

Staff in Training (SIT) Curriculum – Track 1 - Introduction
An Extension of Camp Hickory Hills and Tennessee Youth Ministries
Tennessee Churches of God of Prophecy

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Welcome to the camping ministry for the Churches of God of Prophecy in Tennessee, Camp Hickory Hills. We are delighted that you are interested in serving the youth and children of Tennessee with us. This training guide is designed to help prepare you to serve in our camping ministry, and hopefully, in Tennessee Youth and Children's Ministries by doing the following things:

To inform you of legal and other necessary obligations;

To assist you in discovering and / or pursuing your spiritual gifting and calling;

To educate you in working in the altar / personal prayer ministry;

To instill in you the importance of servanthood and servant leadership.

For Youth Harvest Training (YHT) in the spring and Powerhouse in the fall, this training will consist of two sessions. If you do this training in Senior (*or possibly Teen*) Camp, it will be taught during the week of camp. You must satisfactorily complete Track 1 of this training in order to work as an SIT in camp.

This training will also include multi-year tracks. While we may not be able to train you for absolutely everything, there are some specifics to the camping and youth / children's ministries for which we are going to attempt to prepare you. In each individual's first year as an SIT, he / she will complete the first general track. In the second (*and subsequent*) track(s), specific classes will be offered as SIT curriculum for those desiring to work as cabin leaders, worship / music staff, kitchen staff, and other auxiliary staff. These tracks will usually be offered as a direct mentoring experience where purposeful, hands-on training can take place with seasoned, experienced camp workers. SITs who desire to "test the waters" in various staff positions will be allowed to rotate as needed and as approved by individual camp directors and the camp coordinators.

Also as a part of the training process, you will be evaluated by various leaders in the camping ministry. Your immediate supervisor (*staff person to whom you are assigned*), dean, SIT coordinator (*as much as possible*), camp director, and camp coordinator (*as much as possible*) will complete an evaluation of you at the close of the camp. This is not a basis to judge you, but rather to gauge your performance throughout the week. These evaluations will assist the directors and coordinators in deciding if you are ready work camp as full staff or if you need more time in training situations before we allow you to work alone.

While our primary focus is on training youth for working with other youth and children, we also recognize the need for ongoing training for all camp workers, even those who have been working camp for many years. We encourage all seasoned, experienced camp workers to attend the training sessions being offered as a means of reminding, re-educating, and preparing ourselves even better to reach the young harvest.

General Rules and Guidelines

- ✓ Each SIT must be approved to work a camp by either the Camp Coordinator or the SIT Coordinator.
- ✓ No SIT is allowed to work in camp without having first completed at least Track 1 of the SIT curriculum.
- ✓ No SIT (*21 & under*) is allowed to work back to back camps.
- ✓ If an SIT does not attend his / her age appropriate camp, he / she may not serve as an SIT in a later camp.
- ✓ In order for an SIT to work a later camp, he / she must be approved to work by the director of the camp he / she attends.
- ✓ SITs will pay a \$25 fee in order to work in camp (*to help to defray costs*).
- ✓ Age requirements for Staff and SITs (*Senior Camp excepted*): Staff must be 5 years older than the oldest camper; SITs must be 3 years older than oldest camper.

Safe Ministry for the Young Harvest (*adapted from Kim Batson, YHT 2010*)

We Are in Spiritual Warfare

There is a destiny for each young person, but Satan has placed barriers in their way. We must be spiritually strong and prepared for battle, and we must make wise choices and live above reproach. We cannot take a break or get too comfortable.

Good Touch

- 1) Children must have good touch to survive. Good touch is defined as touch to the back of the shoulder or to the forearm. Touching too long can be construed or confused as sexual in nature and should be avoided.
- 2) Be cautious, not afraid. It is much better to be PROACTIVE than reactive!

Supervision (*for your protection and theirs*)

- 1) Use the buddy policy when you must escort a camper to his / her cabin: take an adult with you. Please do not get caught alone with a camper.
- 2) Cabin leaders should use your neighbor to help out with supervision of campers.
- 3) Larger groups should be supervised at a ratio of 1 to 10.
- 4) If there is no window in the door, leave the door open.
- 5) Children should never be left alone unsupervised.
- 6) Never counsel a camper alone. Have an adult out of earshot, but not out of eyeshot.

No Bullying Zone

- 1) Zero tolerance of bullying behaviors, losing the “Boys will be Boys” mentality
- 2) Bullying affects self-image and self-esteem; allowing it negatively affects your ministry
- 3) Boys display more physical bullying behaviors; girls display more emotional bullying behaviors, but all bullying is harmful

How to Stop Bullying

- 1) Confront bullying behavior immediately, but don't embarrass child that has been bullied
- 2) Praise bystanders for helping / state concern for doing nothing; give ways they can help
- 3) State the behavior as bullying behavior. If it continues, remove the bully.

Abuse

Who is a Mandated Reporter of Abuse? Anyone who has the responsibility for the care of children, whether it is physical, emotional, sexual, etc.

What is probable cause? Available facts when viewed in the light of surrounding circumstances would cause a reasonable person to believe a child was abused or neglected.

Reporting Suspected Abuse

- 1) All abuse must be reported within 24 hours of it being discovered
- 2) Children / Youth Workers inform your pastor; camp workers inform your Camp Director
- 3) State Overseer should be contacted if he is not the alleged abuser
- 4) Incident Report completed within 24 hours
- 5) Confidentiality

Servant Leadership

I belong to Jesus. He must have the right to use me without consulting me. - Mother Teresa

I see Jesus in every human being. I say to myself, this is hungry Jesus, I must feed him. This is sick Jesus. This one has leprosy or gangrene; I must wash him and tend to him. I serve because I love Jesus. - Mother Teresa

Service is from the same Greek word from which we get deacon (/ *diakonia*) which means aid, attendance, relief, or service. This indicates to us what a servant actually does: in the act of serving: to work in any sense, serve, enslave, keep in bondage, do service; to serve or worship, minister; to be a slave or in bondage to; to minister to God.

From a Biblical perspective, there are several ways to view service and servanthood:

- 1) It is a choice (*Deuteronomy 15:12-18; Joshua 24:15; Romans 6:16, 18*);
- 2) Service to God (*Deuteronomy 6:13; 10:12, 20; Joshua 24:14; 1 Samuel 12:20; Psalm 100:2; Hebrews 9:14*) and others (*1 Corinthians 9:19-23; Galatians 5:13; 1 Peter 4:10-11*) is a biblical requirement for the Christian life;
- 3) It is mentioned as one of the gifts of the Spirit (*Romans 12:6-8*);
- 4) It is part of "pure and undefiled religion" (*James 1:27*); and,
- 5) It is necessary for "greatness" (*Matthew 10:24; Mark 10:42-43*).
- 6) "Serving God means putting Him first, obeying His commands, and finding one's chief joy in life as the advancement of the glory of His name" (*Nelson Study Bible, NKJV, pg. 1563*).

There are several qualities or characteristics of a servant demonstrated in the Bible. Moses displayed humility (*Numbers 12:3*). Caleb modeled obedience and loyalty as he assisted Joshua (*Numbers 14:24*). David exhibited faithfulness to God and was a man after God's heart (*1 Kings 14:8b*). Job was the epitome of uprightness and blamelessness (*Job 1:8; 2:3*). The New Testament teaches how the servant should look: gentle, teachable, and patient (*2 Timothy 2:24-25*).

Everybody can be great, because anybody can serve. You don't have to have a college degree to serve. You don't have to make your subject and your verb agree to serve. You only need a heart full of grace, a soul generated by love. - Dr. Martin Luther King, Jr.

Jesus outlines the marks of a servant for us as well in *Luke 17:7-10*:

- 1) A servant must possess a willingness to work tirelessly and thanklessly;
- 2) A servant must not regard the master as selfish or self as profitable; and,
- 3) No matter how much is done, a servant humbly admits he has only done his duty.

Jesus Christ is the One who embodies all the characteristics of a servant and epitomizes all that a servant should be, by modeling and living a life of service to man and God (*Isaiah 41-4; 49:1-4; 52:13-15; 53; Zechariah 3:8; John 1:14; 13:1-17; Philippians 2:5-11*). In Jesus' life and ministry, service was as much for Him (*the servant*) as for the one being served. By not allowing others to serve us, we rob them of their blessing.

Rewards for Servanthood

While a servant does not work with the expectation of being rewarded, there are certain benefits for service in the kingdom of God. Jesus pronounces blessing on those engaged in service (*Matthew 24:45-47; Luke 12:37, 42-44*). God honors servants for their labor (*John 12:26*), and they receive an inheritance (*Colossians 3:23-24*). Jesus explains that those who serve in the kingdom, even doing menial tasks for others, will be rewarded greatly (*Matthew 25:31-46*).

Servanthood Challenges

*There was a man, though some did count him mad,
the more he cast away, the more he had. - John Bunyan*

Challenge of Giving (*Ecclesiastes 11:1; Luke 6:38; 10:25-37*)

Challenge of Serving (*John 13:3-17*)

Challenge of Humility (*Mark 9:35; Luke 14:11; 1 Peter 5:5-6*)

Right here we must see the difference between choosing to serve and choosing to be a servant. When we chose to serve, we are still in charge. We decide whom we will serve and when we will serve. And if we are in charge, we will worry a great deal about anyone stepping on us, that is, taking charge over us. But when we choose to be a servant, we give up the right to be in charge. There is great freedom in this. If we voluntarily choose to be taken advantage of, then we cannot be manipulated. When we choose to be a servant, we surrender the right to decide when we will serve. We become available and vulnerable. - Richard Foster

It is not my aching back that prevents me from helping my neighbor any more than my choleric temperament. It's my don't-wanna-do-it attitude that does it. - Emily Carder

Practical Servanthood (Worship + Service = Opportunities for Evangelism)

Worship – grants God the right to invade my life: by recognizing God as Sovereign, we relinquish all rights to ourselves (*1 Corinthians 6:19-20; 7:23*).

Blessed is the servant who esteems himself no more highly when he is praised and exalted by people than when he is considered worthless, foolish, and to be despised; since what a man is before God, that he is and nothing more. - Francis of Assisi

Service – allows God to invade the lives of others through me: when we serve others, we serve God (*Matthew 10:40-42*), allowing others to see Him actively working in our lives (*1 Corinthians 9:19*). Service practically demonstrates our Christianity: our faith (*relationship with God*) needs an outlet to be demonstrated to those around us, not just to “church folks” (*James 1:27; 2:14-26*)

The Church has earned the reputation of being concerned only for itself. Others have concluded this because the answer to every question is to do something else for ourselves; let's pray more, let's conduct another citywide prayer and worship event..., let's tell people what we think about this issue, and so on. It is always about us. If we are going to become an agent of spiritual and social transformation it is going to have to be about them. - Jack Dennison

Servanthood Bible Quiz

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- ___ 1. Jesus taught servanthood by example.
- ___ 2. Jesus came to earth to minister, serve and die.
- ___ 3. Jesus came to serve the strong.
- ___ 4. Servanthood requires complete humility.
- ___ 5. If you want to get ahead, you must first practice leadership.
- ___ 6. Servanthood means putting others before you.
- ___ 7. We are commanded to submit only to those above us.
- ___ 8. We are commanded to serve God with all our heart and soul.
- ___ 9. God chose Isaiah to be His servant.
- ___ 10. Serving God is not an option.
- ___ 11. Following Christ means giving up your life.
- ___ 12. God is glorified through servanthood.
- ___ 13. Giving is a form of servanthood.
- ___ 14. Christian leaders are to be examples of servanthood.
- ___ 15. Christian service involves serving widows and orphans.
- ___ 16. Serving the poor is as serving God.
- ___ 17. God expects His servants to serve out of their own strength.
- ___ 18. At death, Moses was remembered as a leader, then servant.
- ___ 19. David, Israel's greatest king, considered himself a servant.
- ___ 20. God defended His servant, Moses.
- ___ 21. God used His servant, David, to do mighty deeds.
- ___ 22. Paul defined himself as an "apostle of Christ and servant."
- ___ 23. Paul chose to be a servant to all people for the Gospel's sake.
- ___ 24. A servant of God is gentle and able to teach and be patient.
- ___ 25. Being a faithful servant of Christ brings eternal reward.

Mentoring

Who is your Paul? Who is your Timothy? (*2 Timothy 2:2*)

You haven't made a disciple until THEY make a disciple. – Dann Spader

We need a Barnabas in our walk, too...one who is in the same season, to walk with us...other than having Paul and Timothy. – Brian Sites (*Acts 4:36; 9:27; 12:25; 13:2; 15:35, 39*)

Practical Insights for Camp Staff

- 1) Respect is a must...for God, for each other, and for the campers. Show it to earn it.
- 2) Respect for yourself is a must...in conduct and behavior, in personal appearance, and in spiritual discipline. People are watching you here at camp and everywhere else. Your attitude and conduct reflect on you, your family, your church, and your Christ. Your being camp staff, in any capacity, does not end when you leave the campground. It is a daily walk of worship, service, and self control.
- 3) Respect for the campground is a must...the fact that it belongs to the church of which you are a member does not mean you have the right to tear / mess it up.
- 4) All the rules do still apply to you...yes, you.
- 5) Child protection (*spiritual, physical, emotional, social*) is our primary goal.
- 6) Monkey see, monkey do.
- 7) Your participation in all activities is encouraged and expected. If your campers are there, you should probably be there, too.
- 8) Please take care of yourself while you work in camp: Bathe daily (*personal hygiene is a must!*) Eat three meals per day! Drink lots of water! Sleep! You cannot do all that you need to do if you do not take care of yourself!
- 9) Lights out for campers means lights out for SITs, too. You need rest to be effective.
- 10) If you do not have an answer, please ask a question. If we do not know, we will find someone who does. Please do not be afraid to say, "I don't know, but I'll get back to you." And make sure you get back to them.
- 11) If there is a disruptive / unruly camper under your supervision, please get an adult, remembering that protecting the other campers is your primary goal.
- 12) Do not label campers or anyone else (*i.e. the fat kid, the gay kid, the ugly kid, etc.*). It is bullying, it is not appropriate, and it will not be tolerated.
- 13) The chain of command for problems is as follows: SIT, auxiliary staff / cabin leader, dean, director, coordinator, presiding bishop. There is to be no discussion of issues involving a camper with anyone other than the person above you in this chain. Please see the job descriptions section to verify to whom you are directly responsible, pending your position.
- 14) In the case of abuse, it must be reported directly to the director. NO ONE else needs to know. It then becomes their responsibility. You have fulfilled all you need to do.
- 15) There is a huge difference between age groups for various camps. Not all camps are equal. Respect those differences and follow the leadership given in that camp for that camp.
- 16) There is a huge difference between volunteering and being available. You work camp as a volunteer (*you receive no tangible reward or compensation for your work*). Your being available as a camp worker means several things: 1) do not wait to be told to do something if you can see yourself that it needs to be done; 2) if you are not busy working for someone else or in a particular role, ask the dean / head cook / worship leader / concessions / etc., if there is something you can do to assist him / her in their area (*help with cooking a meal or washing dishes, assist in concessions at a busy time, setting up chairs in the chapel, picking up trash on the grounds, etc.*); 3) do not hide to escape having to do something.

- 17) You come to camp to WORK. This is not a vacation or week away from family or home. You have been entrusted with certain responsibilities, and you are expected to fulfill them.
- 18) In order to protect yourself and the youth and children we serve in this ministry, please do all you can possibly do not to be physically exposed (*naked*) in front of a camper, or shower at the same time as campers. Change clothes in a bathroom stall or in the cabin when no campers are present. Other adult staff (*cabin leader across your cabin*) can monitor campers while you are changing clothes or showering.
- 19) Please do not go anywhere (*especially at night*) in evenly numbered groups. Oddly numbered groups (1, 3, 5, 7) make it more difficult for individuals to engage in inappropriate activities or behaviors.
- 20) If you take care of your character, your reputation will take care of itself. – American Proverb
- 21) While friendship and building character are quintessential building blocks for this ministry and are strongly encouraged, we ask that you not engage in dating while working in camp, as it can be a distraction from ministry. We understand that you may only see that special someone while you are at camp, but dating him / her needs to take place elsewhere.
- 22) Social media (*Facebook, Twitter, Pinterest, Instagram, Tumblr, etc.*) are very public. Things you post can be seen by pretty much anyone who wants to see it. Do the things you post represent you and your Christ well? If not, do not expect to be an SIT or camp staff.
- 23) Serving / Working in youth camp (*and for God*) is a privilege, not a right. Do not abuse your privilege.
- 24) All staff members should be very clear about the directors' / deans' goals / themes for the camp in which they are working. If those goals / themes are not clearly communicated in the staff meeting or in communication otherwise, ask them to explain what they expect from you as a staff person.
- 25) You are not free to leave the campground until the dean of the camp in which you are working releases you. They need to know you are leaving before you leave.

Spiritual Gifts

As part of the SIT Curriculum, it is important that you understand that God has gifted you with specific talents and abilities, some of which fall into the categories of spiritual gifts. Below is a listing of spiritual gifts as identified in the Bible. We ask that you complete a spiritual gifts inventory / analysis that you can find at the following link:

<http://www.helloquizzzy.com/tests/youth-spiritual-gifts-test>. When you have completed the inventory, please forward your results to JayJo42@gmail.com. This will ensure that directors know where you need / want to be used in their camps.

Biblical Summary of Spiritual Gifts

- 1) Every Christian has at least one Spiritual Gift (*1 Peter 4:10*)
- 2) No Christian has all gifts; there is no gift every Christian possesses (*1 Corinthians 12:28-30*)
- 3) We cannot choose our gifts; God does that job (*1 Corinthians 12:7-11*)
- 4) Believers will account to the Lord for how they use their gifts (*1 Peter 4:10*)
- 5) Spiritual Gifts indicate God's call and purpose for a Christian's life (*Romans 12:2-8*)
- 6) Gifts used without love do not accomplish God's intended purposes (*1 Corinthians 13:1-3*)
- 7) Spiritual Gifts are for the common good to build up the Body (*1 Corinthians 12:27*)

Biblical Guidelines for using Spiritual Gifts

- 1) Usage of the gift(s) conforms to Biblical teaching (*2 Timothy 3:16 ; Romans 12 ; 1 Corinthians 12-14 ; Ephesians 4 ; 1 Peter 4*)
- 2) There is affirmation and positive feedback within the Body of Christ for the expression of the gift (*1 Corinthians 12:7 ; Ephesians 4:16*)
- 3) There is agreement within the Body of Christ that the Holy Spirit is at work (*1 John 4:1 ; 1 Thessalonians 5:21*)
- 4) The Holy Spirit provides peace in our spirits as we offer our gift(s) to the Body of Christ (*John 15:26 ; Romans 8:16*)
- 5) There is evidence of godly fruit in the life of the Body (*John 15:8 ; Matthew 7:16-20*)
- 6) Believers offer their gifts for the common good as others have need (*Acts 2:44-45 ; 1 Corinthians 12:7*)
- 7) Unless gifts are offered in love, they have no worth (*1 Corinthians 13:1-3*)
- 8) We should strive to live a life worthy of our calling (*Ephesians 4:1*)

How Many Different Spiritual Gifts

Romans 12 - Prophecy, Service, Teaching, Encouragement, Giving, Leadership, and Mercy

1 Corinthians 12, 14 - Message of Wisdom, Message of Knowledge, Faith, Healing, Miraculous Powers, Prophecy, Distinguishing between spirits, Speaking in Tongues, and Interpreting Tongues

Ephesians 4 - Apostle, Prophet, Evangelist, Pastor, and Teacher

Spiritual Gifts Definitions:

Administration (*Serving Gift*) – Special ability God gives to some to steer the body toward accomplishment of God-given goals and directives by planning, organizing, and supervising others; divine enablement to understand what makes an organization function and plan and execute procedures that accomplish goals of the ministry. (*1 Corinthians 12:28-31; Luke 14:28-30*)

People with this gift:

- develop strategies or plans to reach identified goals
- assist ministries to become more effective and efficient
- create order out of organizational chaos
- manage or coordinate a variety of responsibilities to accomplish a task
- organize people, tasks, or events.

Apostle (*Leadership Gift*) – Special, God-given, readily recognized ability to exercise leadership or oversight over a number of churches with an authority in spiritual matters. In a strict sense this gift was confined to the twelve apostles; gift whereby the Spirit appoints certain ones to lead, inspire, and develop the churches of God by proclamation and teaching of true doctrine; divine ability to start and oversee development of new churches or ministries. (*1 Corinthians 12:28-31; Ephesians 4:11-16; 2 Corinthians 12:12; Matthew 10:1-8; Acts 2:42-44; 14:14; Romans 16:7*)

People with this gift:

- pioneer and establish new ministries or churches
- adapt to different surroundings by being culturally sensitive and aware
- desire to minister to unreached people in other communities or countries
- have responsibilities to oversee ministries or groups of churches
- demonstrate authority and vision for the mission of the church.

Craftsmanship / Artist – Gift that gives the believer the skill to create artistic expressions that produce a spiritual response of strength and inspiration. Skilled Craft - gift enabling a believer to create, build, maintain, or repair items used within the church. Divine enablement to creatively design and/or construct items to be used for ministry or divine enablement to communicate God's truth through a variety of art forms. (*Exodus 28:3-4; 31:1-11; 35:30-35*)

People with this gift:

- work with wood, cloth, paint, metal, glass, and other raw materials, and with different kinds of tools, and are skilled with their hands to design and build items and resources for ministry
- make things which increase the effectiveness of other's ministries
- use the arts to communicate God's truth
- develop and use artistic skills such as drama, writing, art, music, dance, etc.
- use variety and creativity to captivate people and cause them to consider Christ's message
- challenge people's perspective of God through various forms of the arts
- demonstrate fresh ways to express the Lord's ministry and message.

Discernment / Distinguishing of Spirits – Special ability God gives to some to know with assurance whether certain behavior or teaching is from God, Satan, human error, or human power. Divine enablement to distinguish between truth and error, to discern the spirits, differentiating between good and evil, right and wrong. (*1 Corinthians 12:7-11; 1 John 4:1-6; 1 Corinthians 2:9-16; 2 Chronicles 2:12; Psalms 119:125; Proverbs 3:21; 1 Kings 3:9; Hebrews 5:14*)

People with this gift:

- distinguish truth from error, right from wrong, pure motives from impure
- identify deception in others with accuracy and appropriateness
- determine whether a word attributed to God is authentic
- recognize inconsistencies in a teaching, prophetic message, or interpretation
- are able to sense the presence of evil.

Encouragement (*Speaking Gift*) – Special ability God gives to offer comfort, words of hope, encouragement, and reassurance to discouraged, weak, or troubled Christians so that they are consoled. (*Romans 12:6-8; Titus 1:9; Acts 11:23-24; 14:21-22; 1 Thessalonians 2:11-12; 5:9-11*)

People with this gift:

- come to the side of those who are discouraged to reassure them and give them hope
- emphasize God's promises and confidence in his will.

Evangelism / Evangelist – Special ability to proclaim Gospel of salvation effectively so people respond to the promises of Christ through conversion to Christianity. Divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move to discipleship. (*Ephesians 4:11-16; Matthew 28:16-20; Acts 2:36-40; 8:5-6, 26-40; 14:21; 2 Timothy 4:5*)

People with this gift:

- communicate the message of Christ with clarity and conviction
- seek out opportunities to talk to unbelievers about spiritual matters
- challenge unbelievers to faith and to become fully devoted followers of Christ
- adapt their presentation of the gospel to connect with the individual's needs
- seek opportunities to build relationships with unbelievers.

Exhortation (*Speaking Gift*) – Special ability God gives some to help strengthen weak, faltering, fainthearted Christians so they are motivated to be all God wants them to be; ability to help others reach their full potential by encouraging, challenging, comforting, and guiding; divine enablement to present truth so as to strengthen or urge to action those who are discouraged or wavering in the faith. (*1 Timothy 5:1-2; Hebrews 3:13; Hebrews 13:22; 1 Thessalonians 5:14*)

People with this gift:

- come to the side of those who are weak in spirit to strengthen them
- challenge or confront others to trust and hope in the promises of God
- urge others to action by applying Biblical truth, motivating them to grow.
- offers advise, an outline for a solution, or a program for progress

Faith – Special conviction God gives to some to be firmly persuaded of God's power and promises to accomplish His will and purpose and to display such a confidence in Him and His Word that circumstances and obstacles do not shake that conviction; divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes. (1 Corinthians 12:7-11; Mark 5:25-34; Acts 27:21-25; Hebrews 11; Romans 4:18-21)

People with this gift:

- believe the promises of God and inspire others to do the same
- act in complete confidence of God's ability to overcome obstacles
- demonstrate an attitude of trust in God's will and his promises
- advance the cause of Christ because they go forward when others will not
- ask God for what is needed and trust him for his provision.

Giving (*Serving Gift*) – Gift enabling a believer to recognize God's blessings and to respond to those blessings by generously, sacrificially, and cheerfully giving of one's resources (*time, talent, and treasure*) without thought of return; divine enablement to contribute money and resources to the Lord's work with cheerfulness and liberality. People with this gift do not ask, "How much money do I need to give to God?" but "How much money do I need to live on?" (Romans 12:6-8; 2 Corinthians 9:6-15; 8:2-5; Mark 12:41-44; Matthew 6:3-4)

People with this gift:

- manage finances / limit their lifestyle in order to give as much of their resources as possible
- support the work of ministry with sacrificial gifts to advance the Kingdom
- meet tangible needs that enable spiritual growth to occur
- provide resources, generously and cheerfully, trusting God for His provision
- may have a special ability to make money so that they may use it to further God's work.

Healing (*Sign Gift*) – Special ability God gives to serve as a human instrument through whom it pleases Him to cure illness and restore health (*physically, emotionally, mentally, or spiritually*) apart from the use of natural means; divine enablement to be God's means for restoring people to wholeness. (1 Corinthians 12:7-11, 28-31; Acts 3:1-10; 14:8-10; James 5:14-16; Luke 9:1-2)

People with this gift:

- demonstrate the power of God and bring restoration to the sick and diseased
- authenticate a message from God through healing
- use it as an opportunity to communicate a Biblical truth and to see God glorified
- pray, touch, or speak words that miraculously bring healing to one's body.

Helps / Serving (*Serving Gift*) – Gift enabling a believer to work gladly behind the scenes in order that God's work is fulfilled. Special ability God gives to serve the church in a supporting role or to invest their talents in the life and ministry of others in the body enabling them to increase their effectiveness; divine enablement to accomplish practical and necessary tasks which free-up, support, and meet needs of others. (1 Corinthians 12:28-31; Romans 12:6-8; 16:1-2; Mark 15:40-41; Acts 9:36; Galatians 6:2; 1 Peter 4:11; Philippians 2:19-23; Luke 22:24-27; John 13:14)

People with this gift:

- serve behind the scenes whenever needed to support the gifts and ministries of others
(*without having to be asked*)
- see the tangible and practical things to be done and enjoy doing them
- sense God's purpose and pleasure in meeting every day responsibilities
- attach spiritual value to practical service
- enjoy knowing that they are freeing up others to do what God has called them to do.
- would rather do a job than find someone else to do it.

Hospitality (*Serving Gift*) – Special ability God gives to provide an open home and warm welcome to those in need of food, lodging, and fellowship; involves readiness to invite in strangers for the Gospel's sake; divine enablement to care for people by providing fellowship, food, and shelter. (*1 Peter 4:9-10; Romans 12:9-13; Acts 16:14-15; Luke 10:38; Hebrews 13:1-2*)

People with this gift:

- provide an environment where people feel valued and cared for
- meet and welcome new people, setting them at ease in unfamiliar surroundings
- create a safe and comfortable setting where relationships can develop
- seek ways to connect people together into meaningful relationships.

Intercession / Prayer (*Serving Gift*) – Special ability God gives to pray for extended times regularly and see frequent and specific answers to their prayers to a greater degree than what is expected of average Christians; divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results. (*Ephesians 6:18; 1 Timothy 2:1-2; 1 Kings 13:6; Luke 11:1-10; Matthew 6:6-15; Mark 11:22-25; James 5:14-16; Colossians 4:12-13; 1 Thessalonians 3:10*)

People with this gift:

- feel compelled to earnestly pray on behalf of someone or some cause
- have a daily awareness of the spiritual battles being waged and pray
- are convinced God moves in direct response to prayer
- pray in response to the leading of the spirit, whether they understand it or not
- exercise authority and power for the protection of others and the equipping of them to serve.

Knowledge (*Speaking Gift*) – Special gift whereby the Spirit enables certain ones to understand great truths of God's Word and make them relevant to specific situations; desire to seek out and learn as much as possible through research and analysis; divine enabling to bring truth to the body through revelation or Biblical insight. (*1 Corinthians 12:7-11; 2 Chronicles 1:7-12; Colossians 2:2-3; 2 Corinthians 11:6; Daniel 2:20-21; Proverbs 2:6; 9:10; Psalms 119:66; Jeremiah 3:15*)

People with this gift:

- receive truth / gain knowledge, enabling them to better serve, at times not by natural means
- search the scriptures for insight, understanding, and truth
- have an unusual insight or understanding that serves the church
- organize information for teaching and practical use.

Leadership (*Serving Gift*) – Special ability God gives to set goals in line with God's purpose and communicate these goals to others so they voluntarily and harmoniously work together to accomplish them for the glory of God; divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God. (*Romans 12:6-8; Hebrews 13:7, 17*)

People with this gift:

- provide direction for God's people or ministry, motivating them to perform their best
- present the "big picture" for others to see and model the values of the ministry
- take responsibility and establish goals.

Mercy / Compassion (*Serving Gift*) – Special gift whereby the Spirit enables certain Christians to feel exceptional empathy / compassion for suffering people (*physically, mentally, emotionally*) so as to feel genuine sympathy for their misery, speaking words of compassion, but more so caring for them with acts of love that help alleviate their distress; divine enablement to cheerfully and practically help those who are suffering or are in need by putting compassion into action. (*Romans 12:6-8; Luke 7:12-15; 10:30-37; Matthew 5:7; 20:29-34; 25:34-40; Mark 9:41*)

People with this gift:

- focus upon alleviating the sources of pain or discomfort in suffering people
- address needs of the lonely / forgotten, and in crisis, express love, grace, and dignity to them
- serve in difficult or unsightly circumstances and do so cheerfully
- concern themselves with individual or social issues that oppress people.

Miracles (*Sign Gift*) – Special ability God gives to serve as a human intermediary through whom He pleases to perform acts of supernatural power that are recognized by others to have altered the ordinary course of nature and authenticated the divine commission. (*1 Corinthians 12:7-11, 28-31; Mark 16:17-18; Acts 8:13; 9:36-42; 19:11-12; 20:9-12; Hebrews 2:4; Romans 15:17-19*)

People with this gift:

- speak God's truth and may have it authenticated by an accompanying miracle
- express confidence in God's faithfulness and ability to manifest Christ's presence
- bring the ministry and message of Jesus Christ with power
- claim God to be the source of miracles and glorify the Lord
- represent Christ and through this gift, point people to a relationship with Christ.

Missionary (*Leadership Gift*) - Special ability God gives to minister whatever other spiritual gifts they have in another culture. Those with this gift find it easy or exciting to adjust to a different culture or community. Missionaries find great joy working with minorities, people of other countries, or with other distinct cultural differences. Those with this gift have a stronger-than-average desire to be a part of the fulfillment of the Great Commission around the world. (*Ephesians 3:6-8; Mark 16:15; Acts 1:8; 13:2-5; 22:21; Romans 10:14-15; 1 Corinthians 9:19-23*)

People with this gift:

- have an intense spirit of unease at the thought of all the unsaved people in the world
- adapt themselves and core Biblical principles to different surroundings by being culturally sensitive and aware
- have ability to reach people groups of a different ethnicity, language, or cultural background
- can establish meaningful relationships with people of other nationalities or cultures
- desire to minister to unreached people in other communities or countries.

Music - Gift that gives a believer the capability to present personal witness and inspiration to others through instrumental music, singing, or dancing. Special gift whereby the Spirit enables certain Christians to praise God through music so as to enhance worship experience of other believers, giving the believer the desire and capability to express personal faith and provide inspiration and comfort through playing of a musical instrument, singing, or dancing. The spiritual aspect of the gift is revealed as the gift bearer gives witness to love and praise for the Lord, and thus glorifies God. Those listening or watching become inspired to feel the presence and majesty of God when music, song, or dance uplifts their soul in a manner that brings them closer to their Lord. (*1 Samuel 16:14-23; 1 Corinthians 14:26; Psalm 33:1-3; 96:1-2; 100:1-2; 149:3; 150:1-6; Colossians 3:16; 2 Chronicles 5:12-13; 2 Samuel 6:14-15*)

People with this gift:

- sing or play a musical instrument quite well, and enjoy it
- have special joy singing praises to God, either alone or with other people
- feel secure that their musical ability will benefit other people
- can use their musical ability to help and inspire others to worship God
- see that their singing or instrument playing is a spiritual encouragement for others.

Pastor / Shepherd - Special ability God gives to assume long-term personal responsibility for leadership, spiritual care, protection, guidance, and feeding (*teaching*) of a group of believers. Divine enablement to nurture, care for, and guide people toward on-going spiritual maturity. (*John 10:1-16; Acts 20:28; Ephesians 4:11-15; 1 Timothy 3:1-7; 4:11-16; 2 Timothy 4:1-2; 1 Peter 5:1-4*)

People with this gift:

- take responsibility to nurture the whole person in their walk with God
- provide guidance, protection, and oversight to a group of God's people under their care
- model with their life what it means to be a fully devoted follower of Jesus
- establish trust and confidence through long-term relationships.

Prophet / Prophecy - Special ability God gives to clearly proclaim / fearlessly apply the Word with a view to strengthen, encourage, and comfort believers and convince unbelievers; gift whereby the Spirit empowers one to interpret and apply God's revelation specifically; divine enablement to reveal / proclaim truth in a timely, relevant manner for correction, repentance, understanding, or edification. There may be immediate or future implications. (*1 Corinthians 12:7-11; 12:28-31; Romans 12:6-8; Ephesians 4:11-13; Deuteronomy 18:18-22; 1 Corinthians 14*)

People with this gift:

- expose sin or deception in others for the purpose of reconciliation
- speak a timely word from God causing conviction, repentance, and edification
- see truth that others often fail to see and challenge them to respond
- warn of God's immediate or future judgment if there is no repentance
- understand God's heart and mind through experiences He takes them through.

Teaching / Teacher - Special ability God gives to explain the truths of the Word of God clearly and to apply them effectively so that those taught understand and learn. To instruct others in the Bible in a logical and systematic way so as to communicate pertinent information for true understanding and growth. Divine enablement to understand, clearly explain, and apply the word of God causing greater Christ-likeness in the lives of listeners. (*Ephesians 4:11-16; Romans 12:6-8; 1 Corinthians 12:28-31; Hebrews 5:12-14; Acts 18:24-28*)

People with this gift:

- communicate Biblical truth that inspires greater obedience to the word
- challenge listeners simply and practically with the truths of scripture
- focus on changing lives by helping others understand the Bible better
- give attention to detail and accuracy
- prepare through extended times of study and reflection.

Tongues (interpreting) - Special ability God gives to some translate the message of one who speaks in tongues. If a tongue is spoken without an interpretation, the speaker is edified. If the tongue is interpreted, it is for the edification of the body. (*1 Corinthians 12:7-11; 12:28-31; 14*)

People with this gift:

- express with an interpretation a word by the Spirit which edifies the Body
- enable gift of tongues to build up the church by interpreting God's message for the people.

Tongues (speaking) - The special ability God gives to some to speak prayer or praise in a language they have never learned or to communicate a message from God to His people. The special ability God gives to some to speak in a language not previously learned so unbelievers can hear God's message in their own language. (*1 Corinthians 12:7-11; 12:28-31; 14; Acts 2:1-12; 10:44-46; 19:1-7; Mark 16:17; Romans 8:26-27; 1 Corinthians 13:1*)

People with this gift:

- may receive spontaneous message from God, made known through gift of interpretation
- communicate a message given by God for the church (*if there is someone to interpret*)
- speak in a language they have never learned and do not understand
- worship the Lord with unknown words too deep for the mind to comprehend
- experience an intimacy with God which inspires them to serve and edify others
- speak in tongues as a private prayer language
- when used in group setting, interpretation must take place.

Wisdom (*Speaking Gift*) - Gift allowing believer to sort through opinions, facts, and thoughts to determine what solution would be best for the individual believer or community of believers; ability to apply knowledge to life in such a way as to make spiritual truths quite relevant and practical in proper decision making and daily life situations. Special ability that God gives to the body of Christ to know the mind of the Holy Spirit in such a way as to receive insight into how knowledge may best be applied to specific needs arising in the body of Christ. (1 *Corinthians* 2:6-13; 12:7-11; *James* 1:5-8; 3:13-18; 2 *Chronicles* 1:7-11; 1 *Kings* 3:16-28; *Acts* 6:3-10)

People with this gift:

- focus on the unseen consequences in determining the next steps to take
- receive an understanding of what is necessary to meet the needs of the body
- provide divinely given solutions in the midst of conflict and confusion
- hear the Spirit provide direction for God's best in a given situation
- apply spiritual truth in specific and practical ways.

Writing - Gift that gives a believer ability to express truth in a written form; a form that can edify, instruct and strengthen the community of believers. Special God-given ability to formulate thoughts and ideas into meaningful written forms so that the reader will find courage, guidance, knowledge, or edification through the words shared with them. The Bible was written by people with this gift. (1 *John* 2:1, 12-14; *Luke* 1:1-3; 1 *Timothy* 3:14-15; *Jude* 1:3)

People with this gift:

- may write stories, sermons, devotions, histories, prayers, songs, or poetry to be used to build up the body of Christ
- may be inspired by the Holy Spirit in what they write
- may teach God's word to others through what they write
- may use writing to express other gifts
- may be better at expressing their thoughts in written form than in verbal form.

Taken from <http://www.kodachrome.org/spiritgifts/youth/>

Preparing Our Hearts to Minister – Prayer (*adapted from Bobby Peoples, YHT 2012*)
Pray, Pray, and Pray Again – Then Expect God to Answer Your Prayers

Before Camp...

- | | | |
|------------------------------|------------|-----------------------------------|
| 1) Who / What to pray for... | Directors | Children and Youth God Will Bring |
| Ephesians 3:14-21 | Evangelist | Children's and Youth's Homes |
| Exodus 28-29 | Healing | Abused, Outcast, Confused, etc. |
| | Yourself | Spiritual Experiences |
- 2) Prepare your heart with the Word (*John 4:10; Romans 6:23; 10:9-13; 2 Timothy 2:15; Titus 2:11-13; Hebrews 4:12*)

At Camp...

- 1) Get to know your campers: they need to make some kind of connection with you.
- 2) Avoid "I know what you're going through": rather, testify of God's goodness in bringing you through similar situations.

Service Time... Who / What to pray for...

- 1) Worship Team
- 2) Freedom of Holy Spirit to convict / draw hearts
- 3) Evangelist
- 4) Sensitivity to Spirit
- 5) Spiritual eyes and ears to be opened

Altar Time...

- 1) Be obedient to the Holy Spirit and whoever is moderating
- 2) It is ok to stop a camper and ask them what they are praying for
- 3) Be wise with touch / words
- 4) Avoid showing surprise at the things for which they may ask you to pray
- 5) Don't be afraid to ask for help.
- 6) Be prepared to sometimes be wrong: sometimes we do miss it

Later...

- 1) Reaffirm:
 - Speak with them about what the Lord has done
 - Encourage them with Scripture and prayer
 - Prepare them for the fight they will face, but don't scare them to death.
- 2) Speak truth over them (*James 4:7-10; 1 Peter 5:6-10; 1 John 4:4-6*)

Generally...

- 1) Pray without an agenda: allow God to lead you in prayer as you pray
- 2) Listen as God speaks: it's amazing what you can hear when you just stop and be quiet

Do's and Don'ts of Altar Work

Do: 1) Ask questions

- 2) With children, get in front of the child / youth (*specifics need your attention...get in front where you can make eye contact and where they can see your concern; also in younger camps, the child may go to the altar to pray and wind up taking a nap due to fatigue from a long day...your being in front serves as a deterrent to their sleeping while in the altar*)
- 3) With adults, use wisdom in how you position yourself around them (*do not put yourself in a position to be distracted or tempted*)
- 4) Use Scripture to guide the prayer time and so you have answers to questions the child / youth may ask
- 5) Limit touch, especially with the opposite sex. Appropriate touch is the rule (*back of the shoulder or forearm*). Also, limit the length of touches as it could be misconstrued as sexual contact.
- 6) Use discernment...trust God to lead you in how and what to pray for that person
- 7) Use simple Bible translations / versions. For younger campers, consider using New Living Translation (*NLT*), New International Readers Version (*NIRV*), International Children's Bible (*ICB*), or Contemporary English Version (*CEV*). For older campers consider using New King James Version (*NKJV*), New International Version (*NIV*), New Living Translation (*NLT*), Contemporary English Version (*CEV*), or English Standard Version (*ESV*). The Message (*MSG*) is not recommended, as it is a paraphrase and not a translation.
- 8) Keep your attitude in check. You are not perfect. Neither are they. You were once a camper going through what they face. Remember where you came from.

Don't: 1) Be afraid to approach a child / youth who is praying

- 2) Hesitate to ask for help if you don't know how to proceed
- 3) Encourage emotionalism...while there may be an emotional response or release, that is not the goal of altar time. Emotional releases or experiences do not change people. God changes people.
- 4) Freak out...there are seasoned, adult staff people who can help you if you do not know what or how to pray for someone.
- 5) Discuss prayer issues encountered in altar time with campers or other SITs. If you encounter a situation with which you need help, seek out a seasoned staff member for assistance or guidance.
- 6) Use churchy clichés or language. Not all kids are from church backgrounds and simple language proves most effective.
- 7) Pray with a member of the opposite sex unless God is strongly leading you to do so. Girls should pray with girls. Guys should pray with guys.
- 8) Take someone away from the group to pray. You may go off to the side for privacy. The rule is simple: out of earshot, but not out of eyesight.

Scriptural References for Altar Workers

- 1) All Unsaved People Are Sinners (*John 3:18; Romans 3:9-12; 1 John 1:8, 10*)
- 2) Christ Died to Save Sinners (*Matthew 20:28; 26:26-28; Mark 10:45; 14:22-24; John 1:29; 3:16-17*)
- 3) We Are Saved Through Faith, Not Works (*John 3:16-18, 36; 11:25-26; Romans 3:20; Galatians 2:15-16; 3:11; Ephesians 2:8-9*)
- 4) Punishment Awaits the Wicked (*John 3:36; Romans 6:23; 1 Corinthians 6:9-10*)
- 5) God Loves You (*Mark 6:34; John 3:16-17; Romans 5:7-8*)
- 6) Sanctification (*1 Thessalonians 4:3-7; Hebrews 13:12; Romans 6:6; Galatians 2:20*)
- 7) Baptism of the Holy Spirit (*Luke 11:13; Acts 5:32*)
- 8) Speaking in Tongues (*Acts 2:1-4; 10:44-47; 19:1-7*)
- 9) Knowing God Through Prayer (*Psalms 34:4-8; 42:1-2; 66:16-20; Isaiah 43:25-26; Matthew 7:7-8; 1 John 5:14-15*)
- 10) Relationship with Parents (*Exodus 20:12; Deuteronomy 5:16; Proverbs 4:20-23; Ephesians 6:1-3; Colossians 3:20-24*)
- 11) Witnessing to Unsaved Family / Friends (*Matthew 5:14-16; 1 Timothy 4:12, 16; 1 Peter 4:8*)
- 12) Family Problems (*Matthew 5:9; Ephesians 4:26-32*)
- 13) Surviving in a Broken / Abusive Home (*Psalms 27:10; 34:17-18; Lamentations 3:22-24; Matthew 18:6; Romans 8:28, 35-39; Philippians 4:13, 19*)
- 14) Godly Friendships (*Psalms 1:1-3; Proverbs 1:10-19; 17:17; 22:24-25; Ecclesiastes 4:9-12; 1 Corinthians 15:33; James 4:4; 1 John 2:15-17*)
- 15) Facing Peer Pressure & Fighting / Resisting Temptation (*Proverbs 1:10; 23:17-18; Romans 12:1-2, 21; 1 Corinthians 10:13; 1 Thessalonians 5:22*)
- 16) Dating (*2 Corinthians 6:14-18; 2 Timothy 2:22*)
- 17) How Far Is Too Far? (*1 Corinthians 6:18-20; 1 Timothy 4:12; 5:22b*)
- 18) Repentance After You Get Saved (*Psalms 32; 51; John 8:11; 1 John 1:8 - 2:1*)
- 19) Surviving False Accusations (*Proverbs 12:19; Isaiah 43:2, 18-19; 54:17; Matthew 5:11-12; 12:35-37; 1 Peter 4:14, 16*)
- 20) When You Are Afraid (*Deuteronomy 31:6; Psalm 53:6; Philippians 4:7-8; Joshua 1:9; 2 Timothy 1:7*)
- 21) Overcoming Confusion (*Psalms 55:22; Proverbs 3:5-6; 1 Corinthians 14:33; Ephesians 6:12; 1 Timothy 1:7*)
- 22) How to Be an Overcomer (*Romans 8:37; Revelation 12:11*)
- 23) Overcoming Suicidal Thoughts (*Psalms 37:23-24; Jeremiah 29:11; Lamentations 3:22-24; John 10:10; 14:26-27; 16:33; Romans 8:37; James 4:7-8; 1 Peter 5:7-9; Revelation 12:11*)

If needs arise for which there is no help here, please ask the evangelist, your cabin leader, or other seasoned staff member for assistance in finding the help you need. Seasoned staff members are available to help you when problems arise.

Cabin Leading

- 1) Be in prayer **WELL** before camp starts
 - a) Pray for those who need to be there (*Psalms 37:23*)
 - b) Pray for tender hearted youth (*Ezekiel 36:26*)
 - c) For gifts of the Spirit (*1 Corinthians 12:8-10*)
 - d) Pray for unity (*Psalms 133:1*)
 - e) Pray for selflessness (*Revelation 12:11*)
 - f) Pray for a servant's heart (*Philippians 2:5*)
 - g) Pray to see with spiritual eyes (*2 Kings 6:17*)
 - h) Restore the fallen (*Galatians 6:1*)
 - i) Pray that God will give direction (*Ephesians 5:17*)
 - j) Pray for crisis situations (*relationships, addictions, etc*) (*Psalms 34:4*)
 - k) Pray for salvation (*2 Peter 3:9*)
 - l) Pray for sanctification (*1 Thessalonians 4:3*)
 - m) Pray for baptism with the Holy Ghost (*Acts 2:38,39*)
 - n) Pray for the calling to ministry (*2 Peter 1:10*)
 - o) Pray for healing (*physical, emotional, mental, spiritual strongholds*) (*Isaiah 53:5 & James 5:14*)
 - p) Pray that hearts be set on fire (*Hebrews 1:7*)
 - q) Pray that we walk in total commitment to God (*Colossians 2:6*)
 - r) Pray God uses these services to encourage pastors, youth pastors, and other leadership of the Church (*1 Corinthians 14:3*)
 - s) Pray for finances for those who need help (*Philippians 4:19*)
 - t) Pray for anointing for teachers / preachers and worship team (*Isaiah 10:27*)
 - u) Pray that God will use each staff person (*Psalms 123:2*)
 - v) Pray for protection for all activities (*on or off site*) (*Psalms 34:7*)
 - w) Pray that each person hears clearly the voice of God for their lives (*1 Samuel 3:9; John 8:47; Revelation 2:7, 11, 17, 29; 3:6,13, 22*)
- 2) Get in your cabin before the students
 - a) Pray over each bed, no matter if someone will sleep in it or not; cover whoever even might sit on it
 - b) Decorate
 - c) Relax before the week
- 3) Have daily devotions ready in advance (*they possibly might change once you get to camp, but be prepared anyway*)
- 4) You are the responsible adult, so **BE AN ADULT!**
- 5) Do not be inappropriate with the campers (*or other staff members*)
- 6) You do **NOT** get special privileges because of your position (*or who you are, or whose kid you are*)
- 7) If you see something that should not be happening...**STOP IT!**
- 8) You as a cabin leader have the most influential job on the campground. You are the one the campers are with the most. You are the one they will look up to, act like, and cling to like a

leech. You are the biggest and closest example of Christ they might really ever get (*A God-loving example*). Be who you are for them.

- a) Be there
- b) Be a friend
- c) Be a shoulder
- d) Be an example

9) Characteristics of a good cabin leader:

- a) Energy
- b) Spiritual Integrity
- c) Respects other staff & campers
- d) Knowledge (*it is PERFECTLY ok to say, "I don't know – let's find out."*)
- e) Creative (*comes in handy if you have to go in the cabin for a storm*)
- f) Must love kids / youth
- g) Sense of humor
- h) Understands culture
- i) Sensitive to the campers needs
- j) Courteous
- k) Gets involved with the campers (*you are not a week long babysitter*)
- l) Spiritually mature (*enthusiastic about God, camp, & youth*)

10) Examples of a not so good cabin leader:

- a) Disrespectful
- b) Consistently late
- c) Spiritually immature
- d) Constantly seeking others approval
- e) Know it alls
- f) Complainer
- g) Merely tolerates the campers
- h) Fills the position because no one else will
- i) Only there to hang out with other staff
- j) Ignores the needs of the campers

11) As a cabin leader, your ultimate focus for the week is for the campers in your cabin. ALL of them, not just the ones you can stand. Remember you are an extension of Christ (*example*). And trust me; there WILL be campers you CANNOT STAND! And they WILL be in your cabin at some point!

12) You must be a good listener (*both to God and the campers*):

- a) Learn to concentrate
- b) Avoid distractions
- c) Listen with your eyes
- d) Don't interrupt, rush or change subjects
- e) Give appearance of listening – move closer, look at camper, react responsibly
- f) If you get surprised, shocked, or offended easily, it may be that the camping ministry is not for you.

13) What cabin leading is not:

- a) A stepping stone
- b) An opportunity to be in control of others
- c) The lowest position in camp
- d) A time to get YOUR life with God
- e) The opportunity to hang out with your friends
- f) Camp for people who are too old to be a camper
- g) A chance to impress the overseer (*or state youth director, etc*)

14) In the cabin:

- a) A spiritual environment is created
- b) The servant heart of Jesus is revealed
- c) Disciples are made
- d) Camper problems are turned into opportunities
- e) Faith community is lived out
- f) Conflict management is taught and lived
- g) Life long relationships are established
 - i. C – confirm
 - ii. A – assure them
 - iii. N – nurture

15) Registration: This is a great time to see how parents/guardians and campers interact with each other. You can learn a lot about the family situations during this time.

16) Discipline

- a) Get the facts first
- b) Keep your tempter
- c) Be consistent
- d) Three F's:
 - i. Fair
 - ii. Firm
 - iii. Friendly

17) Safety issues

- a) Never tell a kid that everything is confidential
- b) Never betray trust (*even to make a prayer request in a staff meeting*)
- c) "Everything that you and I talk about is between you and me. But if you tell me:
 - i. You are going to hurt yourself,
 - ii. You are going to hurt someone else.
 - iii. Someone is hurting you,

I have to tell someone else. Why? Because I want you to be safe.

18) Monitor campers while they clean their areas, including but not limited to, the cabin, entry, bathrooms, sidewalk and lawn around the cabin (*it's easier to assign jobs the right before*), and check them off when they finish their assigned area.

19) You are here to minister Christ to students, and your personal agenda is of little consequence. Pushing too hard for them to pray, go to the altar, or discuss spiritual things

sometimes pushes them away from their purpose in being here. Be very discerning about how to handle each individual student so they can receive from God without being pushed to receive what you think they should. Pushing too hard can turn them away completely.

Evangelist

1) Spend time with the campers. Build relationship with them.

Spending time with the campers as the evangelist / pastor is possibly THE single most important task of the week! Campers must see you and experience you as a real person to have trust in you. Without trust, there will be little respect from some campers, especially in the upper age groups.

You can spend time with them in all sorts of ways: eating with different tables of campers at each meal, playing sports / swimming (*as gender appropriate*) / engaging in fun time activities (*if you are physically able*).

2) Model servanthood.

a) As a servant to the campers and staff, a pastor / evangelist should be a leader in exemplifying servanthood. Serving in the food line so the cooks get a quick break, checking the cabins for the deans, carrying trash for the cabin leaders...this list could go on and on.

b) Attend staff meetings to be available to support staff.

3) Worship when it's worship time in chapel. The campers should not see their evangelist / pastor not involved in worship.

4) Prepare and deliver messages, and be prepared to work in the altar.

a) Preparation for sermons should begin as soon as you receive the invitation to be the camp evangelist / pastor. The theme of the camp should be considered in preparation, but being sensitive to the Holy Spirit is key. Bringing a fresh, REAL, Word of instruction or encouragement is definitely a necessity. The campers will remember what God did in their lives "that summer at camp" for the rest of their lives! Our job is to be the vessel the Spirit needs to make a difference in each camper's life on each level where they are on. NO PRESSURE! Just be sensitive to the Spirit and be Jesus with skin on.

b) Be available for questions and follow up from altar services.

c) Equip staff in knowing how to pray for campers in the altar.

5) Communication with camp leadership is essential to having a successful camp. Part of the preparation for the week is to communicate well with the Director, Deans, and Worship Leader.

a) Communication with the Director is essential because he/she has the vision of how God wants the theme of the week to operate, and each director has a specific flow or style for the chapel services.

b) Communication with the Deans is essential because they deal with all the disciplinary actions for the campers. This is an area in which they will need encouragement and prayer support, and possibly spiritual advice in deciding what actions should be taken and when.

c) Communication with the Worship Leader is key to the flow of the chapel service. Pray together, find common goals and vision for the ministry throughout the week.

6) In accordance with Tennessee State Law, all staff must report any claim(s) of abuse of a minor. CHH requires you to report it immediately to the Director(s), and it must not be shared with others. In spite of your training as a minister to maintain confidentiality, this is not keeping secrets. The law mandates that we protect children by reporting properly.

7) Clean up on last day as specified in your area.

Likely the only area you would be specified would be where you stay for the week. As a servant, the cabin leaders and Deans would greatly appreciate any extra help that your time would allow.

8) Be available to assist the Director(s) in other areas as needed.

Directors will need extra encouragement and prayer support throughout the week. Be available to listen, be their hands, their feet, or whatever you can to serve them while you're there this week.

Head Cook / Kitchen Staff / Dining Room Hostess

- 1) LOVE! You must have a desire to serve. The food must show love for those you are serving. If it gets burnt or doesn't turn out right, don't serve it any way. Fix it, whatever it takes. Serve only what you would serve Jesus. Love has to show in your meal. Do everything as if working for the Lord. Treat your workers as you would want to be treated.
- 2) Use proper lifting.
- 3) Use carts to move items.
- 4) Pull frozen foods in plenty time to thaw.
- 5) Do not thaw in warm or hot water, ever!
- 6) Check for proper cooking temps.
- 7) Keep food at proper holding temps.
- 8) Follow health department rules (*Campground manager has list*).
- 9) Food can kill!

Worship / Music Ministry

- 1) Yes, you are a musician, but you have to be more into His word than the music. – Brian Sites
You should base your worship on what the Bible says. Make sure the songs you use are biblically based, and that your comments are biblically based before you say things.
- 2) Song selection should be based on more than your preference or opinion. Engage your congregation by the songs and types of music you present for worship, including “something for everyone.”
 - a) Take the age of your congregation into account: do they prefer traditional or contemporary worship? While you may need to do more traditional than contemporary, you can mix contemporary in with the traditional.
 - b) Your song selection should reflect the overall musical ability of your congregation. You don’t need to attempt the “Hallelujah Chorus” when you are working with people who struggle to correctly sing “Amazing Grace.” Also, some songs or styles don’t fit certain congregations, no matter how hard you try to incorporate them. Learn your congregation’s and musician’s abilities, and decide songs accordingly
 - c) Make sure the keys in which you sing are appropriate overall for the congregation. Learn to modulate / transpose songs to different keys if they are uncomfortable for you or your congregation.
 - d) Seek God for appropriate song selection. Nothing is more enjoyable in worship than when the worship and Word coming forth are in agreement.
- 3) Ministry with excellence is more important than perfect ministry. More than God wants your worship, He wants your heart and your obedience. You are occasionally going to sing / play a wrong note. It’s ok. Give God your best and get it right the next time.
- 4) Preparation for music ministry does not just involve musical preparation.
 - a) You should be actively involved in prayer and fasting before your corporate worship time. Also, make sure you have properly rested before attempting to lead others in worship. You must take care of yourself in order to be effective in ministry.
 - b) You should invest time in private worship before attempting to lead others in public, corporate worship. You cannot lead them to do what you have not done yourself.
 - c) It would probably be a good idea to get away from things, when possible, a few days ahead of time when you are about to work camp, etc. The quiet time will allow you focus, gather your thoughts, and prepare yourself for ministry.
- 5) Without giving you a lecture about the importance of vocal hydration, here are some essentials for taking care of your voice:
 - a) Drink plenty of tepid / lukewarm water as the time for you to sing approaches. Avoid extremely hot or extremely cold liquids. If you are doing a two part set (*i.e. worship and altar service*), be sure to drink water in between.
 - b) Avoid juices / sodas / caffeinated coffee / tea because the sugar coats your throat and the caffeine dries it out.
 - c) There are products available to help you during intense times of vocal stress, like a conference, revival, or week of camp (*ask some folks who sing a lot and they can help you*

out), but nothing helps recuperate your voice like pure vocal rest and rehydration after the event.

- 6) As a minister, it is necessary to be constantly improving oneself. What are you doing to improve / enhance your ministry and effectiveness? (*Psalm 33:3*)
- 7) Here are several “Be” statements for music ministry:
 - a) Be prepared – know your stuff.
 - b) Be personable – with God and the congregation.
 - c) Be purposeful in what you say – avoid clichés.
 - d) Be careful of manipulation.
 - e) Be a worshiper yourself.
 - f) Be yourself – authentic in your worship.
 - g) Be a leader.

Staff-in-Training (SIT) Evaluation

SIT Name: _____ Camp Worked: _____
 Your Name: _____ Your Staff Position: _____

Your evaluation will remain confidential. SITs will not see this, but they will receive feedback from your responses.

On a scale of 1-10 (1 being the lowest, 10 being the highest), rate the SIT listed above.

Spiritual / Personality

Attitude	N/A	1	2	3	4	5	6	7	8	9	10
Awareness of Camper Needs	N/A	1	2	3	4	5	6	7	8	9	10
Compassion / Concern for Others	N/A	1	2	3	4	5	6	7	8	9	10
Compatibility / Interactions with Campers	N/A	1	2	3	4	5	6	7	8	9	10
Compatibility with Staff	N/A	1	2	3	4	5	6	7	8	9	10
Honesty	N/A	1	2	3	4	5	6	7	8	9	10
Integrity	N/A	1	2	3	4	5	6	7	8	9	10
Involvement during Altar Time	N/A	1	2	3	4	5	6	7	8	9	10
Leadership	N/A	1	2	3	4	5	6	7	8	9	10
Maturity	N/A	1	2	3	4	5	6	7	8	9	10
Respect for Authority	N/A	1	2	3	4	5	6	7	8	9	10
Willingness to Learn	N/A	1	2	3	4	5	6	7	8	9	10

Work / Physical Issues

Cleaning	N/A	1	2	3	4	5	6	7	8	9	10
Cooperation	N/A	1	2	3	4	5	6	7	8	9	10
Following Directions / Obedience to Rules	N/A	1	2	3	4	5	6	7	8	9	10
Helpfulness	N/A	1	2	3	4	5	6	7	8	9	10
Participation in <u>All</u> Activities	N/A	1	2	3	4	5	6	7	8	9	10
Punctuality	N/A	1	2	3	4	5	6	7	8	9	10

Please comment about the following interactions / experiences with your SIT.

1. Describe how you got along with him / her. _____

2. Did he / she follow directions? _____

3. Did he / she present or assist with cabin devotions? Y / N N/A
 Describe his / her presentation, evidence of preparation, content knowledge, etc. _____

Other Comments: _____

Please make a recommendation regarding this SIT regarding his/her being qualified to work next year.

_____ He / she should be considered for a position on regular staff.

_____ He / she should NOT be considered for a position on regular staff.

 ___ Should repeat for more experience.

 ___ Should repeat due to age.

 ___ Should repeat for more training.

 ___ Should repeat due to immaturity.

If more training is needed, please explain what kind of training. _____