word of God, and dedicated to the service of Christ. Romans 12:1,2.

The events recorded and people named in the Genesis account are historical; that the creation of man was unique; that he was created in the image of God by a special act of divine creation both biological and spiritual, and not from any previously existing forms of life.

