

Nazarene Camping Directors' Tips

Duties of Camp Leaders

The duties of the Children's Camp director shall be to:

1. Coordinate the camping ministry with other district functions. This may require the director to be a member of the camp board.
2. Coordinate the camping ministry with other ministries to children. This will require the camp director to be a member of the children's council.
3. Plan and secure the following items essential for the camp:
 - a) Schedule use of the campground.
 - b) Establish a camp activity schedule.
 - c) Select a camp theme.
 - d) Purchase camp instructional materials.
 - e) Taking into consideration the staff your camp facility provides, proceed to recruit needed camp workers, including the kitchen crew, counselors, teachers, athletic directors, craft directors, camp nurse, lifeguards, security personnel, office staff, pianist, camp evangelist, song leader, maintenance personnel, camp secretary, and other support personnel.
 - f) Arrange for adequate insurance.
 - g) Train workers.
4. Promote camp attendance through publicity and preregistration.
5. Supervise the daily operation of the camp.
 - a) Discipline campers as necessary.
 - b) Ensure adequate provisions of food, craft, medical, and other supplies.
 - c) Protect the welfare of all persons on the campground.

Duties of the Camp Activities Director are to:

- Plan, with the camp director, a variety of activities suited to the abilities and interests of the campers.
- Recruit activity leaders and assistants subject to the approval of the camp director.
- Prepare a budget for the activities to be approved by the camp director.
- Purchase materials for camp activities, within the budgeted amounts.
- Organize and supervise the activities during the camp.
- Train activity staff and counselors for the activities.
- Evaluate the value of the activities following camp and report to the camp director.
- Attend all camp staff meetings, and conduct activity staff meetings.

You and Your D.S.

The District Superintendent and the Camp Director

As a Director of Children's Camp you are responsible to the District Superintendent, the District Camp Board, if any, and the District Board of Sunday School and Discipleship Ministries International. It is only natural to wonder what the DS expects from you. The editor of children's camping surveyed DS's asking:

1. What do you expect from your camp directors?
2. What can the camp director reasonably expect from you in return?

Here are their responses.

What District Superintendents Expect of Camp Directors

- Be a spiritual leader.
- Support church doctrine & practices.
- Be mature.
- Be organized, able to plan in advance, and follow through on plans.
- Be energetic.
- Coordinate plans with the director of Children's Ministries.
- Work in harmony with the philosophical statement of the Sunday School and Discipleship Ministries International Board.
- Love children and relate well to them.
- Understand the characteristics of the children in the camp.
- Be sensitive to the needs of children and parents.
- Be financially accountable to the district; prepare a detailed budget.
- Establish clear camp goals.
- Plan the camp schedule.
- Develop a camp handbook with guidelines for conduct.
- Recruit and organize camp workers.
- Encourage every pastor to be involved in at least one camp a year.
- Submit a list of workers for approval by District Children's Council, Camp Board, or DS.
- Develop job descriptions for workers.
- Train workers.
- Communicate priorities to workers.
- Secure a speaker; the director acts as the evangelist's host.
- Supervise the camp food service.
- Advertise the camp.
- Promote attendance.
- Properly manage the camp.
- Provide discipline as needed.
- Foster a spiritual atmosphere.
- Encourage Bible study and prayer.
- Conduct daily staff meetings.

- Evaluate the camp experience.
- File a report on the camp.

What Camp Directors Can Expect from their District Superintendent

Of course, no two district superintendents are exactly alike in their work with the camp director. However, here is a list of the items DS's indicated camp directors could expect from them.

District Superintendents say they will:

1. Be present at the camp as much as possible.
2. Promote the camp through personal contacts and publicity in district papers.
3. Meet with the director to discuss problems.
4. Help the director find counselors and other workers, usually by encouraging pastors on the district to be involved in at least one camp a year.
5. Give the camp director freedom to manage the camp as he or she sees fit.
6. Help raise funds for camp.
7. Support the camp in prayer.
8. Give appropriate recognition to those who worked in camp.
9. Establish broad policy guidelines with the Sunday School and Discipleship Ministries International Board.
10. Review program and personnel.
11. Encourage camp director.
12. Encourage pastors to support the camp and involve persons in their church in camp ministry.

Crisis Prep

Be Prepared for Any Crisis

No director likes to think about the possibility of a disaster happening at camp. However, failing to adequately plan for such an event increases the danger. Planning may not prevent the event that can cause a crisis, but it may minimize its effects if the plan is properly designed and implemented. The types of disaster planning needed will vary from one geographical region to another. Contact your local office of the Red Cross, Civil Defense, and other agencies for information about how to be prepared for and react to the types of emergencies which may arise in your area.

To get started, here are some events that need emergency plans. Check the ones that possibly could affect your camp:

Natural Disasters

Earthquakes
Tornadoes/Cyclones
Epidemic

Thunder/Lightning Storms
Flooding
Hurricanes

Volcanic Eruptions
Blizzard
Other Natural Disasters

Man-Made Emergencies

Nuclear Attack	Reactor Meltdown	Vehicular Accident
Kidnapping	Blackout	Terrorist Attack
Hostage Crisis	Murder	Burglary
Fire	Rape	Chemical Spill

Once you've identified the potential emergencies that could arise at your camp, prepare a plan to deal with each one. Include these plans in staff training. Although the specifics of the plans will vary with the type of disaster confronted, evacuation plans and shelters will figure prominently in them. Here are some general disaster guidelines. However, they are not intended to take the place of a well thought out, locally prepared plan.

1. Train staffers to be prepared to take emergency action. Don't keep your emergency plans a secret. You may not be able to give direction in the event of an emergency. Make sure everyone knows what to do in the event of an emergency. Counselors should be responsible to insure that their campers cooperate fully with the emergency plans.
2. Identify potential shelters. Everyone, from the kitchen crew to the counseling staff, needs to know the location of shelters. The structure that can provide shelter will vary depending on the disaster. This information should be clearly stated in the camp staff handbook. List the type of emergency and the shelter to which everyone should report.
3. Identify the quickest evacuation routes. If there is a river that could flood, be prepared to move quickly to high ground. If a nuclear power plant begins emitting radiation, know which direction to move away from the danger. It is important to make sure that everyone can be safely evacuated. Assign drivers to be responsible for specific persons or groups in the event of an evacuation.
4. Know who to notify in the event of an emergency. Every staff handbook should contain a list of names and phone numbers of police, fire departments, civil defense agencies, hospitals, ambulance services, trauma centers, etc.
5. Establish a set of signals that initiate emergency procedures or drills. For example, one minute blasts of an air or car horn could signal an approaching storm; therefore, children are to move to a storm shelter area. Three short blasts repeated over and over could signal a complete camp evacuation.
6. Establish procedures for accounting for all campers and staff in an emergency. In any emergency it is important to be able to accurately identify who is safe and who is missing and presumed in danger. Identify a central location for all persons to meet away from danger. Counselors should report if any campers are missing. Staff directors should be responsible to report if any of their helpers are missing.
7. Conduct disaster preparedness drills for the most likely emergencies. Make fire drills, moving to shelters in an orderly manner, and outdoor disaster survival techniques part of the camp activities.

Care should be exercised to avoid frightening the children in either drills or actual emergencies. However, this should not be used as an excuse to avoid proper preparedness.

Staff Morale

Because recruiting can be difficult, it is important to maintain high staff morale. High morale will encourage staff to return to camp after camp, reducing the number of new recruits you must find. We asked camp directors, “How do you keep your staff’s morale high?” We think you’ll find the following suggestions uplifting.

“We initiated an ‘assistant counselor’ program. Several sports and crafts helpers were assigned to camper cabins and assisted the counselors whenever they were not occupied by their other responsibilities (i.e. sleeping, getting up, mealtime, chapel, going to bed, devotions, etc.) This was especially helpful for the middler age cabins.”

“We have steak night for the staff. All workers are treated to a banquet in their honor.”

“We have a staff orientation and have fun at it. We also had two staff meetings during the week to visit and have pizza and watermelon. Take every opportunity to praise. Focus on positives, not negatives.”

“We schedule each counselor to have a free hour each day. We also pair one supportive staff member with each counselor. The counselors do not have to do the teaching, recreation, Bible quiz, etc. We attempt to keep people from becoming overworked. Each evening we have worker devotions and snack time.”

Recruiting

Principles for Recruiting Camp Staff

1. Determine what workers you need. Identify the types and numbers of workers you need to run your camp.
2. Contact persons who have worked in the past, and invite them to be involved again. Let them know they were appreciated last year, and invite them to work in the upcoming camp.
3. Contact persons early enough to allow them time to consider their schedules. It is often best to secure commitments for the coming year at the end of the current camp.
4. Be specific in your recruiting. Recruit persons for specific positions. Let them know what the job will entail. Give them a copy of the job description, if you have one. Let them have time to consider it.
5. State any benefits positively. Assisting in a camp program is hard work but there are many benefits as well. It is time for the volunteer to get away from his or her routine and do something different. Pastors have an opportunity to get closer to the children in their churches. It is an occasion for rewarding ministry for everyone. Some camps provide a small salary or reduction in fees for the children of camp workers. However, recent ruling by the Supreme Court may mean that volunteers must be treated as employees (including all record-keeping required by the Department of Labor) if they volunteer with the expectation of receiving any financial compensation (including discounts in the camp

snack shop). Clear your benefits package with your church's legal counsel if it involves financial incentives.

6. Publicize your needs to prospective volunteers. Once you know who will be returning and what jobs remain to be filled, publicize your need for persons to fill the positions. Consider writing to pastors directly, posting notices in newsletters, and asking persons who have already agreed to work in camp to suggest potential workers.
7. Indicate you will support your workers. Many people shy away from accepting a position because they are afraid they will not be able to succeed at the task. Train them and provide adequate assistance to ensure success.
8. Emphasize that working in camp is a privilege. Avoid conveying the impression that you are willing to take "anyone." Don't be afraid to keep your standards high.

Recruiting Tips

1. Don't ever ask persons to volunteer as a personal favor to you.
2. Don't tell workers that "anyone" could do the job you are asking them to do. They will know of many things they need to do themselves during camp week, and will let you find someone else.
3. As much as possible avoid recruiting at the last minute. No one likes to feel pressured into a decision. Pressured workers will likely work only grudgingly. Ask several persons to volunteer as "alternate" counselors who will be ready to come if someone else has to drop out at the last moment.
4. Don't expect only minimal effort from your volunteers. Expect them to give their best.
5. Avoid recruiting nonspecifically. When you ask someone to volunteer for an undefined task, you are asking them to write a blank check on their time. Tell them exactly what you want and how much time is involved.

Recruiting Ideas that Work

Today, more than ever before, it is difficult to find qualified, caring staff for church camps. Camp directors compete with hundreds of small businesses for teens and college student employees. Even pastors have difficulty making time for camps. What's a camp director to do? We asked camp directors for their tips on recruiting camp workers. Here's what they told us about their most demanding responsibility.

I start by recruiting team leaders for specific areas; for example, kitchen, sports, Dean of Men and Dean of Women. These team leaders are in charge of recruiting the workers they will need in their areas.— Charles Russ

I keep names and addresses of all workers who have helped me in the past. Each year at camp I pass a paper for all workers to tell me what they would like to do to help next year and to give me new names of people they know.—Janet Ritter

Appreciate past workers, and they'll return. Send thank you notes to past workers. Write letters to

prospects. Provide them with good training to give them the confidence they need.—Donald Darsch

I like to have workers from every church that sends campers, but this doesn't always happen. I have learned which workers I want to come, and I usually ask them to come back. I like being able to choose my staff.—Susanne Murray

Our camp coordinator travels to as many churches as possible during the year promoting camps.—Greg Chambers

I recruit workers very carefully. I do not send out a general call for workers. You may get someone you don't want. I contact pastors personally and talk about workers who would like to share in a camp experience and have something special to give to the campers. I emphasize it is not a vacation to get away. It is a ministry to children.—Judi Amerson

This is hard to do, and it is getting harder as we find more people working. We give discounts to the children of our workers and staff T-shirts to all who serve. We send letters to each person who served the year before. We send camp posters to all churches. I pray a lot. —Jim Slaughter

Keep in touch with your "regular" workers throughout the year by way of letters, announcements, and greeting cards at Christmas. This way, camp is reinforced each time they hear from you. Also, we have many parents of "first-time" campers come and observe. Many times, these parents will enjoy the experience and volunteer to stay all week! We rely heavily on local children's directors reminding their congregations about camp and "pushing" their children to attend. We also require each church that sends five or more children to camp to send an adult, too.—Glen & Dee Plummer

Who Will Work at Camp?

"Who will work in our camp?" This is an important question facing every camp director. The personnel who form the camp staff will have a profound impact on every aspect of camp. It is important to find just the right people. Each person must be selected on the basis of his own maturity, spiritual sensitivity, energy level, health, and other personal characteristics. However, examining the advantages and disadvantages of groups from which potential staffers may be drawn, can be useful in expanding your vision to answer the question "Who will work in our camp?"

PASTORS	
Advantages	Disadvantages
May be expected to be involved in at least one camp. Why not yours?	May be working in camp only because it is expected.
Are usually available, even though their schedules are heavy.	May have to leave mid-camp in an emergency arises.
Are committed to camp ministry	May not be skilled in working with children.
May have worked in camp before.	May be tempted to visit with other pastors and neglect campers.
Are able to work comfortably with spiritual matters.	May not have the stamina necessary to work with children.

COLLEGE STUDENTS	
Advantages	Disadvantages
May have the summers off from college and be available to work in camp.	May need to work in the summers to earn money for college.
Are more mature than high school teens.	May be unfamiliar with campers' characteristics and unrealistic in their expectations.
May have had courses in Bible or religion if they attend a Christian college.	May be tempted to be the campers' buddy rather than their leader.
May use some of their college-learned skills (especially those majoring in education, religion, religious education, or psychology).	May be more interested in being with teens or adults rather than the children.
Still have a high level of energy to commit to camp.	May be unsure how to handle spiritual matters.

SENIOR CITIZENS	
Advantages	Disadvantages
May be willing volunteers and have flexible schedules.	May tire easily.
May be mature Christians.	May not be used to working with children 24 hours a day.

May find camp to be a meaningful avenue of ministry.	May become impatient with campers' immaturity.
May be good models for children, especially those who do not see their grandparents often.	May be unable to endure the physical rigors of camp.

TEENS	
Advantages	Disadvantages
May be willing to work and have flexible schedules	May be immature and unable to assume responsibility to properly care for campers.
May be idealistic and enthusiastic Christians.	May be more interested in visiting with other teens at camp than working with the children.
Maybe energetic and able to keep up with the campers.	May be impatient with campers.
May grow spiritually at camp.	May be tempted to be the campers' buddy rather than their leader.

PARENTS	
Advantages	Disadvantages
May be able and willing to take time off of work to serve in camp. (Public school educators may have the summer off.)	May be inclined to focus narrowly on their own children and neglect others.
May be familiar with campers' characteristics.	May expect too much from their own children.
May be an opportunity for ministry and spiritual growth.	May not allow their children an opportunity to "be out on their own." If their parents are at camp, this valuable experience is diminished.
May have opportunity for quality time with their children.	May be uncomfortable providing spiritual leadership.
May provide lay Christian role models for campers.	Maybe more interested in being with other adults than working with the children.

Winning Combinations in Camp Staffing

Sometimes the most effective staffs are those that are made up of the right balance from all the groups mentioned above. Here are some suggestions for putting together a winning combination at your camp:

1. Group your staff to offset disadvantages. For example, pair a senior citizen, pastor, or parent with a teen or a college student as Counselor and Assistant Counselor.
2. Provide mature supervision of younger staff members. Teens and college students can be valuable additions to the camp staff if there is a mature adult, Dean of Men or Dean of Women, who can supervise them.
3. Limit distractions. Teens and college students often work better in Boys Camps or Girls Camps, or co-ed camps where there are not teen counselors of the opposite sex. Note, however, that kitchen helpers can be just as distracting as counselors.
4. Provide adequate opportunities for social interaction among peers. Both teens and adults enjoy fellowship with people their own age. Camp is often one of the few times pastors have time to visit with other pastors. Schedule times when counselors and staff can socialize. Then you can expect them to attend to their campers the rest of the time.

Problem Solutions

Homesickness

This is one of the most frequent problems in camping.

Cause:

1. Strong parental attachment.
2. Missing the "gang" back home.
3. Sudden loss of privacy.
4. Missing one's pet.
5. Being sent to camp against one's own will.
6. Lack of spending money.
7. Fear of larger children.

Symptoms/Treatments

1. Watch for loners—people who stay by themselves or wander off from the group could be homesick. Get them involved!
2. Be extra-friendly and spend extra time with children who seem to be homesick.
3. Involvement in camp activities is excellent. Find out what they want to do and help them do it.
4. Ignore hysteria.
5. Don't ridicule a homesick camper.

Bullying

Symptoms:

1. Bossing other children around.
2. Using force to get his/her own way.

Solutions:

1. Counsel the camper, showing how silly it is to use force to gain leadership.
2. Give camper opportunities to lead in games or other activities.
3. Deprive bullies of valued privileges.
4. Allow the group to express their sentiments concerning the bully's actions.

Lack of Participation

Resists program and stays away from activities.

Solutions:

1. Learn camper's likes and dislikes.
2. Seek to arouse enthusiasm.
3. Get cabin mates to encourage the camper to participate.

Show-off or Attention Seekers

Symptoms:

"Smart," "Big Wheel," "Show-off."

Solutions:

1. Ignore camper, i.e., try not to reinforce negative behavior.
2. Help those around the camper to understand the real problem, self-image.
3. Arrange areas where the camper can get legitimate attention.

Bed Wetting

This problem is found mostly among younger campers. It is a psychological problem for some. For others it is physiological.

Solutions:

1. Restrict fluid intake before bedtime.
2. Make sure the child goes to the bathroom before retiring.
3. Talk with the child (confidentially) about the problem.
4. Keep a light on in the bathroom for the children who are afraid of the dark.

5. Awaken bed wetters at nights and take them to the bathroom.

Immoral Attitudes

Symptoms:

Stealing, lying, cheating.

Solutions:

1. Explain right and wrong to the camper.
2. Remove the source of temptation.
3. Deprive the child of privileges.
4. Attempt to make restitution.
5. Establish a sympathetic relationship.
6. Seek to induce the child to worthwhile activities.
7. Show scriptural principles governing the problem.

Adapted from Camp Good News Manual, Cape Cod, Massachusetts, Lynn Ridenhour, "Resource Manual for Church of God Camping"

Counselor Job Description

Summary of Counselor Job Description

1. Live with a small group of campers 24 hours a day.
2. Lead morning cabin devotions.
3. Strive to live the Christian lifestyle in all relationships at camp.
4. Participate in all group activities.
5. Observe time schedules.
6. Report on all discipline problems immediately.
7. Let no one leave the camp without permission of the camp director.
8. Observe and enforce "Quiet Time" with campers.
9. Encourage congenial atmosphere, but maintain good manners in the dining hall.
10. Know each member of your group by name. Be friendly, kind, and understanding.
11. Keep a close spiritual relationship with your group.
12. Keep in mind these two goals:
 - a) Lead the non-believer to faith in Jesus Christ.
 - b) Lead the believer into a life of discipleship.
13. During camp, follow up chapel services and times of decision with personal devotions and interview with the campers in your cabin. This personal work makes decisions more meaningful at camp.
14. Never discuss one camper with another or with any group other than the staff. Do not betray campers' trust and respect. In fact, encourage campers to confide in you, and let them know that any information given will be kept confidential.

15. Write a short letter to your campers when camp is over. This helps them see that you really are interested in them, and so is God!

Special Notes to Counselors

1. You will be expected to remain with your campers at all times unless otherwise instructed.
2. Each camper will take at least one shower a day.
3. Refer any severe discipline problem to the Camp Director.
4. Our purpose this week is to create an atmosphere that is conducive to the movement of the Spirit in the life of our campers. Many of these kids will come from troubled homes. Seek to understand them and encourage them to excel.
5. Camp T-shirts will be distributed Friday morning. Each camper is expected to wear the shirt during the final chapel, all-star games, and home.
6. If for any reason you must leave your campers or the campground, please contact the director before leaving.
7. Campers should remain with their groups at all times. If they are unable to swim, they are still expected to be with their group. Under no circumstance is a child to be in his or her cabin during group activities unless you have given permission for the camper to be there.
8. Any camper caught with drugs will be sent home. See the camp director.
9. Turn prescription drugs over to the camp nurse.
10. Under no circumstance should a boy be caught in or near the girls' cabins. They are off limits.
11. Any camper caught vandalizing personal or camp property will be subject to discipline by the camp director.
12. Keep Canteen Cards. Distribute them when the Canteen opens. Collect them at supper each evening.
13. Be prepared to name a Camper of the Day each evening and a Camper of the week on Friday morning.
14. Be a leader and an example for your campers to follow.
15. Allow no camper to use a phone without the permission of the director.
16. Be on time for all activities.
17. Camp goals
 - a) To lead the non-believer to a personal faith in Jesus Christ.
 - b) To lead the believer into holiness.
 - c) To guide the Christian towards a fuller, more complete, and better disciplined Christian life.

The Counselor's Challenge

The counselor is the most important factor in the success of a child's summer camp experience. Counselors are closer to the campers, know their needs better, and have the campers' confidence in a greater measure than anyone else in camp.

During camp, the counselors spend more time with their campers than Sunday School teachers spend with their pupils during an entire year.

As a counselor, you will have a group of boys or girls living in the outdoors with their minds alert and their hearts open to God. Think of this fact often, and give your campers the very best that you have in mind, heart, and soul.

Camp is designed:

1. To give an awareness of God's creative power as revealed in the out-of-doors;
2. To provide opportunities for enriching Christian fellowship;
3. To bring children into a vital relationship with Jesus Christ as Savior and Lord.

Remember

If our children are to learn the reality of HOLINESS in Christian lives, they will need to see it during this week of camp in our lives.

As they live with us, watch us, hear us, imitate us, they will either be convinced of the truth of holiness, or they will be convinced that it is not possible to live this holy life.

We are living in a teaching mode. We are teaching these children by example and by precept the great truths of God for their lives.

Our Camp Goals

1. To lead the non-believer to a personal faith in Jesus Christ as their Savior.
2. To lead the believer into an experience and life of holiness.
3. To guide the Christian toward a fuller, more complete, and better disciplined Christian lifestyle.
4. To challenge Christians to answer God's call to the ministry, missionary, or teaching fields.
5. To introduce children to wholesome activities, hobbies, and fun.

Congratulations, You're a Camp Counselor

Congratulations! You have been accepted as a camp counselor! Here are some ideas to help you be an effective Christian Camp Counselor:

1. Know your campers

Know your campers by name.
Know your campers' ages.
Know your campers' abilities.
Know your campers' spiritual lives.
Know your campers' medical needs.

Know your campers' feelings.
Know your campers' whereabouts.

2. **Stay with your campers**

Eat with your campers.
Play with your campers.
Win with your campers.
Lose with your campers.
Laugh with your campers.
Cry with your campers.
Worship with your campers.

The children in your cabin are your responsibility while they are at camp. Become involved in your campers' lives so you can make the most of this ministry opportunity.

Don't worry. Camp directors realize that you need time to rest and replenish your energy. They will have provided times when the children will be properly supervised while you relax. However, promise yourself that you will make ministering to your campers your top priority, and that you will leave them only when the camp director has scheduled time off.

3. **Pray with your campers.** Remember, the Christian camp is not simply entertainment. It is serious ministry. Your campers come to you with different needs. Find out what these needs may be and pray for them specifically. Let your campers know you are praying for them.

Be an example of Christian manhood or womanhood for your campers. You are making strong statements about what it means to be a Christian on the playing field, in the cabin, in the cafeteria, and on the nature trail. These statements will be heard and remembered far more clearly than the ones you say.

If your campers indicate an interest in salvation at any time, be prepared to assist them. Your camp director may provide copies of the Really Living salvation booklet for children. Take a few moments to familiarize yourself with it thoroughly. If you are working with the child at an altar, use these suggestions to help you:

- a) If you do not know the child's name, ask what it is and inquire why he or she came to pray. This is not a time to "hear a confession." That's God's job.
- b) Encourage the child to talk to God about his or her need. Instruct the camper to tell God what he or she wants Him to do. Pray **SILENTLY** with the camper as he or she prays.

- c) If the camper does not know how to pray, explain that prayer is simply talking to God. Lead in a simple prayer if needed.
 - d) Ask the camper to tell, in his or her own words, what God did for him or her. If the child is unsure, repeat steps a, b, and c. If the problem involves a lack of Christian assurance, use an appropriate Bible verse such as 1 John 1:9, substituting the child's name for the first person pronouns. If the problem is one which involves others, simply explain that these matters must be left up to God and the people involved.
4. **Lead your campers.** In addition to spiritual leadership, you will be leading your campers in a variety of other areas. Remember, they don't expect or want you to be "just one of the gang." They look to you for leadership.

Lead by example. Show the kinds of attitudes you want your campers to exhibit. When something needs to be done, such as grounds clean-up, be one of the first to pitch in and help. Use proper dining room and chapel manners. Expect the same from your campers. Look for opportunities to lead by example.

Lead with authority. You are the "director of the camp" in your cabin. Don't shirk your authority. You are responsible for ensuring that all camp rules and regulations are observed. If you must "lay down the law," temper it with the guidelines for leaders in Ephesians 6. You don't have to be a dictator to be an authoritative leader. Lead in Christian love.

Lead by consensus. Camp is not run by children, but it is run for them. Even in the tightest schedule, there are some choices. Whenever there are viable alternatives, lead by consensus. Find out what your campers want. Don't try to live out your own camp fantasies through your campers. This is their week. When they have genuine options, let them choose. Be careful, however, not to give options where none exist. You're responsible to see that your campers are involved in all the regularly-scheduled activities of camp.

Lead by encouragement. Camp is a time for growing. For some it will be a totally new and perhaps frightening experience.

Be sensitive to the shy child or the one who lacks confidence. Invite children with these problems to participate fully in the camp's activities, but don't force them. Force will only make them more resistant to your efforts to involve them.

Demonstrate that you are confident your campers can do things they may feel inadequate to do. If a first attempt should fail, encourage additional tries until they are successful. Do not allow anyone to ridicule the child who doesn't quite reach his or her goal. Encourage your campers to believe in themselves by believing in them yourself.

Just about every cabin has at least one child who is a "clinger." He or she may not

want to do anything on their own and may want to consume all your time. When you are responsible for eight to ten children, you cannot afford to be monopolized. It is very important for you to find some activity in which the clinging camper can be successful and receive recognition. As you help this camper become more independent, you will be helping him or her mature.

It may sound like being a counselor is a lot of responsibility. It is. You will probably be exhausted after your camp. But it is also one of the finest ministry opportunities you will ever have.

Children's Camp Counselor

1. Adequately prepare to lead in the following areas:
 - a) cabin Bible study
 - b) camper discipline
 - c) camp activities

2. Insure camp is a positive experience for all campers.
 - a) Learn all of your campers by name.
 - b) Encourage full participation in the camp program.
 - c) Find at least one strength in each camper and promote it.
 - d) Involve each camper in at least one new experience if possible.
 - e) Build a sense of cabin unity and camper morale.

3. Be responsible for the health and safety of all the children assigned to your cabin:
 - a) See that all medicines are turned in to the camp nurse.
 - b) Ensure campers take medication as scheduled.
 - c) See that campers bathe and wear clean clothes.
 - d) Monitor the foods your campers eat.
 - e) Be aware of your campers' whereabouts at all times.
 - f) Protect campers from anything harmful.

4. Be responsible for camper discipline, including:
 - a) Inform campers of camp rules and enforce them.
 - b) Develop additional cabin rules as necessary.
 - c) Ensure campers arrive at all camp functions on time.
 - d) Monitor camper behavior during mealtimes and chapel.
 - e) Administer non-corporal punishments when needed.
 - f) Alert the camp director to developing problems.

5. Help the camp achieve its purpose of evangelizing the non-Christian camper and strengthening the Christian camper. This includes:
 - a) Model Christian attitudes.
 - b) Pray specifically for your campers' spiritual needs.
 - c) Lead seeking campers to Christ.
 - d) Conduct cabin devotions/Bible studies.
 - e) Pray with your campers.
 - f) Encourage attention in chapel and Bible study time.
6. Report to head counselor, assistant director, and director as needed.
7. Attend all staff meetings.
8. Write a personal letter to each camper in your cabin after camp.