

Personal Preparation

Spiritual State

Camp is an intensive spiritual experience, therefore it is important that you be prepared in at least these three areas.

1...Understanding our doctrinal position.

We recognize only the teachings of the Scriptures in regard to salvation. The Scriptures clearly teach faith, repentance, confession, baptism, and Christian living as integral to the accepting of Christ as Savior. Doctrinal views that are not consistent with the overwhelming majority of the owner churches view of Scripture are not to be taught here. We are a direct teaching arm of the owner churches.

2...High personal code of conduct.

Because camp leaders are role models to the campers, you must be willing to subscribe to a high standard of moral ethics and to subjugate personal religious freedom for the good of the camper.

3...Advanced prayer and study.

You should prepare yourself mentally and spiritually for the mission you will be undertaking. Consider asking your local elders or congregation to pray for you at a public assembly or to set you apart. Consider a season of prayer and fasting. While any Scripture will be helpful, consider a serious reading of some of the following: Ruth, Esther, selected Psalms, selected Proverbs, Acts, Ephesians, Phillipians, 1 & 2 Timothy, Titus, and James.



Your Specific Job

The Program Director will assign the program volunteers their specific job. Here is a simplified list of typical jobs:

Counselor — Works as the guide/coach for a small group of campers.

Teacher — Will assist or replace the counselor in some class situations.

Activities Director — Will organize daily activities, and will coordinate and support the counselor activity schedule.

Chaplain — Will preach, teach,coach the counselors, counsel campers making spiritual decisions, and keep follow up records.

Missionary — Will generally promote a global view of ministry through formal and informal teaching.

Assistant Director — Will assist the director and be the primary coach and encourager of the counselors.

Program Director — Works with the camp staff in developing a specific program, recruits a volunteer team of program workers, and directs the specific program.

Reference Material Suggestions

Various Bible translations, short devotional stories, skit books, song books, nature I.D. books, rainy day games, short books or pamphlets on critical topics for campers to read, doctrinal tracts, and books on working with children.

Packing Your Bags...



Don't forget to bring— Clothes of a modest nature and suitable for play, aquatic activities, classes and activities, dinner, and worship. Modest shorts, long pants, swimsuit, work clothes, comfortable shoes, and nice leisure wear.

Bible, reference books, writing pad and pen, alarm clock (nonelectric), bedding, towels and washcloths, flashlight, insect repellent, sunscreen, rain gear, snack food to be kept in car or counselor room, note cards for encouraging the campers, spending money and mission offering.

Enough copies of any handouts you may be planning to use. Any specialized equipment, i.e., skits, music, games, audio/visual, camping, hobby, etc.

Leave at home — Chewing gum for distribution, fireworks, shaving cream for pranks, food to keep in the dorm, firearms, pets (without camp permission),

Copyrighted Material Policy

The law requires owner permission to copy copyrighted material, thus copyrighted material may not be copied without proper permission. The Camp has the appropriate licenses for copying songs and using videos, but, all song sheets, transparencies, slides, and videos must contain our license number or the appropriate number for your church. Please contact the camp office for authorization information.

Personal Equipment Policy

Equipment — The camp cannot be responsible for personal equipment brought onto the campus. Equipment is to be stored safely, so not to form a danger or temptation to campers. Firearms are not permitted. If they are brought on campus by law enforcement personnel or other authorized persons,

the Director of Summer Programs must be notified. Firearms must always be under lock and key or in your personal possession. Vehicles — Vehicles must be parked in designated areas and only operated on roadways. This includes loading and unloading. Any signs on vehicles that is considered by the camp to be inappropriate must be removed or covered.

Counselor Checkup

When you're in the trenches sometimes it's hard to take time to sharpen the ax. About halfway through the week of camp try this self-evaluation to see how you're doing. Using a scale of 1-6, with 1 being "oops" and 6 being "fully satisfied", rate yourself.

I have taken the "spiritual temperature" of each camper. 1 2 3 4 5 6

(I know whether or not they've accepted Christ, etc.)

I am aware of the general family situations of each camper. 1 2 3 4 5 6

I feel I am well prepared for our devotionals and other teaching times. 1 2 3 4 5 6

I feel I have been fair and effective in discipling campers. 1 2 3 4 5 6

I am putting the interests of my campers before my own. 1 2 3 4 5 6

I am setting a good Christian example for campers. 1 2 3 4 5 6

I am confident and comfortable with my leadership abilities. (e.g. punctuality, organization, enthusiasm, etc.) 1 2 3 4 5 6

I am confident in my ability to explain Christ to campers. 1 2 3 4 5 6

I am getting enough sleep to function well. 1 2 3 4 5 6

I am spending personal time with God. 1 2 3 4 5 6

If camp ended today, I would go home feeling that I had a successful experience. 1 2 3 4 5 6

(Reprinted from Christian Camping International Magazine May/June 1996)

RESOURCES

"How to be a Successful Camp Counselor!"David Burrow "The Christian Camp Counselor"Lloyd Mattson "The Christian Camp Counselor"Jim Badke "The Camp Counselor's Handbook of Over 90 Games and Activities Just for Rainy Days!" ...David Burrow CCCA Focus SeriesChristian Camp & Conference Assoc.

Checklist for Service

You may be a veteran camp counselor or you may be embarking on this rewarding adventure for the first time this summer. Whatever your experience, these "Focus" letters are here to help you.

So relax and take heart that this commitment to young people will be a life changing experience...for them as well as you.

Personal Worker Contract

I, _____, agree to serve Christ by helping in the Butler Springs Christian summer camp program on _____. I will prepare myself mentally, physically, and spiritually for this ministry opportunity.

While at camp I agree to love and guide any young person God places in my charge, regardless of his race; and to make a special effort to understand that camper who is difficult to love and accept.

I will cooperate with the camp's policies and will do everything in my power to live at peace with my fellow workers. I will support the Program Director and do all I can to be a team player.

I will pledge myself to be held accountable for my actions, will seek appropriate counsel in difficult situations, and will assist my fellow workers in glorifying Christ.

I recognize that I will be putting my personal pleasures aside, so that I can give my whole self to ministry.

I will thank God daily for the great privilege of serving Him by ministering to His children.

Signed _____

Printed Name: _____

COUNSELOR CENTERED PROGRAM

Counselor centered programming allows for every camper to be placed into a small group so he can have the maximum experiences while having constant supervision. It also insures that each camper will receive individual attention.

Since the camper is being coached by the same person, day and night, the counselor will have great opportunity to minister to the camper.

9 TIPS FOR SUCCESSFUL COUNSELING

1. Try to gain the respect of the campers by showing them individual attention.
2. Try to build bridges to each camper over which you can walk to share the gospel.
3. Look for that "teachable moment" in the life of the camper, and be prepared to seize it.
4. Help your assigned group of campers to learn to function as a unit, thus they will help each other and lighten your load.
5. Try to help each camper accomplish his personal agenda, thus he will be receptive to helping you accomplish yours.
6. Learn each camper's name quickly.
7. When communicating with a camper, first try to understand his view before trying to get him to understand yours.
8. Help the camper develop a routine that includes personal responsibility.
9. Share with the campers your personal expectations of them.

Goals for Counselor

1. Take the opportunity to talk privately with each camper concerning his “walk with the Lord.” Follow up on the open- ings that develop.
2. Encourage each camper to make some personal choices in activities. This may be in free time, in finding time to take a walk, run, workout, go fishing, or read.
3. Help the campers find the value of quiet times as well as active times. Help them take responsibility for their own thoughts.
4. Help them develop an environmental awareness because, “this is my Father’s world.”
5. Help them learn to make good deci- sions and accept responsibility for their decisions. Show them how to apply biblical principles.
6. Contrasts you encounter may include:

Love/Hate	Forgiveness/Retaliation
Mercy/Consequences	Acceptance/Rejection
Fairness/Unfairness	

FINDING THE TEACHABLE MOMENT

Camp is a 24 hour a day laboratory where great things happen. Because of the accumulative effect of the program, many teaching opportunities present themselves. Classes will serve as foundational material, but the real teaching opportunities will probably come at other times. Your every action and attitude will be scrutinized and your opportunity to say or do the right thing may take place without you even knowing it. You will literally be “a sermon in shoes.” The Counselor Centered Program will help you build a bridge you can cross to present the Gospel. Do not be surprised if that opportunity comes at an unusual time. Being with the campers for long periods of time will give you more opportunity for ministry. Be prepared to seize that teachable moment.

HOUSING CHECK IN

If at all possible, plan to be at camp by the time campers are ready to check into their dorms. ***It will be your opportunity to welcome the campers and meet the parents.***

If the camper has special needs, this would be a good time to discuss it with the parents.

The need to get acquainted quickly with the camper and build a bridge of friendship cannot be over emphasized.

You can establish your role quickly by helping the camper to get adjusted to camp life.

This will identify you to the camper as a valuable part of the camp program.

Plan to answer questions about camp life, from swimming and fishing to meals and bedtime.

Help the camper find his assigned bed and, perhaps, even help him make his bed.

HOW TO GET TO KNOW YOUR CAMPERS

Ask lead questions: Have you been here before? What city are you from? What is your home church? Have you met any new friends yet? What is the best part of camp? I am here to help, so let me know when I can help you, okay?

Observe them. Be interested in them, but do not dominate them.

Help them believe you are approachable.

Look for ways to show them kindness.

Don’t try to act like them, they need someone to respect.

Try and help them accomplish their personal agenda.

Always let them know where and how to find you.

COUNSELOR RATIOS

Grades 1,2,3 1 staff to 5 campers

Grades 3-9 1 staff to 8 campers

Grades 10+ 1 staff to 10 campers

Counselors will be expected to be in contact with their assigned campers at all times, unless the campers have been specifically assigned to another staff. Exceptions to the above ratios may occur during large group activities (such as chapel, vespers, or free time) **but campers are never to be left totally unsupervised.**

"AN IDLE MIND IS THE DEVIL' WORKSHOP" AND I SAY,
"THAT AN IDLE CAMPER IS THE DEVIL"

Any time we have problems or emails and phone calls from parents is because the child was not being supervised. Many young people left to their own devices will find trouble.

If giving campers free time it should be in pairs and within eyesight of the counselor. Or send campers a groups to participate in some activity but **you should know where they are and what they are doing.**

QUALIFICATIONS OF COUNSELORS

Must be out of high school and at least 2 years older than the oldest camper to work with grades 9 or older. Minimum age of counselor for children's programs is 16 or entering grade 11.

Member of and of good report within the owner network of churches.

Properly screened as to suitability to work with children. Mentally, emotionally, and spiritually stable.

MEAL TIME OPPORTUNITIES

1. You will either eat with your counselor group or be assigned to a table to serve as a counselor.
2. Make eating a relaxing and enjoyable experience.
3. Model and teach good manners.
4. Encourage the campers to eat rather than play in their food.
5. If you have complaints about the food, express them privately with the appropriate person.
6. Encourage the campers to drink plenty of fluids — at least 2 glasses at each meal. Dehydration is DEADLY.
7. Meal time singing can be fun and help with camp spirit. Help it to compliment the meal and not compete with it.
8. Support the dining hall staff by following the serving and clean up procedures completely. Encourage your campers to go the extra mile in cleanup.
9. Chewing gum is damaging when placed on plates or in the carpet. Please help keep gum out of the dining hall.
10. Help the campers find the food they like. If enough choices are not offered, talk with the Summer Camp Director, to see if some changes can be made.
11. The food service staff will make an effort to offer variety throughout the program. Since most campers are not used to eating a variety of foods, you may need to encourage them to try something new.
12. Shoes or sandals are required in the dining hall.
13. Campers and staff are expected to remove their hats in the dining hall.
14. Help develop a respect for property. They are paid for by the donations of many faithful friends. Do not allow standing in chairs, banging dishes, or sitting on tables, etc..

DORM CABIN AND TENT LIFE

UP TO one half of a camper's day is spent in and around a dorm or tent. A positive experience with dorm or tent life is very critical in helping the camper make good decisions that affect his life. Therefore, effort should be made to create a positive spirit within a dorm. A spirit of harmony, caring, cooperation, trust, and responsibility.

Who Sleeps Where

Unless dorms are assigned(which is not our common practice) the camper will be sent to dorms according to male/female determination.

The camper will choose a room and a bunk as they enter and should then receive a wrist band that has been marked with dorm number and room letter(for camp weeks with max grade level of 6.

The counselor is to write their name on the dorm sheets as they greet the camper and give them their wrist band. Dorm sheets should be turned in at the next meal to the Program Director, who will give them to the office staff.

Nightly Devotions

Some programs will want the campers to have devotions in the evening within their dorm. You may want to do this even if the program does not require it. Dorm devotions work best by gathering the campers in a group away from their beds — middle of the floor, porch, etc. If the program has a strict lights out policy, then you need to get the devotions started early or inform the Program Director. Good devotions can be built around biographies and short stories. You may want to select a good book of short devotions from a Christian bookstore before coming to camp. If you have good readers in your dorm, you could even let the campers read the stories. End with a prayer time and consider including prayer requests.



Involve the campers as much as possible. Campers' emotions (especially girls) can be quite sensitive at this time of the day and crying may start. It is important to get the campers to sleep as small things become very large when campers are tired.

Camper Hygiene

You will need to pay attention to the camper's personal hygiene. You will want to talk about this the first night.

Cover such areas as how and when to take showers, going to the bathroom and flushing the toilets, brushing teeth, changing clothes, and wet towels and bathing suits.

For boys include use of the urinal or putting the seat up on the toilet.

For girls include the proper disposition of sanitary supplies (not in toilets).

From time to time toilets will get clogged. A plunger is in each unit and the toilet should be unstopped quickly to avoid others using it and it running over.

Report serious problems to the summer camp office or the caretaker.

Occasionally a camper may neglect taking showers or changing clothes. Try to work with this camper in private as there may be a deeper problem.

If hygiene supplies are needed, please ask the summer camp office for help.

PRINCIPLES GOVERNING COUNSELOR AUTHORITY

1. You are working with other people's children, so be careful.
2. Campers may not automatically recognize your authority or they may resent authority.
3. Your authority is limited to behavior modification while at camp.
4. Campers are not sheep to be driven to slaughter, but sheep to be led to water.
5. You do not have the authority to physically punish or send campers home.
6. Let your actions give the campers a reason to respect you.
7. When campers do not respond to your authority, discuss it with the Assistant Program Director.
8. Campers unable to participate in a respect/trust relationship will probably be sent home

Getting Campers to Bed ...and other fanciful thoughts.

Campers may naturally be "hyped" from the day's activities. Expect this and use positive motivation to encourage campers to prepare for bed. If the campers feel you want to get them to bed so you can do something else, they may not be cooperative. This is a very important part of the day and needs to go smoothly. Allow for expression of emotions.

There may not be enough time for every camper to shower at night. Some campers do not want to undress in front of other campers so suggest they do it under their covers.

Try to have lights out on time. Devotions can be done in the dark with the use of a flashlight. A good interactive dorm devotion will really help settle the campers.

Campers may feel insecure and make noises or keep flipping on flashlights. Do not get easily upset. If you confiscate items, make sure they are returned.

Caution should be used in disciplinary action. Do not threaten things you cannot enforce. It is not a good idea to use the loss of swimming as a punishment as it will build resentment. It is better to add work details.

Rewards of food or parties need to be cleared in advance with the Program Director. Counselors should not offer pizza or similar items to campers unless it is a part of the overall program. Sometimes the program will offer incentives to the best dorm, etc.



"Chillin' Out" A/C Usage

Please help control the air-conditioning units. Here are general guidelines

1. If A/C units are on, please keep doors and windows closed.
- 2 Thermostats are preset at 74. Please do not break into locked boxes. This is just rude!

Working with Campers

All Campers are important to God and should be treated with respect.

Take time to listen to each camper. This is especially true when you are in disagreement with a camper. Seek first to understand, then seek to be understood. A camper may be wrong, but he is never wrong for being who he is. Ask another counselor for help if you are having a hard time being objective.

The purpose of camp is to help the camper. The counselor should plan to put the needs and interests of the campers ahead of his own.

Your needs are important and you certainly need encouragement, but God will bless you through your service to the camper. If you are **not willing** to submit your entire self to ministering to the campers, **you probably will not** have a good experience.

Avoiding Sexual Accusations

1. Do not sleep in the same bed with a camper.
2. Do not walk around the dorm or sleep naked.
3. Do not touch campers inappropriately.
4. Guard against being alone with a camper in the dorm.
5. Do not comment on camper's bodies or body parts.

"They brought 'what' to camp?!"

The issue of confiscating items

When you confiscate an item, you take responsibility for its care. Receipts should be given for items of value. Here are some tips that may help.

1. Prohibited items should not be ignored. This will cause the camper to ignore other rules.
2. If the camper will cooperate and keep the prohibited item safely put away, then you have trust developing. This would be on such things as radios, clothing, etc.
3. Illegal or dangerous items, such as fireworks or knives, should not be left in the camper's possession. These should be turned over to the Program Director for safe keeping.
4. Drugs and alcohol should be removed. The Program Director may need to involve law enforcement and/or the parents.
5. Items being abused, such as flashlights or bug spray, should be removed from the camper and returned when needed or when a cooperative spirit is gained.
6. Items brought for the purpose of pranks or vandalism (shaving cream, water balloons, etc.) should be removed for safe keeping.
7. Confiscated items have value, both monetary and sentimental, so please make sure the items are returned before the camper leaves for home. Dangerous items should be given to the parent or driver.

The Three "P's"

Respect each other's **property**, including the camp's. Do not use or touch other campers property without permission. When possible, restitution should be made on damaged property.

Respect each other's **privacy**. Some campers may not be comfortable dressing, going to the bathroom or showering in front of others. Also, sometimes a camper may want to think, pray, or study alone.

Respect each other's **person**. Do not allow campers to make fun of other campers. No matter how strange you may think a camper is, he was important enough to God to let His Son die for him.

These simple rules may help to minimize camper conflicts:

1. Do not let campers wear each other's clothes.
2. Do not let campers use each others personal care products.
3. Do not let campers enter any dorm but their own.
4. Keep the dorm neat with each camper's items in their own area.
5. **Do not allow campers to be picked on.**
6. **Do not leave campers in the dorm unsupervised — day or night.**
7. When allowing for privacy, always be with in 'ear shot' to listen.

The “it” word...

A review of the chapter “How to handle Homesickness”

from How to be a Successful Camp Counselor.



“There is a word that is never mentioned during camp, at least within earshot of any camper. The very mention of it causes a problem.”

However, many think of this as more of a problem than it is. The key is to plan ahead and be ready for it.

The cause of homesickness is simple. A child’s (or teen’s) emotional support is the family and is taken for granted until the child finds himself removed from it.

For many, camp is their first experience at separation. Panic is usually the first response to this separation and is a very real feeling.

Problem: breaking away from the traditional emotional support system, resulting in a mental/emotional problem affecting the physical being Solution: Growth toward independence and establishing a new emotional support.

This new support system starts immediately when the child arrives at camp.

Which is why it is vital for you to be present at check in. Make him feel welcome and never allow him to be lost in the shuffle. Know his name, accept him, and show him that you really care.

Night falls and the activities are winding down for cabin time. “It” attacks and the camper is suddenly thinking of their usual night routine and all they see is darkness, cabin, trees, no mom! PANIC, PAIN, TEARS!

Then you come along side with a firm arm around the shoulder. You remind them of the great time they just had but, their mind is in neutral or stalled out on self. You go on and dispel their fears by telling them exactly what will happen next. Reassure with your presence, tell a funny experience, talk about an upcoming event but above all, keep them moving and thinking about camp.

For most that’s all it will take. Sobs may continue to lights out. You might step over after the last “amen” and pray with them a prayer of thanksgiving. Thanks for the camper, camp, good food, new friends,..and all the other good things at CAMP, **not those at home.**

Never mention or talk about home at all. They are too fragile at this point. The next day at lunch, “it” will probably start all over (due to being tired and resistance is down). Normally, just repeat what you did yesterday and stall for one more day.

However, there are some that don’t respond to this love and kindness.

Suggestions for the severely homesick:

1. Change gears to a mild disciplinarian. With firmness, look in the eyes and tell them their parents expect them to stay the whole week. To some, this is a new concept. The mild “get tough” approach works MUCH more effectively than piles of sympathy.
2. Guide the camper into helping others. If a child continues and goes to the extreme of homesickness and will not eat, will not listen, insists on their own way and demands to call home, then he is a discipline problem and should be sent to the Program Director to be treated as such.

Two things bring on homesickness.

1. As we discussed earlier, an honest problem in establishing a new emotional support basis.
2. The parent. The chronically ill child was probably preprogrammed by the parent to fail by telling him they were only a phone call away or writing and telling them how much everyone missed him.
3. For more insightful information on being a successful counselor, read

“How to be a Successful Camp Counselor ”

by David Burrow.



FOCUS 5

"A publication series prepared specifically for training summer camp workers"

6 Basic Needs of Young People

(George Gallup Pole — 1992)

1. The need to believe that life is meaningful and has purpose.
2. The need for a sense of community and deeper relationships.
3. The need to be appreciated and loved.
4. The need to be listened to — to be heard.
5. The need to feel that one is growing in faith.
6. The need for practical help in developing a mature faith.

Introducing Spiritual Conversation

The Counselor should take the initiative to introduce spiritual conversation with every camper in his charge. This should be done one on one, and it should be done early in the program. Some lead questions are:

*Where do you attend church?
Are you a Christian?
What activities are you involved in at church?
How did you happen to come to a Christian camp?
Do you ever read the Bible?
Do you find religion to be kind of confusing?
Tell me about your spiritual walk.*

Once you determine where the camper is coming from spiritually, then ask other questions that help the camper know you are interested in them.

DO NOT BE JUDGMENTAL OF THEM OR THEIR FAMILY.

Once you have opened a door for dialogue, involve the Scriptures and/or the Chaplain in the conversation.

Refer campers who want to accept Christ to the Chaplain.

DO NOT PRAY WHAT IS CALLED "THE SINNER'S PRAYER" WITH CAMPERS, AS IT HAS NO BIBLICAL BASIS. If a camper wants to accept Christ as Savior, he must be shown the role of baptism and the Holy Spirit. (Acts 19)

BUT, do pray with the camper. You can pray for God's leading, for continued growth, for commitment, for forgiveness, for all kinds of things.



SPIRITUAL COUNSELING

Where to Counsel — What to Avoid

Rules for Safe Counseling

1. When feasible, counsel in teams.
2. If counseling alone, always be in sight of others. (At a table under a tree, on a bench, on the play structure, sitting in a swing, etc.)
3. Do not counsel alone with a camper in a dorm. (The porch might be okay, if others are within sight.)
4. Always have the camper and yourself fully clothed while counseling. If a need for counseling comes while you are changing clothes, finish dressing before beginning.
5. If you feel the camper has a crush on you, consider having someone else do the counseling.
6. Basically, have a hands off policy while counseling. You may want to hold hands for prayer, give a hug of affirmation at the close, or hold a sobbing camper.
7. Show compassion without it being misunderstood for affection.
8. Do not spend too long with a camper. Most times 5 minutes will be enough. If the session requires more than 15 minutes, it also requires at least two counselors. (A Chaplain in a one-on-one teaching session may require more time.)

3 Rules for Effective Counseling

1. Listen.
2. Listen.
3. Listen.

It is not what you know, it is how well you listen.

Ask clarifying questions. Let them find the solution or resolution.

The Spiritual Counseling Chain



Counselor to the Chaplain to the Follow-up System

Role of the Chaplain

Your helpmate...

Since the Chaplain will help set the Spiritual temper of the program, he should be a person with considerable field experience — preferably a minister with at least 5 years pastoral experience. This is especially true in programs serving grades 4 and up.

His jobs will include:

1. Preaching, probably for the vesper service.
2. Coaching the counselors on how to guide campers toward making spiritual decisions.
3. Interviewing/counseling all campers making decisions to accept Christ.
4. Contacting parents and organizing baptisms.
5. Seeing that all decision cards are properly completed and turned in to the Coordinator's office.
6. Interacting with the campers throughout the day, so they will feel comfortable talking with the Chaplain.
7. Being readily available for counseling.
8. Being a part of the administrative team.
9. Being available to help counselors with their Bible studies or devotions.

The Chaplain's role should not be doubled up with another administrative or counseling position. He should be on campus full time.

Concerning Proof Texting

When one takes isolated verses of Scripture and uses them to prove a point or form a doctrine, it is called proof texting. It is not an accurate way to understand Scripture as it ignores other relevant Scripture or it does not allow for the context.

Proof texting is often used to defend differing views of the plan of salvation and is a

popular method used by tract writers.

When it comes to the plan of salvation, a more accurate method of study would be to do case studies of those who were actually accepting Christ. All of those case studies taking place after the establishment of the church, can be found in the book of Acts.



Doctrinal Tradition

The teachings at camp should fall well within the traditional position of the owner churches as a group. You should teach only that which is held in common by these churches.

Campers should be encouraged to study the Scriptures on their own to determine their own doctrinal position of Biblical issues.

Leaders who cannot agree on doctrine must take care not to draw campers into their disagreement.

The Program Director has the responsibility to keep the teaching program on a sound course--consistent with the traditional position of the Restoration Movement.

The following is offered as a guide to a few areas that have surfaced as problems in the past.

- † Not eternal security, but neither eternal insecurity.
- † Not faith only, but neither baptism only.
- † Not speaking in tongues, but not neglecting the role of the Holy Spirit.
- † Teaching on rededication should also include teaching on the Lord's Supper.

NOTES Types of Invitations Offered

summarizes the sequencing of invitations. Basically, three types of public invitations are to be offered:

The invitation to accept Christ. This is to be coupled with extensive counseling.

The invitation to commit their life to specialized Christian service. This decision should be followed up by the home minister as to how to prepare for service.

The invitation to rededicate their life. This invitation becomes a little more complicated as one of the purposes of the camp program is to get each camper to rededicate his life. But, some campers have that need to do it in a special way in front of others at a time of worship. This invitation should be followed up with prayer, counseling, and teaching concerning the role of the Lord's Supper.

Other public responses. Other public responses may include requests for prayer or help with deep spiritual burdens. These should be handled on a case by case basis.

Note on Rebaptism. *The Scriptures do not teach rebaptism into Christ, but in Acts 19 some followers of Jesus who had been baptized into John's Baptism were baptized into the baptism of Jesus.*

Sometimes a camper will have been baptized early in life for a wrong reason and will come under conviction while at camp to respond anew to Christ. When this happens, care should be taken to make sure the new decision is valid. (Often, the first decision was valid, but it did not carry all the emotional trappings of a baptism at camp, thus the camper thinks the first decision was not valid.) As campers age, they learn more about Christ and sin, so they confuse rebaptism with rededication.



The Plan of Salvation

God's plan for redeeming the world is revealed by understanding the entire Scriptures, both Old and New Testaments.

When it comes to "what must I do to be saved," the answer comes primarily from the book of Acts because that is where the question is asked.

Basic to God's plan is communication

— someone must teach and someone must listen. (Acts 8:30,31) Once this takes place and the listener wants to respond, the Scriptures are quite clear.

The Beginning. We begin the salvation process when we recognize that we have sinned against God and are hopelessly lost from the presence of God. It starts with a strong desire to surrender your life to the will of God and ask for His forgiveness. (Acts 2:37; 16:29,30)

Believe. Not just acknowledge (even the devil acknowledges the presence of God — Jas. 2:19), but believe that God really can save you, believe enough to trust him with your life like a jailer did in Acts 16:31.

Repent. Telling someone that God expects them to change what they are doing is often included in the answers given to those asking concerning salvation. Acts 2:38 is a good example. Another example is Paul on the road to Damascus who, when he realized he was working against God, made a decision to change and do what God told him to do. (Acts 8 and 22)

Baptize. Every person in the Book of Acts who chose to accept Christ was baptized. It was not a "magic formula," but Peter tells us later it was the answer of a good conscience. (1 Pet. 3:21) Baptism will be in its biblical form of immersion.

Some mistakenly teach that Paul was saved when he saw the bright light on the road to Damascus, but Paul himself says his sins were not washed away until he was baptized (Acts 22:16).

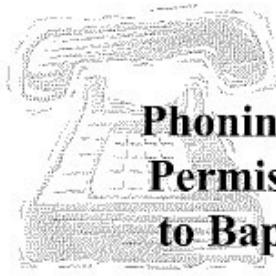
Serve. The book of James makes it really clear that no one was saved to sit. If your response to God is real, then you will be active for Him.

Forgiveness. When one is forgiven, he should learn to forgive others. Do not neglect the teaching of this truth.

The Church. The new Christian needs to assemble with other Christians. Be sure they understand the purpose of the church. The camp will send their name and address to a minister in their home area.

Note. Some teach that one is saved by faith alone and they base it on Romans 1:17. A careful reading of this passage of Scripture will show you that it is not talking about the process of a sinner coming to Christ, but rather of the overall approach Christians are to take toward God — God's ability to save us must simply be accepted on faith.

It is true that we are saved by God's grace since He must be willing to forgive us.



Phoning for Permission to Baptize

It is best to have the camper present when you phone to ask for permission to baptize. This will allow the parent to talk with the camper to determine his/her sincerity. Parents are wary of cults and brainwashing.

Baptism is always taught in its biblical perspective of being "into Christ." They are not being baptized into the "Christian Church Denomination." What church they attend is a matter to be worked out with the camper and his parents. Knowing this will help parents who do not attend a Restoration Movement church to understand that this baptism is an act of obedience to Christ and not proselytizing.

Who Should Baptize Campers

The Chaplain should organize the baptismal service and designate the person to do the baptizing.

The camper should be asked if he/she has a preference. If no preference is given, the Chaplain should designate the baptizer based on other circumstances. (Is someone already in the water doing baptizing? Who has had great influence on the camper? Perhaps the Chaplain should do it himself?)

Consider the parent as the person doing the baptizing. Most campers know only what they have seen at "church", so they assume the preacher does the baptizing. Maybe their counselor should do the baptizing.

CAUTION. On rare occasions, a counselor will put more emphasis on who should do the baptizing than is good. A counselor should not seek to feed his own ego by talking the camper into letting him do the baptizing.

Baptismal Service

A camper should not be baptized at camp without the expressed consent of the camper's parents or guardian.

Night baptisms in the Camp should take place in the swimming area where there is a beach light. Night baptisms in other areas will need to use leader discretion as to safety.

Campers should dress modestly for baptisms. Play clothes, with perhaps a swimsuit beneath, would be appropriate. Those doing the baptizing should plan to wear clothing (vs. a bathing suit), also.

A counselor should be available with a towel following the baptism.

Daytime baptisms can take place anywhere the Chaplain thinks is appropriate.

If parents desire to be present for the camper's baptism, every effort should be made to honor that desire.

Problems We Are Not Equipped to Handle

→ Some behavioral problems need consistent, professional counseling.

→ Some spiritual problems need an "at home mentor" and a caring church.

→ Some family problems need the involvement of a state agency as well as a caring church.

→ Clarify needs on the "camper profile" and consult with the Camp Director (Camp Coordinator) for follow up action.

What is

Success?

An excerpt from "A Survival Guide for Retreat Counselors" by Stan White and Sheri Evans.



... "RENEWED PERSONAL COMMITMENT: Spend time with God daily. His Word is where you'll find strength in times of weakness and fuel when you're running on empty. Prayer, for yourself and for each camper, is a vital ingredient in a fruitful ministry. You'll be surprised at the spiritual growth sport you'll experience from this brief episode... if you are disciplined and totally dependent upon Him.

UNDERSTANDING OF SPIRITUAL SUCCESS: Often we think of spirituality in terms of big decisions: salvation, rededication, and so on. In reality it is made up of little ones, such as deciding to get along with parents or a sibling, helping at home, remaining sexually pure until marriage, submitting to authority, maintaining personal integrity or spending time daily in God's Word. Yes, salvation is the first step toward spiritual growth, but do not judge your success as a counselor on how many campers you lead to Christ, rather by your faithfulness to Him.

Let God work through you as you imitate Jesus Christ. Watch God work in the lives of your campers, and be prepared for God to work in your life.

Years from now, may your campers say they remember their leader who spoke the word of God to them. May they consider the outcome of your way of life and imitate your faith.

(Hebrews 13:7)"



FOCUS 6

"A publication series prepared specifically for training summer camp workers in



DISCIPLINE

"Discipline is learning, or a process by which people learn what is acceptable, desirable, and pleasant for all." It is not a matter of punishment for breaking the rules. Discipline is encouraging an individual to be a positive influence in our society. Discipline is not TO a child, but FOR the child.

Safety Nets

The purpose of a chain of authority is to create a safety net system that benefits both the counselor and the camper. It helps insure that good decisions are made.

Counselor. Problem campers that do not respond to simple disciplinary measures should be referred to the Assistant Program Director (APD)

Assistant Program Director. The APD should work closely with the PD in regard to disciplinary situations.

Program Director. When a camper is not responding to the systems in place, the PD should discuss the situation with the Camp Director (Coordinator). *It requires a joint decision of the Program Director and the Camp Director to send a camper home.*

Camp Director. Since the CD is an employee of *Butler Spring* and accountable to the Board of Trustees, all serious disciplinary issues should be discussed with him. He may have resources not available to the volunteer program worker.



From the Camper's Perspective...

"Discipline with love: Remember, I'm not as old as you and I will make mistakes, sometimes not understanding what I've done. Give me reasons for the discipline. When you correct me, be reasonable, gentle, and firm. Losing your cool results in your losing credibility. If you grab, shake, or hit me, you'll probably hear from the authorities and my father's lawyer."

The Purpose of Discipline

The purpose of discipline is to teach. Sometimes punishment must be used to help in the teaching process, but punishment should never be used as an end in itself.

Butler Spring is not a prison. Every camper is here of their own free will (or at least that of the parent). We cannot act like a prison or a boot camp.

Therefore, our system will only work when there is an atmosphere of trust. We must be able to trust the campers and they must be able to trust us.

Discipline is used to help maintain that atmosphere of trust. It should always be camper-centered. You must ask the question, "Is this going to help the camper?"

Sometimes a camper will need to be reassigned to another counselor. This will usually happen when the trust between the two totally breaks down or the counselor loses their objectivity.

Campers who are unwilling to cooperate with any authority within the camp will probably be sent home. This is a last resort and will be exercised only after a variety of approaches have been tried. We do not bring campers here to send them home, we bring them here to help them.

Ins and Outs of Discipline

In

Praying for and with the camper
Private counseling
A firm voice
Keeping disruptive items for safe keeping, but seeing that they are returned at the end of the program
Not allowing the use of radios, tape players, walkmen, and other similar equipment
Not allowing food in the dorms
The requiring of making beds and cleaning dorms
The restricting of free time activities
Moderate work duties for repeat offenders, such as sweeping, policing the grounds, or working with the caretaker
Non-abusive, noncontact punishments administered in love
Writing themselves or others a letter
Making restitution, such as removing graffiti, giving an apology, etc.
Consulting with the head counselor or Program Director in difficult cases
Trying to find the cause of the behavior

Out

Any punishment delivered in anger
Any form of corporal punishment
The deliberate berating of a camper in front of other campers
Any form of physical contact except when protecting the safety of the camper
Any form of punishment that will seem obviously out of line such as "wedgies", "swirlies", or rat tail fighting
The restricting of scheduled activities, such as swimming, without the permission of Program Director, and never for more than one period
Forced Bible memory work
Verbal abuse
Mental abuse
Using profane or foul language
Forms of punishment which directly benefit the counselor

On Touching

Hugs are good when done for affirmation and are not of a prolonged duration.
Prolonged hand holding with adolescent campers of the opposite sex is discouraged except in times of prayer and counseling sessions.
If there is an occasion where kissing a camper is appropriate it should be done on the cheek.
Touching around the private parts should only be done by the nurse for medical reasons.
Avoid actions which might be easily misunderstood either by the camper or by witnesses.
Spread your attention around so you will not be thought of by the campers as having favorites.

P.D.A. Patrol

NOTES

Public Display of Affection Guidelines

Camper to Camper

What not to allow

Hugging and kissing
Lap sitting
Cuddling during worship times
Inappropriately placed hands or arms
Any action with sexual overtones

Casual hand holding may be acceptable in many situations. Be careful about allowing campers too much time together in dark places.

Camper to Counselor —

All of the above plus...
Prolonged hand holding
Any action that may be perceived as inappropriate
There should be absolutely no amorous activity between a counselor and a camper.

Guard against any accusations of improper action toward a camper.

Counselor to Counselor —

Unmarried counselors should abide by the same guidelines as the campers. Remember..You are here to ROLE MODEL!

Married couples should model good, healthy relationships. This might include an occasional short kiss, a hug, or an arm around the shoulder.

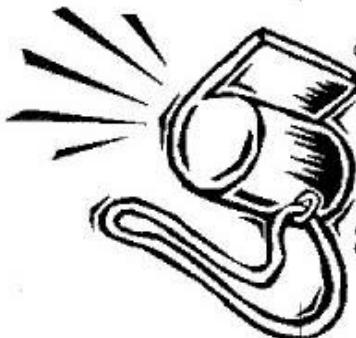
Amorous actions, such as lap sitting, should be avoided.



NOTES The Camp Rules

Since our rules are not extensive, they should be interpreted in spirit, rather than to the letter. But, do not ignore any of them just because you may not see the point in it — they come from over 65 years of experience and tradition to create a good atmosphere and encourage the cooperation of the camper.

1. Christian conduct and character is expected to be evident at all times.
2. You will be expected to follow the schedule.
3. You will not be permitted to leave the grounds except for scheduled excursions.
4. All sickness and accidents must be reported to the nurse promptly. Lake Aurora has a modest accident insurance policy covering each camper.
5. Your dress should be of a modest nature. The standards of the world are not the standards of Lake Aurora. This especially includes swimsuits.
6. Shirts and clothing promoting alcohol or tobacco products, suggestive statements, grotesque scenes, or other graphics not consistent with a Christian environment may not be worn or displayed.
7. Tobacco, alcoholic beverages, and illegal items are not permitted.
8. To aid in creating a good environment for learning -- radios, TV's, cellular phones, electronic game devices, E-readers, Ipads, etc. should not be brought.
9. For the benefit of the camper, telephone usage will be for emergency use only. Campers should be urged to write home rather than call. No cell phones. Do not allow campers to use your cell phone without PD approval.



Preventing Child Abuse

1. Do not discipline when angry.
2. Do not seek vengeance.
3. Do not strike, hit, or use abusive language.
4. Punishment must always be tempered with love, grace, and forgiveness.
5. Remember, this not your child, it is somebody else's child.
6. When possible, have at least two adults present in disciplinary sessions.
7. Ask for help if you do not feel you can control your emotions.
8. **Pray before discipline.**
9. Leaders should hold each other accountable. If you think a leader is crossing the line in discipline, report it to the Camp Director.
10. Remember, abusive actions can lead to your being sued, the camp being sued, your being arrested, or your being banned from ever working with children.

Resource; Child Abuse: What You Can Do About It. by Angel R. Carl

Counselor to Counselor Abuse

It is possible for counselors to be abusive to each other. This is extremely wrong and should not be tolerated. If you believe abuse is taking place, please report it immediately to the Program Director or the Camp Director.

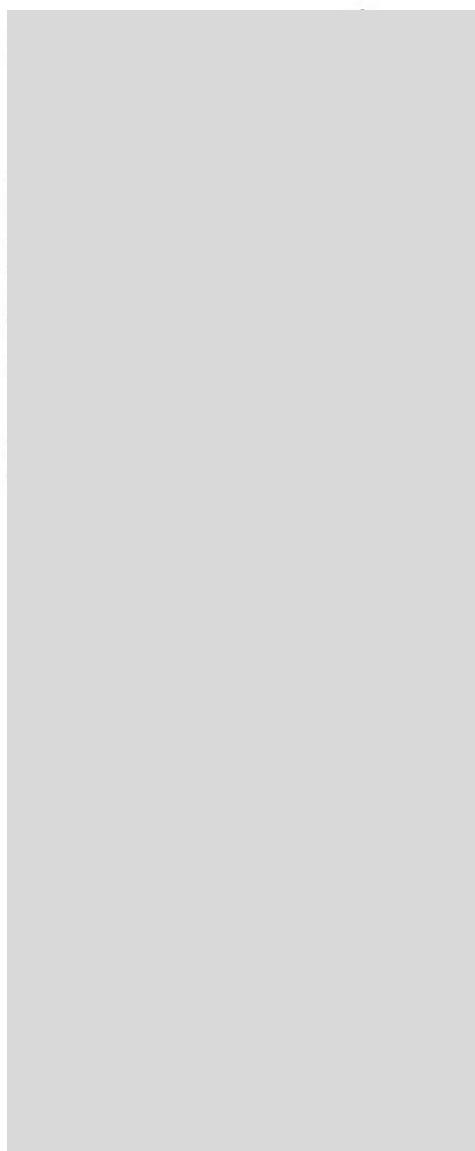
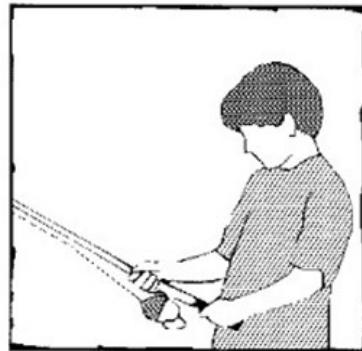
The following are some of the areas where abuse could occur:

1. One leader deriding another leader.
2. A leader inappropriately touching other leaders.
3. A leader deliberately speaking ill of another leader in front of campers.
4. A leader being excessively bossy.
5. A leader regularly interfering with another leader's area of responsibility.

Appropriate Disciplinary Action Chart

(typical, not all inclusive)

Infraction	Action
Fighting	Stop the fight, remove the offenders to a private location, try to resolve the issue, try to get apologies and forgiveness, give a punishment that fits the offense, log the incident, report it to the administration for additional action.
Foul Language	Immediate verbal reprimand, discuss the inappropriateness of the language in private with the offender, assure future cooperation.
Bullying	Separate the offender, discuss the actions with the camper, be alert to a low self-esteem, insure future cooperation, note chronic action on Camper Profile.
Inappropriate Clothing	Discuss it with the camper in private , require the clothing be changed, seek voluntary cooperation.
Disruptive Behavior	If it cannot be controlled by subtle action or private consultation then requesting cooperation in a group setting may be appropriate. If cooperation cannot be gained then an appropriate punishment should be given. Note it on the Camper Profile and the Incident Report.
Public Display of Affection	As privately as possible request immediate change. If the action repeats then a consultation with the couple is needed, probably by an administrator. Cooperation must be gained.
Smoking, Alcohol, Sexual Misconduct, Drugs, Stealing	Report to Program Director. May be grounds for immediate dismissal.



RISK MANAGEMENT

Knowledge of Emergency Procedures: Safety of everyone on the property is of the highest priority. Please be sure you know the answers to these and similar issues:

Lost Camper

1. Grid the campus and assign searchers to each area.
2. Simultaneously, notify a Butler Springs Year Round Staff member and send someone to check along State route 41.
3. If campers are not already in housing, sound emergency alarm and check roll.
4. Is it a run away? Where would they go? Could they have met a ride?
5. Drive SR 41 and check likely spots. If still not found, only the Butler Springs staff may initiate contact with the Sheriff, home minister, or the family.

Lightning

1. Post "In Case of Lightning" posters throughout the campus.
2. When thunder is heard within 12 seconds of lightning, all field and water activities are to be IMMEDIATELY suspended and everyone should seek shelter quickly. Detector /radar located in office and radioed to staff with information.
3. Counselors should stay with campers.

Handling Blood and Body Fluids

Since many diseases and conditions are spread through blood and other body fluids (urine, feces, vomit), it is essential that we protect ourselves and others. The following guidelines, recommended by the Center for Disease Control, must be followed:

1. Wash hands thoroughly before and after patient contact.
2. Wear gloves if you have to handle blood or other body fluids.
3. Wipe up blood and body fluid spills with a 1- 10 solution of household bleach and water.

4. Remove gloves and wash hands thoroughly!

Obtain bleach and rags from nurse. Dispose of tainted materials in the infirmary

PREVENTING DEHYDRATION

(Dehydration can kill)

You and each of your assigned campers should:

1. Drink at least 2 full glasses of liquid at each meal.
2. Eliminate (or at least limit) caffeine intake.
3. Drink plenty of water between meals. (Take the campers to drinking fountain between activities and insist they drink.)
4. Look for signs of heat exhaustion: Cool, pale, moist skin
Rapid, weak pulse Weakness, dizziness Nausea, vomiting

Tornado

1. If a tornado warning is given, a campus watch should be posted.
2. If advised to seek shelter, counselors should accompany campers, The safest place is in the Dining hall.
3. Avoid shelters with wide, free span roofs; stay away from windows; stay away from light structures; and avoid downed power lines.
4. If outside, move away from the tornado's path at a right angle. If there is no time to seek shelter, lie flat in the nearest depression or ditch.
5. Campers and counselors should remain in Dining Hall until a Butler Springs staff tells them it is clear.
6. If a tornado hits the campus, the program leaders should control the campers while the Year Round staff assesses the damage and/or initiates emergency procedures.

Loss of Electricity

1. Move to a naturally lit area if possible and count campers.
2. Do not open any refrigerators or freezers unnecessarily.
3. The phone system will not operate. Cell phones will be used by staff.
4. The deployment of the generators will be determined by the camp staff.
5. The camp staff will do everything possible to restore electricity quickly, and will keep the program informed.



Fire

1. Post "In Case of Fire" action posters throughout the campus. Call 911 Sound the emergency alarm Attempt to extinguish the fire DO NOT involve campers in fire fighting Move campers away from fire and to the Dining Hall
2. Have proper fire extinguishers readily available.
3. If appropriate, cut the power supply to the building.
4. If it is a furniture or mattress fire, attempt to drag the burning object outside and hose it down.
5. If it is a woods fire, move the campers to an open area up wind from the fire.
6. No open flame should be allowed in any tent, housing, or meeting space — NO CANDLES.

Intrusion

1. An intruder could be a prowler, a vehicle driving in and around campus, bicycles or ATV's.
2. Get all campers secure and out of harms way. DO NOT ALLOW THEM TO ENCOUNTER THE INTRUDERS.
3. Be observant so you can accurately describe the intruder (get vehicle tag #).
4. Report the intruder to the camp office or to the on call person via the radio outside the office.
5. The Butler Springs camp staff will decide whether to call the Sheriff. (The Sheriff will probably be called for a night intruder.)
6. If it is a night intruder, they should be approached only if there are two or more doing the approaching.
7. When possible, let the Butler Springs camp staff do the approaching.
8. Note: Often the intruders are local teenagers out having some fun. However, drugs and alcohol are prevalent in this area, so care must be taken.

Strangers on Campus

1. Visitors on campus must check in with the main office where they will be given a visitor's badge to wear.
2. Any stranger on campus not wearing a visitor's badge should be told to go to the office. You should then report them to the office immediately.
3. Do not talk or allow campers to talk to unidentified persons.
4. If the stranger is a uniformed officer, or a legitimate inspector, they will be accompanied by a Butler Springs camp staff member.
5. WHY: The stranger could be an attorney or an investigator preparing a suit against the camp, a reporter looking to write a critical article, a parent (or agent) looking to make an illegal abduction, or a person looking to do harm.

Dealing with the Media

1. In the event of a crisis, you may be approached by the media.
2. You are not authorized to speak on behalf of Butler Springs
3. The media should be referred to the Executive Team.
4. Do not allow the media to interview campers.
5. We will attempt to keep unauthorized media off campus.

Emergency Communication Plan On Campus



The Bell is located behind the office. Ring bell continuously for fire or lost camper. Bells should be rung continuously for any emergency where everyone's attention is needed. • FM Radios are issued to key staff. • Internal phone extensions are posted near each phone. • A PA is in the Dining Hall . Send someone to the bell for further instructions.

To Reach Off Campus Phones with dialing instructions and emergency numbers are located in all offices, dorms and nurses station.

Natural Hazards Present

Trees — Most of our trees are allowed to grow in their natural form, thus being low to the ground. Avoid running activities around these trees. Do not allow climbing of trees. (Counselor directed sitting in a tree for a class is acceptable, provided the campers are kept low and on strong branches.)

Snakes — Campers and counselors should not attempt to pick up snakes. While most snakes on campus are not poisonous, rattlesnakes, copper heads have been known to be present. If a snake is sighted, please keep the campers clear of the area and send for a camp staff member. If the snake is poisonous, it will be destroyed by a staff member. If it is not poisonous it will either be left alone or relocated. The black snake, is present on campus. These snakes are harmless — do not disturb. If bitten by a snake, remove the victim from danger, attempt to identify the snake, have the victim lie down (do not let the victim run or do anything that will increase blood circulation), send for the nurse who will direct emergency procedures.

Wasps, Bees, and Spiders — Report wasp nests to the Facilities Manager. Sometimes honey bees are attracted to the liquid left in drink containers; so wear sandals when walking to the pool and look before you drink if you set your drink can down.

spiders are around wood piles, cardboard, and may get under bedding. If a counselor or camper is stung or bitten, seek first aid from the nurse. If respiratory problems develop, it is critical that medical attention be obtained immediately.

Wild Animals — Campers and counselors should not attempt to handle any wild animal. We have regularly visiting or living on our campus red fox, raccoons, opossums, squirrels, rabbits, field rats, bats, and moles. Less frequent sightings include deer and bobcat. Birds of prey such as bald eagle, and large owls. Domestic cats which have been abandoned and turned wild

Man-Made Hazards Present

Sewage Systems

Do not allow campers to move or remove lids to man holes. Do not allow campers to be in the area of the sewage disposal system. Report any sewage seepage to the Facilities Manager. Water Distribution building is to remain locked. Campers and counselors should not use the pbuilding for any activity.

Roadways and Vehicles — No activities (other than transportation) should take place on public roads.

Campers and counselors should not ride on the outside of road vehicles, even for short distances on campus.

Campers should never be transported on public roads in the uncovered back of a pickup truck. Campers and counselors in work groups may be transported on campus in the back of a pickup truck, provided they are sitting on the bed of the truck and not on the sides.

MAXIMUM ON CAMPUS SPEED LIMIT IS 10 MPH.

Roofs — Campers and counselors should not be on any roof system for any reason. If an object needs to be retrieved from a roof, a camp staff member should retrieve it. **Flag Poles** — Campers, counselors, nor staff are allowed to climb flag poles. No one should be dared, challenged, or goaded into climbing a flag pole.

Team Challenge Course — No access is allowed except when an authorized facilitator is present.

First Aid Station

If a camper needs medical care and can be moved then take them to first aid off Dining hall.

If the care is more than a band aid, then the first aid person or a full time staff should be notified and the parent should be called by them only.

Reaching the First Aid Person

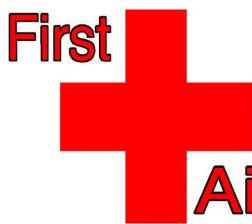
Go to the hall off Dining hall where restrooms are located to find first aid door.

Read the sign posted on door and follow instructions for paging First aid person.

They should arrive within two minutes. If they don't follow directions again or go to the office upstairs.

A reminder to counselor: If it takes more than a bandaid, the camper should be taken to the first aid station. If the camper cannot walk or some part of the body is sprained the parent or guardian should be called to alert them and give them the option to seek further medical help!

Take cell phone pictures and let the Full time staff or First Aid person call the parent for consultation.

**Reaching the Evening on Call person.**

Each evening a camp staff person is on call from 6-10pm. They can be reached by going to the hallway outside of office and use the wall mounted radio to contact them. The list of who is on call will be located beside the radio.

Reaching the on call Night watchman

From 10PM to 1AM a staff person can be reached via the radio outside the office. The list of on call and safety people will be located next to radio.

If unable to reach on call or night watchman then use any phones located on property to reach a permanent staff member.

The numbers are listed next to each phone.

Phones are located in each dorm, kitchen, first aid.

Personal Worker Contract

I, _____, agreed to serve Christ by helping in the Butler Springs Christian summer camp program on (date) _____

(program name)_____.

I will prepare myself mentally, physically, and spiritually for this ministry opportunity.

I agree with the camps scriptural position regarding salvation and will teach accordingly.

While at camp I agree to love and guide any young person God places in my charge, regardless of his race; and to make a special effort to understand that camper who is difficult to love and accept.

I will cooperate with the camps policies and will do everything in my power to live at peace with my fellow workers. I will support the program director and do all I can to be a team player.

I will pledge myself to be held accountable for my actions, will seek appropriate counsel in difficult situations, and will assist my fellow workers and glorifying Christ.

I recognize that I will be putting my personal pleasures aside, so that I can give my whole self to ministry.

I will thank God daily for the great privilege of serving him by ministering to his children.

Signed _____

Print name _____

Send a copy of this page to:
keith@butlersprings.com