



WELCOME

Summer Interns and Camp Volunteers—we're glad to have you! Thanks for joining us this year. Let's make a difference together in the lives of these many campers that God has brought to us.

In this Guidebook you will find what you need to be as effective as you can be. It includes:

- ▶ General information for your week at camp
- ▶ The purpose and responsibilities of counselors
- ▶ What to do when discipline issues arise
- ▶ Help for leading cabin devotions
- ▶ Guidelines for sharing your testimony
- ▶ How to engage in one-on-one time with campers
- ▶ How to answer campers' challenging questions
- ▶ A guide to explaining the gospel clearly and biblically
- ▶ A list of suggested Bible passages based on topic or issue

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Teaching the Word of God through camping since 1958

General Information

▶ **Dates and Times:** You will need to be here by 5:30 PM the Sunday evening before camp starts. We will have dinner and then a staff orientation. The campers arrive Monday morning and leave Friday morning after chapel. After the kids leave, you be responsible for helping with cleaning your cabin and bathroom. A late lunch will be provided and then you will be free to go home.

▶ **What to Bring:**

- Weather-appropriate and modest clothes (remember, it will be cold in the morning and at night)
- Swimsuit
- Water shoes
- Tennis shoes
- Bedding (usually a sleeping bag and pillow)
- Extra blanket
- Bible
- Notebook and writing utensil
- Flashlight
- Water bottle
- Toiletries
- Sunscreen / bug spray
- NO snacks or food allowed in cabins



▶ **Directors:** Lloyd and Suzette Dailey are the directors at camp. Ryan and Kimmy Dailey are the assistant directors. Each week of camp will have weekly program directors as well. Go to these people with questions, problems, discipline issues, etc.

▶ **Counselors:** There will be at least two counselors in each cabin. You will need to work closely with your co-counselor(s) to plan cabin devotions, plan one-on-one times, and engage with your campers.

▶ **Support Staff:** In addition to directors and counselors, there will be kitchen staff, maintenance and set-up people, activity leaders, music leader, speakers, and teachers. These people will stay in the dorms or RV area. There will also be a nurse who will stay in the nurse's station at the back of the lodge.

▶ **Cell Phones** may only be used for pictures and alarms. We don't allow campers to have their phones and you must set a good example for them by staying off yours as much as possible. You are at camp for the campers, not for your friends back home.



Your Purpose as a Counselor

- ▶ Your main priority as a counselor is to **be with your campers**, whether this means playing carpetball, sitting with them in chapel, or eating meals with them. Being with your campers throughout the day first fosters trust and bonding, and secondly discourages behavior issues.
- ▶ Your primary focus is to **help your campers draw closer to God**.
 - ▷ You and your co-counselors will be responsible for leading cabin devotions every morning and evening. See the page on “Leading Cabin Devotions” for tips on this.
 - ▷ We strongly encourage one-on-one times between a counselor and every camper in their cabin. This is where you can reach campers personally with the gospel and challenge them based on what they’ve been learning. See the page on “One-on-One Times” for strategies on how to accomplish this.
- ▶ Your secondary focus is to **help your campers have a great time**.
 - ▷ There are many activities and games throughout the day. Kids will get excited about them if you do. Cheer on your campers, get excited about the activities, and encourage them to do their best and have a good attitude.
 - ▷ There will be campers who will complain about or struggle with different activities. This is a great opportunity for you to build trust with them. Encourage them to push through challenges and step out of their comfort zone. If they are dealing with major anxiety, help talk them through it or give them an out if needed.
- ▶ Another important focus that is always in effect is for your **campers’ safety**.
 - ▷ Keep an eye out for things that may be dangerous. If you see unattended kids doing something that could be a safety concern, stop them or bring it to the attention of someone in charge.
 - ▷ Pay attention to who the nurse is and bring your kids to them for medications or injuries. Don’t perform medical care yourself.
- ▶ Event-Specific Roles
 - ▷ **Monday morning** as campers arrive, be available to meet your campers. Introduce them to the others in their cabin, perhaps meet their parents, and help them find their cabin and get settled in. Campers’ phones must be turned in at the camp store and prescription meds will be given to the nurse.
 - ▷ **During meals**, you will want to monitor your campers regarding any special rules that are announced in the dining room regarding the receiving of food, and cleanup. If your cabin is selected to clean up, you will want to show enthusiasm and model cooperative behavior. We do not allow playing cup games as that breaks our cups. Please help stop this if it occurs.
 - ▷ **During Friday checkout time**, help ensure that your campers pack their stuff, clean up their cabin and bathroom, and stay patient until they are called to check out at the camp store.



Discipline Issues

Discipline issues are inevitable at camp. Try to handle minor issues yourself, but please see camp leadership about major issues that arise. **We don't know what's going on unless you talk to us.**

- ▶ **Remember: the problem kids are often those that need camp the most.** They often have difficult home lives and desperately need the love and biblical teaching that camp has to offer. We don't want to send anyone home and will do our best to avoid that. Be gracious with your kids. With that being said, we understand that bullies can ruin camp for everyone else and we will deal with that on a case-by-case basis.
- ▶ **Be present with your campers and keep an eye on them.** If they're talking during chapel or class, help the teacher and do your best to keep them quiet and still. If they are mixing salt and pepper during meals, stop the behavior. If you are present with your campers, you can prevent major issues from occurring.
- ▶ **For minor issues, start with conversation.** Talk to the problem kid(s) privately about their behavior and the changes that need to happen. If the whole cabin is having problems, address it as a group, maybe during cabin devotion times.
- ▶ **If conversation doesn't work, talk to camp leadership.** We can help you determine an appropriate consequence for the behavior. This may mean the cabin cleaning up after a meal or camp leadership talking with the problem kid(s) directly.
- ▶ **Don't try to come up with your own solutions to problems if you may not have the authority to do so.** For example, don't decide your campers can't have any snacks from the store as a consequence for their behavior issues. We don't want kids to go hungry and the store is a main source of income for camp.
- ▶ **Talk to camp leadership first when there is a major behavioral problem.** Hitting, vandalism, etc., should be reported to camp leadership immediately.



Leading Cabin Devotions

You and your co-counselors will be responsible for leading cabin devotions each morning and evening. These are some guidelines for how to work with your co-counselors and lead these times.



- ▶ **Planning Ahead:** It's a good idea to come to camp prepared with a few ideas of Bible passages and topics to go through in your devotional time. However, you will need to work with your co-counselors to plan these times and you will want to be adaptable to teach what your campers need to hear. So there is no reason to write an outline of every devotion session!
- ▶ **Center your devotional times around the Bible.** You may need to explain what the Bible is, how to find passages, and how it applies to your camper's lives, but use it. Encourage campers to read passages from their Bible out loud.
- ▶ **Invite your campers to interact** with the devotion time and ask related questions. Be flexible as you teach, especially to answer important questions that are on topic. Answering those questions may be more important than finishing the lesson you had planned.
- ▶ The kids that come to camp have a **diverse range of backgrounds**. Many of your campers may not know much about the Bible, while a few may know it fairly well. Yet all your campers will have questions about the Bible or about life that they are wondering about.
- ▶ **Sharing your testimony** can a great way to reach your kids during this devotional time, but please do so in a helpful and not harmful way. View the page on sharing your testimony for more help on this.
- ▶ One possible idea you can implement in your cabin is a **question box**. Set up a small area in your cabin when campers can submit anonymous questions. Their questions will likely range from silly, to personal, to heavy spiritual questions. Read through them and decide how to go about answering them. You can quickly go through the easy ones at the beginning of a devotional time, but others you may want to dedicate a whole devotional session to. Be flexible. Reading the questions ahead of time gives you a chance to brainstorm with others about how to answer some of the questions you may not be as knowledgeable about or comfortable answering. Play to the strengths of your fellow counselors and go to camp leaders for help if needed.
- ▶ Sometimes you can tell by nonverbal cues that a camper is being convicted by the Holy Spirit. When you sense that a camper may be ready to **respond to the gospel**, press ahead. Ask them if they are ready to trust in Christ, or want to ask God for forgiveness, or turn their life over to him. Do your best to make sure they understand the gospel and the lifelong commitment that trusting Jesus is, and that they aren't feeling pressured or guided solely by emotion. If you feel they understand the gospel message, ask them if they would like to trust Christ right now.
- ▶ When a camper places their faith in Christ, or makes a recommitment to him, ask them to write it down in a journal or in their Bible. Keep a log of it yourself in case they forget later on, and so you can report it to a camp director. These decisions are ones that you may want to follow up on with the camper at a later time; ask the camper for their permission to do that then exchange contact information.
- ▶ Like most of us, **campers will be more impacted by how you act than what you say**. You will be a role model for them, and you will want to take that seriously. Most importantly, you must make sure that you are doing everything as a servant of Christ—your heart must be right, or the campers will notice it.

Sharing Your Testimony

Sharing your testimony can be an excellent strategy for engaging with your campers about the gospel. It can give your campers a better understanding of the gospel and how it applies to them personally. But you need to be careful in how you share your testimony with your campers. They are not your peers and do not need to know every detail of how you lived in sin before you came to Christ.

Focus on the gospel and the hope you've found in Christ.

Don't share unnecessary or possibly harmful details of your life before Christ. Here are some dos and don'ts for sharing your testimony.



Do:

- ▶ Give general information about your home life, experience with Christianity growing up, etc.
- ▶ Share briefly about your life before Christ.
- ▶ Share what the gospel is and how you came to trust in Christ.
- ▶ Share how God has changed your life since trusting in him for salvation.
- ▶ Admit that you still struggle with sin (no need to get into specifics).
- ▶ Explain how you are continuing to grow in your faith through Bible reading, prayer, discipleship, service, etc.

Don't:

- ▶ Use Christianese (terms or phrases commonly used by Christians that others may not understand). Examples include: Christian home, accepted Jesus into my heart, felt called/led, etc. Be clear in what you say and how you say it.
- ▶ Make it seem like life is easy now that you're a Christian.
- ▶ Mention controversial non-essential doctrinal issues or specific denominations.
- ▶ Glorify sin. As an example, if you have a past of self-harm, it's okay to mention that generally but don't go into specifics or make it sound tempting to those who may have similar struggles.
- ▶ Mention sexual sin. This is a very sensitive topic. **Absolutely do not** mention anything to do with same-sex attraction when sharing your testimony. We understand that same-sex attraction is a sin like everything else, however you are in an environment when underage kids of your gender will likely be changing around you. If you have struggled with this sin in the past, **DO NOT** share this information with campers. Please disclose this struggle to those in camp leadership (the Daileys).

One-on-One Times with Campers

The most impactful time for most campers can be when they have an adult giving them their undivided attention. We specifically ask counselors to have one-on-one conversations with every kid in their cabin. But things at camp happen fast, and you will be busy. Unless you proactively look for these opportunities, the week can get away from you quickly. Here are some ways you can do this:

Looking for and creating opportunities to talk with campers one-on-one

- ▶ On Tuesday or Wednesday, sit down with your co-counselors to plan out which of you will be having one-on-ones with which campers. Divide up your campers amongst yourselves so you each have a fairly even list of who you will be initiating conversations with. Do this based on which counselor has formed the strongest connection with the camper.
- ▶ Give your campers a heads up that you will be pulling them aside for one-on-one conversations. That way they aren't caught off guard when you do so. Let them know that there's nothing to be nervous about, you just want to get to know them better.
- ▶ When you have your list of who you will be initiating one-on-one conversations with, start looking for opportunities to pull them aside to chat. During free time or when you're with your cabin, pull one of them aside and have a conversation with them.



Tips for engaging in a one-on-one time with campers

- ▶ Ask them about their home life, if they go to church, etc. Try to get to know them better and get a sense for where they're at spiritually.
- ▶ For those who you believe are already Christians, focus your time on spiritual growth. How have the chapel sessions and class times challenged them to grow as a Christian?
- ▶ For those who you sense are not Christians, you will want to use the Scriptures to explain the gospel to them. You will want to discover what issues or questions they have about Christianity and give simple, honest, and convincing answers. For questions that stump you, admit it, tell them you'll get back to them, and at the next opportunity find a leader at camp that can give you suggestions on how to address the issue.
- ▶ Ask what they've thought about the chapel sessions or class times. What have they learned? How has their perception of God changed?
- ▶ Ask how they plan on applying what they've learned at camp once they go home. Have they made any commitments they need to follow through with?
- ▶ If they don't go to church and want to, try to connect them with a leader from the same area as them.

Challenging Questions

As you make yourself available to your campers you will likely be asked some very difficult questions. Some things to remember at these times:

- ▶ You don't have to have all the answers. Seek out others to help as needed.
- ▶ You will want to 'speak the truth in love' as Scripture says. This may involve calling sinful behaviors **sin**. Your opinion on controversial topics is not important—only what Scripture teaches is authoritative. Make sure to be loving in what you say and how you say it.
- ▶ Reference the following list of suggested passages to give you a starting point of where to take your campers in Scripture as you address these topics.



Suggested Bible Passages

As you go through the week, it may become apparent that your campers are struggling with certain things or have questions about certain topics. This list can be used a starting point of Bible passages you may want to reference, whether in devotions or one-on-one times.



- ▶ **Abuse / Bullying:** When people treat us poorly, they are acting out of sin. God is a just God and He will make right all wrongs. He will not let sin go unpunished. We must leave vengeance up to God. Getting revenge or treating others poorly in return is not godly behavior. We are called to show love, even when we are mistreated. **NOTE:** As a counselor, you are obligated to report suspected child abuse or neglect immediately.
 - ▷ Luke 6:27-36 - love your enemies, do good to those who hate you
 - ▷ Romans 12:9-21 - repay no one evil for evil, overcome evil with good
- ▶ **Anger:** God calls us to self-control and tells us to be slow to become angry. Anger is often selfish and unloving, coming from a proud heart thinking "I deserve better."
 - ▷ Proverbs 19:11 - overlook an offense
 - ▷ James 1:19-20 - quick to listen, slow to speak, slow to become angry
- ▶ **Anxiety / Depression / Grief:** God cares for us and is our comforter. Jesus can relate to all of our pain and suffering. He wants us to come to Him with all our struggles and sadness. We can be honest with God about how we feel. He will ultimately make all things right.
 - ▷ Matthew 6:25-34 - don't worry about tomorrow, for tomorrow will worry about itself
 - ▷ 1 Peter 5:7 - cast your cares on Him, for He cares for you
- ▶ **Gender Identity:** From the beginning, God created us male and female. He designed us perfectly and made no mistakes. We do not need to conform to every gender stereotype, but we do need to submit to who God made us to be. Men and women are equally valuable to God, but they have different roles in the church and in a family.
 - ▷ Genesis 1:27 - male and female He created them
 - ▷ Ephesians 5:22-33 - roles of husbands and wives
- ▶ **Self-Worth:** God knit us together in our mother's womb. He created each one of us unique and has plans for our individual lives. Our flaws are not mistakes; God designed us that way for a reason.
 - ▷ Exodus 4:10-12 - Moses ashamed of his flaws, God answers, "Who made your mouth?"
 - ▷ Psalm 139:13-18 - fearfully and wonderfully made
- ▶ **Lust:** It is not wrong to notice the beauty of another person, but it is wrong to dwell on them sexually (unless you're married to them). To God, looking lustfully at someone is just as bad as committing adultery. Each person is a human being, created by God with unique gifts, talents, and struggles. Viewing someone solely as a sexual being is evil in God's sight and is ignoring the unique person He made them to be.
 - ▷ Matthew 5:27-30 - anyone who looks at a woman lustfully has committed adultery
 - ▷ 1 Thessalonians 4:3-8 - avoid sexual immorality and control your own body

- ▶ **Lying:** We serve a God of truth. Satan is the father of lies. Christians are called to be like God and to live with honesty. We have nothing to hide and nothing to be ashamed of, for God has created us uniquely and forgiven our sins. White lies are still against God's nature.

- ▷ Proverbs 12:22 - the Lord detests lying lips
- ▷ Colossians 3:5-11 - do not lie to each other, since you have taken off your old self



- ▶ **Modesty:** God has called us to live a pure life. Flaunting our bodies or acting in an overly sexual manner distorts God's plan for sexuality. There are no hard and fast rules about what is modest or not, but we should dress in a way that honors others, not one that draws inappropriate attention.

- ▷ 1 Timothy 2:9-10 - dress modestly, adorning themselves with good deeds
- ▷ 1 Peter 3:3-4 - beauty should come from the inner self

- ▶ **Problem of Evil:** We live in a sin-cursed world full of death, disease, cruelty, and suffering. We have all chosen sin and the result of that is death and destruction. In God's mercy, he is patient with us and does not punish us as our sin's deserve. He desires all people to come to repentance.

- ▷ Genesis 1:31, 3:14-19 - God created everything very good, man sinned and was cursed
- ▷ Romans 5:12 - death came to all because all sinned

- ▶ **Sexuality:** God's design for sexuality is that sex is to be shared only between one man and one woman in marriage. Anything outside of this design is wrong. God will forgive and redeem those who have sinned sexually if they repent and turn to him for forgiveness.

- ▷ Romans 1:24-27 - homosexuality is a perversion of God's design
- ▷ 1 Corinthians 6:18-20 - flee from sexual immorality and glorify God in your body

- ▶ **Spiritual Growth:** God desires us to grow in our faith and become more like Jesus. We will still struggle with sin, but as Christians our sin does not define us. As we grow in Christ, we will begin to be transformed more and more to his image.

- ▷ Ephesians 4:21-24 - put off your old self and be renewed by the Spirit
- ▷ Colossians 1:9-14 - you will grow as you know God better and better

- ▶ **Temptation:** God promises that he will never give us more temptation that we can endure. There is always a way out. You never need to give in to temptation.

- ▷ 1 Corinthians 10:13 - God will not let you be tempted beyond your ability to bear
- ▷ Hebrews 4:14-16 - Jesus faced the same temptations as us but did not sin



Sharing the Gospel

GOSPEL Acronym

Below is a simple acronym you can use to share the gospel with your campers along with Bible verses to go along with each point. Don't follow a script when you share the gospel, but explain it in a way that your campers will be able to understand and connect with. This is just one strategy that you can use.

G: God created us to be with Him.

O: Our sins separate us from God.

S: Sins cannot be removed by good deeds.

P: Paying the price for sin, Jesus died and rose again.

E: Everyone who trusts in Him alone has eternal life.

L: Life with Jesus starts now and lasts forever!



1. God created us to be with him.

- Genesis 1:26-27 Then God said, "Let us make man in our image, to be like us..." So God created human beings in his own image. In the image of God he created them; male and female he created them.
- Psalm 16:11 You make known to me the path of life; you will fill me with joy in your presence, with eternal pleasures at your right hand.
- Colossians 1:16 For in him [Jesus] all things were created: things in heaven and on earth, visible and invisible, whether thrones or powers or rulers or authorities; all things have been created through him and for him.
- 2 Timothy 1:6 He has saved us and called us to a holy life—not because of anything we have done but because of his own purpose and grace. This grace was given us in Christ Jesus before the beginning of time.

2. Our sins separate us from God.

- Isaiah 53:6 All we like sheep have gone astray; we have turned—every one—to his own way.
- Romans 3:10 There is no one righteous, not even one.
- Romans 3:23 For all have sinned and fall short of the glory of God.
- Romans 5:12 Just as sin entered the world through one man, and death through sin, and in this way death came to all men, because all sinned
- Romans 6:23 The wages of sin is death.

3. Sins cannot be removed by good deeds.

- Galatians 2:16 Know that a man is not justified by observing the law, but by faith in Jesus Christ. So we, too, have put our faith in Christ Jesus that we may be justified by faith in Christ and not by observing the law, because by observing the law no one will be justified.
- Titus 3:5 He saved us, not because of righteous things we had done, but because of his mercy.
- Romans 3:28 A man is justified by faith without the deeds of the law.

4. Paying the price for sin, Jesus died and rose again.

- John 3:16 For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life.
- Luke 19:10 For the Son of Man came to seek and to save the lost.

- 1 Pet 3:18 For Christ died for sins once for all, the righteous for the unrighteous, to bring you to God.
- Romans 1:16-17 I am not ashamed of the gospel, because it is the power of God for the salvation of everyone who believes: first for the Jew, then for the Gentile. For in the gospel a righteousness from God is revealed, a righteousness that is by faith from first to last, just as it is written: The righteous will live by faith.
- 2 Corinthians 5:21 For God made Christ, who never sinned, to be the offering for our sin, so that we could be made right with God through Christ.



5. Everyone who believes in Him alone has eternal life.

- John 5:24 [Jesus speaking] I tell you the truth, whoever hears my word and believes him who sent me has eternal life and will not be condemned; he has crossed over from death to life.
- Romans 6:23 The gift of God is eternal life in Christ Jesus our Lord.
- Romans 10:9-13 If you confess with your mouth, Jesus is Lord, and believe in your heart that God raised him from the dead, you will be saved. For it is with your heart that you believe and are justified, and it is with your mouth that you confess and are saved. As the Scripture says, Anyone who trusts in him will never be put to shame....Everyone who calls on the name of the Lord will be saved.
- Acts 16:30-31. He then brought them out and asked, "Sirs, what must I do to be saved?" They replied, "Believe in the Lord Jesus, and you will be saved."
- John 6:40 Everyone who looks to the Son and believes in him shall have eternal life.
- 1 John 1:9 If we confess our sins, he is faithful and just to forgive us our sins and to cleanse us from all unrighteousness.
- 1 John 5:11-13 And this is the testimony: God has given us eternal life, and this life is in his Son. He who has the Son has life; he who does not have the Son of God does not have life. I write these things to you who believe in the name of the Son of God so that you may know that you have eternal life.

6. Life with Jesus starts now and lasts forever!

- John 1:12 But to all who did receive him, who believed in his name, he gave the right to become children of God.
- Romans 4:7-8 Blessed are they whose transgressions are forgiven, whose sins are covered. Blessed is the man whose sin the Lord will never count against him.
- Romans 5:1-2 Therefore, since we have been justified through faith, we have peace with God through our Lord Jesus Christ, through whom we have gained access by faith into this grace in which we now stand. And we rejoice in the hope of the glory of God.
- Romans 8:1 Therefore, there is now no condemnation for those who are in Christ Jesus.
- 2 Corinthians 6:18 And I will be a father to you, and you shall be sons and daughters to me, says the Lord Almighty.
- Romans 8:14-16 For all who are led by the Spirit of God are sons of God. For you did not receive the spirit of slavery to fall back into fear, but you have received the Spirit of adoption as sons, by whom we cry, "Abba! Father!" The Spirit himself bears witness with our spirit that we are children of God,
- 1 John 3:1 See what kind of love the Father has given to us, that we should be called children of God; and so we are.
- Ephesians 1:5 He predestined us for adoption as sons through Jesus Christ, according to the purpose of his will.