



Camp Staff Manual

Updated 2019

"Never be lacking in zeal,
but keep your spiritual fervor,
serving the LORD."

Romans 12:11 (NIV)

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I. GOD IS NOT CONFINED TO RELIGIOUS CAGES

“Be exalted, O God, above the heavens! Let your glory be over all the earth!”

Psalm 57:5

If God is God in our camp, He is God of the whole camp! All the program is His; that includes all the facilities, and all the people. We cannot and must not rob God by confining Him to the devotion times, chapel or campfire times. He is Lord of everything, and He does not operate on our schedule or for our glory.

At camp we see each other at our worst as well as our best. So do the campers. Yet, we are Christ’s ambassadors, God making His appeal through us. Through us God longs to mold the character of our campers. Your love and guidance will help determine the course of their lives. What a responsibility! What an opportunity!



So ask God to control your attitude and the way you express it at all times. Ask Him to give you the joy and strength for responsibility. Most important, ask Him to make you even more conscious of His presence during every activity at camp.

You have discovered God’s great love and care for you. Now discover the campers - what they think; how they feel and why; their personality; their character. Note their strong points and compliment them. Identify their areas for personal growth and help them. Any and every camp setting is an opportunity for personal growth through the power of the Holy Spirit.

Pray that God would remind you to walk in wisdom, making the best use of the time. “Let your speech always be gracious, seasoned with salt, so that you may know how you ought to answer each person.” Colossians 4:5-6



God uses everyone who is willing and ready to serve Him. Every staff member at camp is a channel through whom God speaks.

“Whoever serves, as one who serves by the strength that God supplies—in order that in everything God may be glorified through Jesus Christ. To him belong glory and dominion forever and ever. Amen.” I Peter 4:11b

God’s best through you to others! That’s what all of camp, leadership, and service is about!

II. PHILOSOPHY OF OFCR BIBLE CAMP

The philosophy of this camp shall be evangelical with a major emphasis on nurture in the Word of God, Christian growth and serving Christ. It shall be a Bible centered camp where in we believe God will accomplish His purposes through the faithfulness, Christian maturity, and devotion to Christ of each cabin leader and staff member.



1 Corinthians 10:31 is a governing principle for everything we seek to do and encourage at OFCR Bible Camp, “Whether, then, you eat or drink or whatever you do, do all to the glory of God.” (NASB). This principle shall govern all aspects of camp conduct and formal camp program plus any spontaneous activities initiated by staff and/or campers.

Requests to conduct special activities by campers and/or cabin leaders or other staff must be approved by the Program Director. If approved, the primary responsibility for the safe and beneficial conduct of the activity and the results will be that of those conducting the activity. (Note: the Program Director, Camp Director, Executive Director, and Board of Directors, ultimately bear the final and complete responsibility.)

Unacceptable negative behavior at camp will receive no more than two verbal warnings and instructions by camp staff before an incident report is written up by the Program Director and reviewed by the Camp Director. Any warning beyond two behavioral incident reports will subject camper/staff to immediate dismissal from camp. Certain actions will be subject to immediate dismissal by Program Director (sexual sins, substance abuse, unlawful activities, actions that endanger others, etc.)

As a camp staff we seek to work together as a team of ministering servants to fulfill the camp objectives. We seek to treat all campers and staff alike; with equal dignity, love and respect, and encourage this among the campers.

III. OBJECTIVES OF OFCR BIBLE CAMP

A. SPIRITUAL OBJECTIVES

1. To lead each camper to understand their need of Jesus and encourage them to receive Jesus as their personal Savior.
2. To encourage each camper to develop a stronger personal relationship with God through Bible reading and prayer.
3. To encourage and instruct in Bible memory.



4. To aid in developing every saved person into a stronger witness for Jesus.
5. To help direct each camper into an active role in his own home church.
(If he has no home church, we will seek to direct him to one.)
6. To help the camper find Biblical answers and solutions to the many questions, problems and circumstances he encounters in life (chapels, cabin times, etc.).
7. To help each camper develop in their personal worship of God through Bible reading, prayer, fellowship with other Christians, and being out in God's natural creation.
8. To develop youth and adult leadership for future ministry.



B. PHYSICAL OBJECTIVES

1. To provide a program of physical activity, both strenuous and relaxing.
2. To aid the camper in developing good health and personal habits.



C. SOCIAL OBJECTIVES

1. To treat each camper and staff as Christ would.
2. To allow time in which the camper may develop wholesome social relationships, and to help each camper develop lasting relationships with others.
3. To help campers work, play, worship, etc. in partnership and cooperation with others.
4. To insure as far as possible that every camper has a positive and encouraging time at camp.



III. JOB DESCRIPTIONS FOR CAMP STAFF

A. BOARD OF DIRECTORS

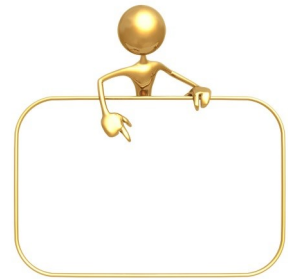
1. Set overall policy and make major decisions on the direction of the camp
2. The members should be from a participating evangelical church as possible
3. Has oversight of the Executive Director

B. EXECUTIVE DIRECTOR

1. Is accountable to the Board of Directors
2. Has oversight of the entire camp ministry
3. Has oversight of and works with the Camp Director
4. Serves as liaison with OFCR Board of Directors and other groups that OFCR Bible Camp has involvement with

C. CAMP OPERATIONS DIRECTOR

1. Is accountable to the Executive Director
2. Has oversight of the entire camp ministry; organizes staff before and during camp
2. Works with Program Director in determining program and scheduling
3. Makes and implements final decisions on serious camper discipline in counsel with Program Director and Staff Spiritual Leader
4. Handles staff conflict situations
5. Works closely with Staff Spiritual Leader, Program Director, Head Cook and Facilities Director to insure a spiritual, good running camp



6. Coordinates with Executive, Program, and Facilities Directors on all camp purchasing.
7. With Program Director, helps establish kitchen staff for each camp session
8. Is responsible to coordinate food for each camp week

C. PROGRAM DIRECTOR

1. Is accountable to the Executive Director
2. Develops the program and schedule with Operations Director
3. Facilitates the smooth running of all parts of the program according to the schedule
4. Interprets and enforces camp rules when necessary
5. Has the authority to delegate in any area necessary to the smooth running of the camp program (in cooperation with other leaders who are affected)
6. Has oversight of cabin leaders and program assistants**
(**All program staff, game leaders, music team, photographers, etc., are accountable to the Program Director and serve in their areas to implement the camp program)



D. STAFF SPIRITUAL LEADER

1. Is responsible for the overall spiritual oversight of all camp personnel, being available to give spiritual help to staff and campers throughout the camp session
2. Leads staff devotion times, including devotion and prayer times for kitchen staff
3. Attends chapel and campfires.



D. FACILITIES DIRECTOR

1. Is accountable to the Executive Director
2. Oversees building, repair and maintenance of all camp facilities, equipment and vehicles.
3. Oversees Maintenance Crew and coordinates with Operations and Program Directors on crew duties.
4. Coordinates with Operations and Program Directors to ensure vehicles, equipment and facilities needed for summer program are in optimal condition and ready for use when they are needed.



E. CAMP NURSE

1. Is accountable to the Program Director, and shall keep records of all treatments
2. Shall be responsible to monitor the needed amount of medical supplies and report any needed supplies to the Program Director.
3. Shall receive all camper medications at registration and dispense same during camp. At checkout, the nurse will give these medications to cabin leaders so they can hand them to parents as they sign out campers.
4. Shall treat needed hurts, bruises, and injuries during camp and make needed recommendations for doctor and hospital treatment



F. KITCHEN STAFF

1. HEAD COOK

- A. The head cook is accountable to the Program Director.
- B. The head cook is responsible:
 - * For the adequate and timely preparation of the menu
 - * For the supervision and scheduling of the cook staff
 - * For coordinating kitchen staff during the week
 - * For the smooth working and encouragement of the kitchen
 - * To coordinate and supervise dish clean-up
 - * Ensures that all food is prepared and served in a healthy and safe manner, and will instruct the kitchen staff in these guidelines.



2. COOKS

- A. Cooks are accountable to the Head Cook.
- B. Cooks are responsible, under the direction of the Head Cook, for the timely and adequate preparation and service of the menu.



3. DISHCREW/CLEANUP

- A. Shall be accountable to the Head Cook or to the cooks if the Head Cook is out of The area. When no further service is needed, the dish crew will report to the Program Director for further instruction. Their first priority is to the kitchen.
- B. Shall wash and dry and put away dishes and clean lodge areas thoroughly as requested, ensuring that the area is clean and set up for the next meal.



G. MAINTENANCE CREW

1. Is responsible for the maintaining of the camp facility in good running order to include but not limited to the following
 - * Maintaining of toilet paper, hand soap, and paper towels in all needed areas
 - * Maintaining of all trash (emptying cans, hauling, cleaning up)
 - * Fill and maintain float tubes
 - * Building campfires
 - * Repairing any needed facilities that are in use that will help the camp program be more effective
2. Works closely with the Program Director, Head Cook and Cabin Leaders and is accountable to the Program Director.



H. PROGRAM STAFF

1. Is accountable to the Program Director.
2. Responsibilities may include set up/cleanup up of games/activities, checking cabins for cleanliness, participating in skits/puppets, and other duties aiding in the effective running of the program.

I. CABIN LEADER

1. Is responsible for the oversight, well-being, directing and personal spiritual nurture of their campers and their Assistant Cabin Leaders
2. Is responsible for the purposeful use of the Assistant Cabin Leader in as many areas of working with the campers as is appropriate
3. Is accountable to the Program Director in the smooth conduct of the camp program and schedule
(Note: more detailed information for Cabin Leaders follows in this manual.)



4. ASSISTANT CABIN LEADER

- * Is responsible for assisting the Cabin Leader in their duties
- * Is accountable to the Cabin Leader



*****We are all serving in this together, no one person is more important than any other.** You may be brand new, having never ministered at a camp before in your life. Maybe you are a veteran staff member, one who has seen more campfires than you can count.

The LORD has brought us together for a purpose, to share the Gospel with these campers, and we need each other in order to function like the Body should. Take every opportunity to learn from each other, we all bring different strengths and perspectives that can be of benefit. ***

IV. EXPECTATIONS for all STAFF

We are not looking for perfection, but we do expect a great deal from our staff. The reason for this is because we need to be able to trust the staff with the campers given to their care. So, with this in mind, please do your best in these areas.

“So, whether you eat or drink, or whatever you do, do all to the glory of God.” 1Corinthians 10:31

- A. Staff are expected to be prompt for every meeting.
- B. Staff are expected to participate in all scheduled activities, and to be prepared for each activity to the best of their ability.
- C. Staff must always be available to the group in their care unless off-duty by approval of the Program Director.
- D. Staff should be in good health, to be able to serve at their best.
- E. Staff should be friendly but firm with campers, and worthy of respect and confidence.
- F. Confidential information shared with staff is to be kept private.
- G. Staff is to be submissive to the Camp Director, other staff, and program.
- H. Staff must abide by the rules of the camp.



- I. Staff is expected to act in a mature manner, taking care of the problems in their group, seeking wisdom from the Lord.
- J. Any deviations from the program or schedule must be cleared with the Program Director.
- K. Cabin leaders are to sit with their campers at meal times and all meetings. They should always know where their campers are.
- L. The cabin leader is to lead cabin devotions and share times. He/she should encourage campers in their personal devotions and study time. He/she should strive to reinforce lessons taught to the campers in devotion time and chapel.
- M. The cabin leader should report discipline problems, bed-wetting, etc. to the Program Director.



V. QUALITIES for all STAFF to work on

SPIRITUAL CHARACTERISTICS:

- Have a sincere love of God and of the campers
- Be certain of your own salvation
- Have a keen interest in the salvation and spiritual welfare of others
- Be faithful in prayer and Bible study
- Have zeal for the things of the LORD, His work, and His people

PERSONALITY TRAITS

- Patience, Compassion
- Enthusiasm/Willingness (try new things, engage the campers, etc.)
- Reliability, Faithfulness
- Adaptability (things don't always go according to plan)
- Tact, Gentleness
- Discernment
- Joy!!! :)

MENTAL TRAITS:

- Real interest in people
- Common sense
- Foresight/Be thinking ahead



PHYSICAL CHARACTERISTICS

- Careful grooming (don't look mangy)
- Endurance
- Vigor

SKILLS OR ABILITIES: (any of these will help)

- Athletic, or at least willing to try.
- Story-telling
 - A. Stories help us relate to difficult concepts
 - B. Stories can be very soothing, helping campers to calm down.
 - C. Stories can lighten a mood and bring out smiles from the campers.

- Teaching experience
- The Ability to be Goofy, Silly, or Wonky



VI. WHAT IS A CABIN LEADER?

A cabin leader is a person who has been allowed the responsibility of caring for a group of campers throughout their time at camp. They are with them twenty-four hours a day. They eat, sleep, play, and pray with them. They make every effort to love, understand and befriend them. They must be concerned about their entire welfare. This includes health, safety, physical well-being, group cooperation, and spiritual growth. **The spiritual welfare of the people placed in their hands is their primary concern and their main responsibility.**

The cabin leader has an all important task of continued personal relationship with the camper. This will employ the best they are able to give in understanding, patience, and sincere concern. **The cabin leader is not a policeman or a babysitter.** They are chosen for the express purpose of living with the camper and sharing the camper's joys and problems so as to guide their activities and thinking.

Being a cabin leader **does not mean** ruling with an iron hand nor "setting 'em straight," or "laying down the law."



Being a cabin leader does mean:

- A. Guiding the interests and activities of the campers so that they arrive at decisions which are of their own making
- B. Living with the camper so that by your own life they will learn the joy and assurance that only a life "hid with Christ in God" can have
- C. Seeing in your life-style the source of spiritual strength which is enjoyed by the Christian who walks with God
- D. Learning from you the art of thinking through life's questions, in light of God's Word (applying wisdom).

Being a cabin leader therefore involves:

- 1. Many of the same motivating forces as evangelism
- 2. An understanding heart toward the camper which is based on a spiritual concern

3. An untiring patience which grows out of love for the Lord and for the camper.
4. Interaction with the camper as an individual in such a way as to guide his thinking without prying.
5. A cooperative spirit with the other staff.

A. OBJECTIVES FOR CABIN LEADERS

1. BE A GOOD CABIN LEADER

- a. Lead by example
- b. Be ready and anxious to lead someone to Christ
 1. Know the four spiritual laws or another simple approach. (pg. 18)
 2. Practice sharing the plan of salvation. Know your testimony.
- c. Be approachable – don't be too busy.
 1. Let others think, "I can talk to him/her."
 2. Beware of activities, etc. that rob you of opportunities to share personally with someone
- d. Every cabin leader will be leading devotions each night and teach Bible lessons from the workbook.
- e. Discern the spiritual position of those you are responsible for. Develop good questions to reveal attitudes and interests.
- f. Be honest - no one expects you to know all the answers to every question. Admit you don't know the answer but try to find it.
- g. Use disciplinary measures sparingly. Never use physical punishment or threats. Do not take a camper's bad conduct personally. Always "cool off" before taking action.



2. BE A FRIENDLY AND PLEASANT CABIN LEADER

- a. Be friendly without being phony.
 1. Know everyone's name.
 2. Show interest and concern.
 - Ask appropriate questions.
 - Talk about common interests and attitudes.
 3. Spend one-on-one time with each person you are responsible for in an open, conspicuous place.



- b. Have a good sense of humor.
- c. Combat complaints with a positive, excited attitudes.

3. BE AN INFORMED CABIN LEADER

- a. Know where things are. Take a few minutes when you arrive to look the place over and get a feel for where things are.
- b. Know when things are happening.
 - 1. Keep a copy of the schedule handy or memorize it.
 - 2. Bring a watch if possible.

4. SHOW DESIRE FOR TRUE ACHIEVEMENT

- a. Encourage a cooperative team spirit.
- b. Be an achiever with your campers.
 - 1. Give praise freely.
 - 2. Applaud good sportsmanship.
 - 3. Recognize a job well done.
 - 4. Don't chide or be sarcastic.
- c. Demonstrate love toward other staff in every situation.
- d. Have a Godly attitude.
- e. NEVER place a camper's value on their performance, but love them no matter what!



B. DISCIPLESHIP OF THE CAMPERS

Discipleship is a relationship in which one person tries to help another person understand and solve problems through the application of God's Word. The discipling process involves advice-giving, information giving, interpretation of situations, encouragement toward working out difficulties, and most of all—listening.

As a Christian this is even more rewarding because you may lead a person to Christ and provide a working guide by which to grow—the Bible. There are several things you should consider as you start your week of ministry.



- A. You probably will not be able to reach everyone within your group. Be aware of the fact that other staff members might be able to help you.

B. Backgrounds of people differ greatly and campers are at camp for various reasons. Be sensitive to the needs of all within your group and try to touch lives as opportunities open up. Don't force the issue, but be aware of a camper wanting to talk. (i.e. the camper who hangs back after everyone else has left, the one who might remain silent during group prayers; the one who by his actions seems bothered, etc.)

C. Don't assume that some campers have no difficulties. Even the model camper might have problems that will not manifest themselves in boisterous behavior. Just remember that all behavior (good or bad) has significance.

D. Make time to listen. Don't put it off until another time, because you want to get in a shower. **That opportunity might not present itself the rest of the week.**



E. Set aside time to be with each individual camper by themselves during the week, so you can discuss their concerns privately. But never be completely alone with the camper. Always stay in view of others.

F. Remember to use language they understand. Maybe each camper has a different idea what the term "reborn" means.

G. Remember that children often tend to exaggerate the truth to suit their own situation or to bring sympathy or attention to themselves. Many times this truth-stretching (lying) is directed toward the parents. Always be supportive of the parent's authority and wisdom, realizing that God has placed each child in that home.

H. Don't try to be everything to a camper. You are not their personal messiah. If you don't know how to relate, or need extra help, bring in another staff member. That's why we need each other. :)



I. As you disciple, work to help the camper understand his own feelings, attitudes, and motivation in light of Scripture as to discover the basis for any problem (Matthew 15:18-19).

J. Your ultimate goal is to lead the camper (when ready) to Jesus Christ.

Some tips to help you meet with a camper:

1. Make sure you have privacy and that what is said is never revealed to other campers or cabin leaders. The Program Director needs to know about any serious problems.

NOTE OF CAUTION: ALWAYS MEET IN VIEW OF OTHER ADULTS.

2. Try not to appear anxious or overly concerned as the camper talks with you. Don't act surprised by what he/she says.
3. Encourage the camper to keep talking. Use open ended questions that require more than a simple 'yes' or 'no.'
 - a. Information gaining questions – “When did it happen?”
 - b. Clarifying questions – “Why do you think that happened?”
 - c. Reflective questions – “They all hate you?”
 - d. Reflective comments – “You seem to be down today”
 - e. Empathetic comments – “Its been a hard day for you.”

VII. SHARING THE GOSPEL

* “How to bring Christ into the picture?” This is probably the toughest question in the minds of Christian workers who are just starting their ministry. You have to remember that it is not simply a decision that Christ lived and died for my sins, but that Christ is the center of my life and my entire existence revolves around Him. **Therefore, we are talking about a changed life.**

* Never pressure a camper to accept Christ. Instead, be able to explain the steps involved in making a decision and allow the Holy Spirit to work within the camper.

* Do not confuse the camper with too many Scripture passages, instead focus on primary passages. **Always work with an open Bible as you allow the camper to read the passages, or better yet, read from their Bible so they can see it.**



Remember that your personal testimony is one of the greatest tools you have for sharing the Gospel. It “puts flesh on the bones of truth,” making the Gospel easier to understand. It also opens the door for the campers to relate to you on a deeper level, and often they will open up as never before!

* If the camper understands the simple steps involved in asking Christ into his life and is ready to do so, then have him pray out loud, recognizing the fact that he is a sinner; that he has done wrong in the sight of God; that he realizes that Christ has died for his sins; and inviting Christ to come into his life to save him from his sins and be his Lord and master.

One Way of Presenting the Gospel

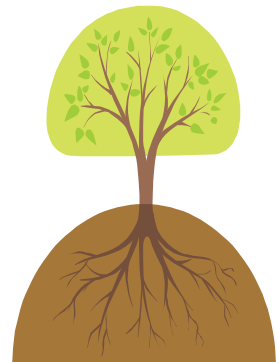
1. Fact of sin - Rom. 3:23
2. Penalty of sin - Rom 6:23
3. Penalty must be paid - Heb. 9:27
4. Penalty was paid by Christ - Rom. 5:8
5. Salvation is a free gift - Eph. 2:8-9
6. The camper must accept the gift, who is Jesus Christ, into his life - John 1:12



* Prayer might be a little difficult, so encourage him to use conversational prayer, which is talking to God just like he would talk to his other friends. Tell him that God is not interested in how well formed the prayer is, but only interested in what is in his heart.

* New believers in Christ may not understand the need to be growing in Christ. This helpful acronym can aid in showing the camper what life in Christ looks like.

- | | |
|--|------------------------|
| G - Go to God daily in prayer. | John 15:7 |
| R - Read God's Word daily. | Acts 17:11 |
| O - Obey God moment by moment. | John 14:21 |
| W - Witness for Christ by your life & words. | Matt. 4:19, John 15:8 |
| T - Trust God for every detail of your life. | 1 Pet. 5:7 |
| H - Holy Spirit - allow Him to control and empower your daily life and witness. | Gal. 5:16-17, Acts 1:8 |



* Make sure that you write down the commitment and give it to the Program Director. Also write down any recommitments, complete with name, date, and home church (if the camper has one)



We serve an infinite God, and there are many more ways to bring the Gospel of Christ into the lives of these campers. Don't be afraid, it is all in God's mighty hands!

XI. WHAT THE CAMPER EXPECTS OF THE CABIN LEADER

1. I want them to be the kind of person I can talk to - one who won't think I'm silly or stupid because of some questions I ask.



2. I want to be able to go to them with any problem. I want them to take my problems seriously and not talk to anyone else about them.



3. I want them to participate in our activities.

4. I want them to stop any arguing and fighting in our cabin. What starts in words ends in fists.



5. I want them to help keep our cabin clean.

6. I want my cabin leader to enjoy spending time with me, not just with other cabin leaders.

7. I want them to tell us stories at night, but I hope they don't let some of us make noise every night because of the restrictions it brings.



8. I want them to help with the cleanup and other work.



9. I like my cabin leader to be friendly and happy.

10. I don't think my cabin leader should get any special privileges.

11. I wish they wouldn't get together with other cabin leaders and whisper. I wonder if they are talking about me.



12. Most importantly of all, I want them to be patient and kind with me. Growing up is hard, and I am still learning and maturing, so please show me grace.

X. CAMPER CHARACTERISTICS

3. SENIOR HIGH CAMPER - Grades 10-Graduated Senior

Physical Development: This group of campers has reached physical maturity in the last stages. Coordination is being refined and sexual maturity is in the final stages of attainment. Cabin leaders should encourage proper rest. There is a tendency for this group to make their week at camp an “all-week slumber party.” If this is allowed, then the other parts of the program will suffer.



Mental Development: This group is characterized by logical, investigative and evaluative decisions, though they are often driven by their emotions (regardless of reason). Arguments are common as they enjoy getting in the last word. The drive for independence is at its highest level and the need to handle their own affairs is prominent. There is pressure to make a career choice and to choose a college or to get married. This age group can be challenged with in-depth Bible studies. Encourage them to express their views and questions. Attempt to draw in the quiet ones with one-to-one discussions. There will be many questions about dating and sex, so be able to show a Biblical perspective on the issue. However, do not let the discussion on sex dominate your cabin time.

Social Development: This age group tends to sacrifice their own values in order to feel accepted by the right people, club or clique. They cannot tolerate the feeling of being “left out.” Dating is common and provides security. The area of sex poses many problems with regard to their faith and sexuality. Even with strong moral standards, many have difficulty controlling impulses. Discourage cliques, encouraging campers to reach out and make friends with everyone. There is a strong urge to be treated as an adult, not a child.



Emotional Development: This is still a time of intense and fluctuating emotions, but stableness and dependability are beginning to be attained. They are trying to make plans and are unsure of the future. They are in need of encouragement.

Spiritual Development: This can be a time of conflict and doubt and also a time of deep personal commitment. It can be a time when many drop away from the church because of peer pressure, lack of a well-developed faith, or because the church fails to reach them. Cabin leaders should share their personal testimonies and how Christ has worked and is working in their lives. Encourage and motivate them to share with others their relationship with Jesus Christ.

2. JUNIOR HIGH/MIDDLE SCHOOL CAMPER - Grades 6-9

Physical Development: This is a period of rapid and sometimes uneven growth. Because of these growth spurts, campers feel increased energy and strength, but don't like to admit that they are tired. Girls still tend to be ahead of boys physically. There are definite sexual changes occurring, which if misunderstood, can cause fear and anxiety. Cabin leaders should encourage campers to participate in calm as well as active camp activities. Encourage proper food, rest and exercise. Be on the alert for girls who are on extreme diets. This is a good time to discuss activities that are harmful, such as drugs, tobacco, and alcohol. Be well versed on physical changes that are taking place, because you will get a lot of questions in this area.



Mental Development: Campers welcome the chance to handle "thought problems." They have a greater ability to exercise reason and judgment. Help teach them to base their decisions on fact and not on emotion. Present Scriptures in a way that will enable them to find meaning and answers for themselves. Because of their critical and judgmental views, assist them to see the standards by which they can judge and make decisions-the Scriptures!

Social Development: The 7th and 8th graders still like team activities, but Sr. High is more interested in social contacts and parties. There is increased dating and "going steady." Clowning and "showing off" seem to be the norm. There is a strong desire to be treated as an adult, not a child. Encourage mixer games that help campers get to know one another. In cabin time, campers like to discuss and express their doubts, feelings, and thoughts. They need help to see that with independence comes more responsibility. Point out the need for rules and regulations and the need for the same in our spiritual lives through Scripture.



Spiritual Development: At this age many make decisions for Christ. The appeal should not be on the basis of emotion, but instead should be made relevant and based on the personal need for Christ. This age group derives satisfaction from Scriptures and personal study time. Be prepared with several versions of the Bible which puts Scripture in words they can easily understand. Prayer will normally be personal and self-directed, but they can learn to be more concerned about others.

3. JUNIOR CAMPER - Grades 4-5

Physical Development: Campers in this category are very active. Their motion is always GO and normally in the RUN position. They still have developing muscles and they need proper food, rest, and supervision. They like adventure, competition, and challenges. Cabin leaders should keep a close watch on the camper's individual tiredness. Encourage them to pace themselves, eat correctly, and get a good night's sleep.



Mental Development: These campers are inquisitive and are developing a great interest in facts. Memorization is very good. They enjoy “real life” stories. They are beginning to draw conclusions and understand relationships. They have a tendency to “jump to conclusions,” so all sides have to be pointed out to them. Their attention span for listening is about 10-15 minutes and for activities 20-60 minutes. Cabin leaders should stimulate and encourage their campers to ask questions. This is a good age to teach about chronology, history and geography of the Bible. Because of their curiosity, it is a good time to stimulate their desire to know God and His plan for salvation. Their “why” attitude can be directed in the discovery of why people act the way they do and how God deals with them. This can lead into a discussion of the camper's relationship with Christ. Encourage them to memorize Scripture passages that will help them with their problems.

Social and Emotional Development: Most campers in this age group are striving to be independent but do respect authority and want definite limits. They tend to favor their own sex, and they start to form groups and cliques. Teamwork and contests are important, as are fairness and honesty. They are very open and frank, but there is a tendency to exaggerate. Quick temper can be a problem. Cabin leaders should use the “let's do” approach when presenting plans. Encourage activities that require teamwork and competition, but avoid ones that end in failure. Help your campers face the prospect of losing and help them to derive value out of an activity without having to win or receive any award.



Spiritual Development: This is one of the prime times in a camper's commitment to Christ. They are starting to understand such concepts as sin and salvation. They do not understand “symbolism.” Avoid emotional appeals, but instead present facts and be realistic. Do not be afraid to share Christ with them, as they are very aware of Jesus and want to know more about Him.

XI. PROBLEM CAMPERS

There are many types of behavior, but basically they all fall into three general groups:

1) **Excessively inhibited** - Characterized by tenseness, inward nervousness, but outward conformity. Presents few or no problems, but needs help in participating, opening up to the group, and becoming comfortable at camp.

2) **Excessively uninhibited** - Characterized by aggressive behavior. Has great difficulty with others, needs help in establishing good interpersonal relationships. This camper is in constant conflict with others, their outward behavior is quite evident.

3) **Well adjusted** - Acceptable and active member of group. Able to maintain good interpersonal relationships.

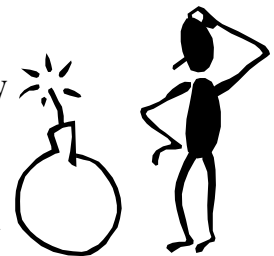
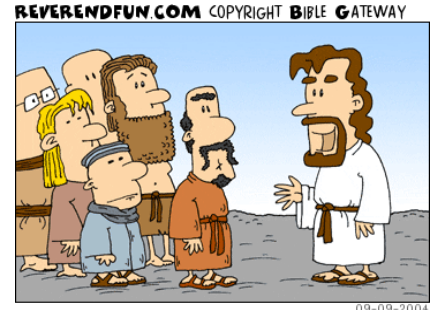
Within these three general groups all strive to:

- 1) find affection and acceptance
- 2) obtain power over something or someone
- 3) find security of some type
- 4) be recognized for self achievement

Campers who are struggling to thrive during the week may act out/manipulate to obtain what they want, or bottle everything up, or even lash out at others. The term “problem camper” simply means a camper that is having a difficult time and is in need of extra compassion, patience, and assistance.



****Beware the desire to label and dismiss difficult campers!** The LORD has brought them to the camp for a very specific reason, and we are to be salt and light in their lives through the abundant provision of our Savior. The ground is level at the foot of the cross, we are all in need, so let us reach out and help these struggling campers. :)



1. CAMPER ONE – “The Escape Artist”

This camper avoids contact with others. He does not want to participate in any activities, and if he does, he will do it alone, or be the last one to try something after everyone else has left. This camper will also stay in his cabin, or totally disappear for various amounts of time. REASONS for this type of behavior can be:



1. Unbiblical self-image
2. Physical deficiency (too small, overweight, etc.)
3. Overprotection at home, which hinders social adjustment
4. Inability to communicate with peer group
5. Put down at home by parents or other children
6. Immature
7. Overwhelmed by group situations
8. First time at camp
9. Fear of opposite sex
10. Unfavorable past experiences in other settings
11. Afraid of staff members, especially of cabin leader

As a cabin leader, you can help this camper by:

- a. Attempting to find the underlying reason for the behavior
- b. Making sure that the camper is a part of the group and helping other campers to take an interest in him
- c. Being a friend to the camper
- d. Providing special time to be together with this camper to allow him time to talk about himself
- e. Finding a group project or learning situation where he can be an important part of the activity
- e. Making others aware of ways that they can help you

2. CAMPER TWO - “Lonesome Dove”

This shows up in someone who doesn’t find any of the activities interesting, who is just “homesick,” or a first-time camper who finds the whole camping situation completely different from their comfortable home situation with Mom’s cooking. REASONS for this behavior are:



- a. Same as for the first camper.

As a cabin leader you can use some of the same techniques as for camper #1 and you can also try to build from a camper’s strengths by getting them involved in something they do well.

3. CAMPER THREE – “The Homebody”

This camper has a tendency to mope around camp, shows lack of participation, and cries often. They openly state that they want to leave camp. REASONS for this behavior are:



- a. Same as for the first and second camper.
- b. Strong attachment between parent and child
- c. Strong attachment with hometown activities
- d. Strange camp surroundings
- e. Self-consciousness
- f. Being told to do something they don’t want to do
- g. Fear of the unknown

As a cabin leader you can help this camper by:

- a. Making all of your campers feel comfortable. Be friendly and open with your campers.
- b. Help them to make friends from the start
- c. Being aware of physical symptoms like constipation or diarrhea
- d. Helping them to talk about what is going on, and what they are focused on.

4. CAMPER FOUR - “Cling Wrap”

This camper desires constant acknowledgment. They hang around you all the time. They try very hard to please you by giving gifts, etc. REASONS for this behavior are:

- a. Lack of love in home environment
- b. Unbiblical self-image
- c. Poor communication with peer group
- d. Afraid of the other sex



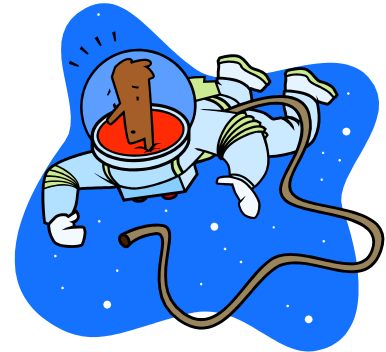
As a cabin leader you can help the camper by:

- a. Frankly discussing their behavior
- b. Letting them know you accept them and that they doesn't have to be around you that much to keep your favor
- c. Guiding them into activities in which they might be interested

5. CAMPER FIVE - “The Space Cadet”

This camper spends an unhealthy amount of time daydreaming/zoning/checked out. REASONS for this behavior are:

- a. Inability to deal with reality



As a cabin leader you can help this camper by:

- a. Talking about what they think/daydream/zone out about.
- b. Trying to determine the problems of accepting reality - i.e. fear of failure, a way of coping with difficult situations, etc.
- c. Building on their strengths and getting them involved



Take a deep breath, you can handle this! Let me reiterate at this point. Meeting the needs of the many campers you work with is not an easy task. It takes a lot of understanding, insight, compassion, and practice to be a good cabin leader. Don't be afraid to fail, instead be eager for the LORD to use you in your weakness to impact these campers.

Psst! One final point in regards to problem campers-there is more than just 5 types! I don't say this to freak you out, but to warn you that problem campers do not fit into 5 neat groups. Here are some that we did not mention:

1. **The Pit Bull**-who picks on others and then resents it when the cabin turns against them.

2. **The Drama Llama**-it is the end of the world, and they are sure of it! They use words like "everyone," "always," and "never." (i.e. everyone hates them, they never get to do what they want, etc.)

3. **Twitchy**-to stop moving would mean sudden death! This camper is constantly on the move, but they can be surprisingly attentive.



There are more, but for the sake of time, I will wrap it up with this: Many of our best staff members used to be 'problem campers,' and it is because of the grace of God working through His people that we get to see these kids change.

****Don't give up, these campers are so very precious to our LORD!****

"MEMOS FROM YOUR PLAYGROUND CHILD"

excerpt from the Adult Education Department, San Diego, California.

1. Don't be afraid to be firm with me. I prefer it; it makes me feel more secure
2. Don't let me form bad habits. I have to rely on you to detect them in my early stages.
3. Don't make me feel smaller than I am. It only makes me behave stupidly "big."
4. Don't correct me in front of others if you can help it. I'll take much more notice if you talk quietly with me privately.
5. Don't be upset when I say, "I hate you." It isn't you I hate but your being a symbol of authority.
6. Don't take too much notice of my small complaints. At times they bring the attention I desire.
7. Don't nag. If you do, I will ignore you or act like I can't hear you.
8. Don't make rash promises. I feel very let down when promises are broken.
9. Don't tax my honesty too much. I am easily frightened into telling lies.
10. Don't be inconsistent. That completely confuses me and makes me lose faith in you.
11. Don't ever suggest that you are perfect or infallible. It gives me too great a shock when I discover that you are neither.
12. Don't tell me my fears are silly. They are terribly real and you can do much to reassure me if you try to understand.
13. Don't ever think it is beneath your dignity to apologize to me. An honest apology makes me feel surprisingly warm toward you.
14. Don't forget that I can't thrive without lots of understanding.

OFCR Corrective Discipline Policy

June 2017

These are some measures that may be taken to help a camper navigate through the week. This is not an exhaustive list, as each camper is unique and individual, and requires a tailored response.

Discipline Principles

1. **PRAY!** This may seem so obvious, but this first step is sometimes overlooked in the heat of the conflict. Ask God to give you wisdom and guidance as you seek to aid your camper. James 1:2-8 says, “Count it all joy, my brothers, when you meet trials of various kinds, for you know that the testing of your faith produces steadfastness. And let steadfastness have its full effect, that you may be perfect and complete, lacking in nothing. *If any of you lacks wisdom, let him ask God, who gives generously to all without reproach, and it will be given him.* But let him ask in faith, with no doubting, for the one who doubts is like a wave of the sea that is driven and tossed by the wind. For that person must not suppose that he will receive anything from the Lord; he is a double-minded man, unstable in all his ways.” (emphasis added). This conflict/trial is a wonderful opportunity to share the love and mercy of Christ with this struggling camper, and for God to grow you in steadfast love. Be thankful for the trial, and wait for the LORD to provide the harvest!
2. **Redeem the time** spent in consequences. If a camper loses their privilege of snackshop, sit with them and talk with them about what happened and how much God loves them.
3. **Creative instruction** can have a huge impact, where the action is addressed in such a way that conveys the need for a change of behavior in an impactful or even a fun way.
4. **Look to the heart** behind the behavior. Some rule breakers simply don’t know the rules, or have never done it that way, and may have no true rebellion behind their actions. Motives are a big deal, and will aid you in knowing how to address the camper. Remember, we are all in a state of change as the Holy Spirit works in and through us to make us more like Christ. With that in mind, extend as much grace as possible, and have hope in our great Savior!
5. **Be patient.** Another no brainer, right? But for those who have been there before, it is easier said than done. Change does not happen overnight typically (unless the LORD moves mightily), so give your camper the room to grow if possible. Remember the love, forgiveness, and longsuffering that God has given, and continues to give to you.
6. **Never humiliate** a camper. Some discipline measures may seem like a good idea at the time, but may have long reaching effects in the camper’s life. An example would be making a camper wear a hugely oversized pair of pants because they refuse to wear appropriate shorts. This would demean and belittle them, not teach them why modesty is important. A better response would be to ask them to change into longer shorts, and if none are available, ask them to change into pants. A thoughtless word or action will often remain with a camper years after the interaction and may govern rebellious choices later on in life. The reverse is also true, that wise, prudent, and timely words or actions can lead a camper to Godly choices, and hopefully show them God Himself through you.

7. **Listen and watch.** It is easy to assume you know what is going on behind the behavior, only to address the wrong heart motivation. If a camper doesn't know the LORD, what motivation do they have to change? If they are a believer, then call them to live worthy of the calling in gentleness and grace, not to put them under the yoke of the law.
8. **Do not discipline** from a heart of anger. James 1:19-20 says, "*Know this, my beloved brothers: let every person be quick to hear, slow to speak, slow to anger; for the anger of man does not produce the righteousness of God.*" If you need to walk away, or ask another staff member to step in, do it. Words spoken in wrath can destroy the bridge of trust you have been working to build with the camper.
9. **Be consistent**, both with the rules and how you discipline. That way the campers don't have to guess if they are breaking the rules, and they know what the consequences will be. Communicate with the other staff also, so that there is consistency between staff members also.

Preventing the Need for Discipline

- a. Invest in the campers, spending time getting to know them.
- b. Show genuine love and concern for the campers.
- c. Set your cabin parameters and structure right away, so the campers are aware of your expectations from the beginning.
- d. Keep on top of things, taking care of little problems right away (unless the offense can be overlooked).

Discipline Procedures

1. **Discipline must not** endanger camper, or remove them from good influence (i.e. missing chapel, devotion times, campfire, etc.). Loss of essentials is prohibited (i.e. food, showers, water, etc.).
2. **Never handle** conflict with a camper alone. Always be in view of others. Bring another staff member along.
3. **Remove** camper(s) who are misbehaving, help them calm down, address the situation with them. Remember, always be in view of others.
4. **Assess** the situation by questions as well as observation.
 - a. Have each camper involved describe what just happened.
 - b. Understand the cause/effect relationship.
 - c. Determine what needs to be done about the incident. Consider the offense and any apologies, reconciliation, or restitution needed.
 - d. Is a warning or a reminder necessary? Do you need to pass the offense up the chain of command?
 - e. Consider how to communicate God's truth in the situation, that it may have an impact practically on the camper.
5. **Show** the camper that you truly care for them and desire the best for them.

6. **The use of physical discipline** is not allowed and will result in the dismissal of the staff member. However, if a camper/staff is hurting themselves or others, it is the staff's responsibility to restrain them.
7. **Words are for building up**, not tearing down. Be careful not to belittle campers.
8. **Make sure** that the consequences fit the offense. Do not over react, but act in mercy and love, seeking God's fame in all things.

Levels of Corrective Discipline

<u>Level 1</u> Offense: <ul style="list-style-type: none"> • Disrespect • Disobedience of rules/authority • Bullying • Refusal to participate • Use of electronics • Bad attitude • Dress code breach • Public displays of affection (PDA) 	<u>Cabin Leader/Staff respond</u> Consequences: <ul style="list-style-type: none"> • Loss of Snackshop • Loss of Freetime • Certain activities can be revoked (i.e. paintball, Israeli Dodgeball, etc.) • Written apologies to those injured by the camper's behavior • Make a copy of pertinent Scripture to help them see a better response to conflict, then talk with them through the application to their lives.
<u>Level 2</u> Offense: <ul style="list-style-type: none"> • Continued, unrepentant rebellion • Continued refusal to adhere to camp rules • Uncorrected lack of respect for authority 	<u>Program Director/Camp Director respond</u> Consequences: <ul style="list-style-type: none"> • Cleaning (bunk, cabin, bathroom, etc.) • Attachment to a staff member for the whole day (i.e. Cabin Leader, Staff Spiritual Leader, etc.) not for fun, but for further redemptive interaction. • (Dress Code) The camper will wear appropriate clothing provided by the camp. • The Camp Director will contact the parent (s) to inform them of the situation, gain perspective.
<u>Level 3</u> Offense: <ul style="list-style-type: none"> • Physical violence • Abuse • Complete lack of respect/obedience to authority • Running away • Intentionally found or hanging out on the opposite sex side of camp or areas 	<u>Camp Director/Executive Director respond</u> Consequences: <ul style="list-style-type: none"> • The camper will be sent home if they remain unrepentant or if other campers are placed in danger. • Runaway campers will be sent home for their own safety.

XII. CAMP SAFETY

“Uphold me that I may be safe, That I may have regard
for Your statutes continually.” Psalm 119:117

A. **CAMP SAFETY** is important because we have been given charge of these campers, to care for them, to protect them, and to shepherd them. If a camper goes home because of an injury, we lose a valuable opportunity to share the Good News of Jesus Christ with them. If an injured camper stays on for the rest of the week, they will miss out on the camp experience as a whole.

➡ B. If you are serving at camp, then you are **responsible** for the safety of others and particularly the safety of campers. This means that you keep your eyes peeled, on the lookout for things that could possibly cause an accident.

C. **NEVER, NEVER** leave campers unsupervised. If you must leave for emergency, make sure another adult is left in charge.



Camp safety is about teamwork!

D. One of the greatest dangers to the campers is you, that is, if you are not watching over them! Campers left alone tend to get into trouble or injured. If you are more concerned with hanging out with other staff, catching up on some napping, or finally getting that shower, than your campers are likely to get hurt. These campers need staff that are zealous for the LORD, selfless in the face of difficulty, and eager to engage in the lives of their campers.

E. If an accident should occur, get help quickly. ALL injuries must be reported to the nurse. This includes ANY injuries to ANY staff (speaker, cook, etc) ***PLEASE REPORT ANY INJURY TO THE CAMP NURSE!***

*If an injury is serious, please follow any first aid procedure. If you do not know first aid, please get someone who does.

F. **DO NOT TAKE CHANCES!** We are here for a good time, but unnecessary/reckless actions can cause severe problems. No amount of fun is worth someone getting injured or worse! Report anything suspicious to the Program Director.

G. **Remember** the person who is in charge of the various athletic activities, etc. must always be aware of what is happening during that period.

H. Be sure to **check** with the Program Director as to what the rules are and to be sure that rules are being obeyed by everyone around that area. Make sure campers are following the camp rules.



I. If a serious accident should occur, we will be asking for a full **incident report** from the person in charge, and those who are witnesses to an accident will also have to give an account. This must be done for insurance purposes. Be familiar with the camp Incident Report.

J. Be **aware** of your campers. Make sure they are eating and getting enough water. Also, be aware that some campers may be caffeine dependent, and this week may be difficult for them as caffeine is not readily available.

K. **Fighting** is not allowed at camp! A fist thrown is an automatic send-home offense.



L. AUTOMOBILE AND VEHICLE USE

- * Campers shall not drive personal vehicles while at camp.
- * Drivers transporting campers shall be at least 25 years old and have a valid driver's license.
- * All vehicles used for camp business/activities shall have minimum required liability insurance. (Camp Director shall verify this).
- * No one will ride on pick-up boxes, bumpers, trailers of any kind, etc. Vehicles shall always be driven in a safe manner.



I know it sounds very intimidating, all these safety rules, but you will be surprised how quickly they become second nature. Take a deep breath, you will survive!

XIV. DEFINITIONS OF CHILD ABUSE

“Child” means a person under 18 years of age.

1. NEGLECT

- An act of omission which jeopardizes the well-being of a child: this includes basic food, shelter, clothing and protection needs.
- Failure to thrive: a lack of physical and nurturing elements necessary to support and engender appropriate growth.
- Medical/dental neglect which endangers the health and well-being of a child.

2. EMOTIONAL ABUSE

- A consistent pattern of humiliating, critical and punitive interaction between parent and child which results in damage to the child’s chances for normal growth and development.
- Bullying usually starts at this level and escalates to physical abuse.

3. PHYSICAL ABUSE

- A non-accidental injury sustained by a child
- Beware of self abuse, which includes cutting and self-mutilation.
- Most easily identifiable

4. SEXUAL ABUSE

- The exploitation of a child for the sexual gratification of an adult or any significantly older person. It is called incest if it occurs between family members. Child sexual abuse can include a variety of behaviors including not only fondling, verbal stimulation and pornography, but also more violent behaviors such as rape.

Non-Touching Offenses

Verbal stimulation, Obscene phone calls, Indecent exposure, Peeping, Causing or allowing a child to witness adult relations

Touching Offenses

Fondling, Oral Genital or Anal Stimulation, Non-violent intercourse, Incest, Rape, Assault and Murder.

XIII. POLICY FOR REPORTING SUSPECTED CHILD ABUSE

Idaho State law states the following:

(<https://legislature.idaho.gov/statutesrules/idstat/title16/t16ch16/sect16-1605/>)

TITLE 16 JUVENILE PROCEEDINGS, CHAPTER 16 CHILD PROTECTIVE ACT 16-1605. REPORTING OF ABUSE, ABANDONMENT OR NEGLECT. (1) Any physician, resident on a hospital staff, intern, nurse, coroner, school teacher, day care personnel, social worker, or other person having reason to believe that a child under the age of eighteen (18) years has been abused, abandoned or neglected or who observes the child being subjected to conditions or circumstances which would reasonably result in abuse, abandonment or neglect shall report or cause to be reported within twenty-four (24) hours such conditions or circumstances to the proper law enforcement agency or the department. The department shall be informed by law enforcement of any report made directly to it. Failure to report as required in this section shall be a misdemeanor.

A report is not a proven fact, it is the raising of a question. It is a request for an investigation.

Addressing a camper you suspect is being abused:

1. If the camper is disclosing information to you, listen to the camper, but do not panic or express shock.
2. Do not promise the camper that you will keep a secret or not tell anyone else. Let them know that in order to help them, you might tell someone else who will also help them.
3. Let the camper know you will support them.
4. Reassure the camper that it was not their fault and it was good to tell you.
5. Refrain from touching a person who has been sexually abused. Any touch could be received by them as a sexual touch. Make sure that any physical contact is appropriate. Help them to interact with other friends, peers, etc.
6. Do not discuss suspected child abuse with those who are not involved.
7. When you are finished talking with the camper, immediately report to the Program Director or Operations Director.

Procedure to follow if a staff member suspects a child is being abused:

1. The staff member will report to the Program Director and/or Camp Director, and fill out an Incident Report.
2. The Program Director and/or Camp Director will assess the situation and gather as much information as possible. All accusations will be taken seriously. However, if the accusation is found to be obviously frivolous, no further action will be taken. The Incident Report that is filled out, needs to have the reasons why the matter was deemed to be frivolous so that determination can be documented. Please use the wording from the, 'Idaho State Law', when documenting the matter. (ie. We have determined there is no reason to believe that there was any abuse to report.)
3. If the accusation seems to have weight, the Camp Director will report the accusation to the Executive Director, who will decide further action. Should the situation require further input, the Executive Director will contact the Chairman of the Board to confer.
4. The Executive Director will contact the child's family. He will reassure the child and family that the complaint is being taken seriously, and that the camp desires to show support and offer help. The family will be encouraged to seek support from their local church.
5. If we have reason to believe there is an actual case of abuse, the Executive Director will then report the alleged abuse to Child Protective Services. It is then the responsibility of CPS to launch an investigation into the accusation.
6. All staff members involved in the procedure are to fill out an Incident Report.
7. If the accused is a staff member, they will immediately be relieved from their duties and removed from their cabin supervisory role. They will be dismissed from their services for the week. If the accusation is found to be false, they may serve at another time. If, however, the accusation is substantiated, they will not be allowed to volunteer at OFCR again.
8. All media inquiries will be directed to the Executive Director for his response.

(Portions of this policy were adapted from the Pine Haven Christian Assembly Camp's child abuse prevention policy, http://www.pinehavencamp.org/uploads/8/8/5/9/8859735/phca_child_abuse_prevention_policy.pdf)

XV. Camp policy about appropriate/inappropriate behavior

- A. Take great care to be above reproach in word and deed, that no charge may be brought against you. **Do all for the glory of God.**
- B. Do not touch a child or allow a child to touch you on the private areas of the body (genital area, breasts, etc.)
- C. Do not allow yourself to be alone with a camper in a secluded area. If you want or need to talk one-on-one with a camper, do so in a highly visible area. If more privacy is needed, ask another adult to join you.
- D. Allow campers to have privacy when dressing, using bathroom facilities, etc.
- E. Do not force a hug or a friendly touch on a camper. As adults, model godly and wholesome interaction (hugs, high-fives, etc.).
- F. One-on-one instruction/discipleship is to be done by an adult of the same gender as the camper. If the camper desires to speak with the speaker or staff spiritual leader, the cabin leader or another staff member will join them.
- G. When working directly with children, keep a record of any unusual events or reactions. These records are for your protection as well as that of the camper, so please write down anything that seems out of place or concerning.

XVI. OFCR Doctrinal Statement

1. We believe the Bible to be the only, verbally inspired, infallible, authoritative Word of God, which is the only standard in matters of faith and practice.
2. We believe that there is one God, eternally existent in three persons; Father, Son and Holy Spirit, equal in substance, power and glory.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His Sinless life, in His Miracles, in His vicarious and atoning death through His shed Blood, in His Bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
4. We believe that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential.
5. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.
6. We believe in the sovereign bestowing of spiritual gifts by the Holy Spirit,
“WHO DISTRIBUTES SEPARATELY TO EACH ONE AS HE
DETERMINES.”
7. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
8. We believe in the spiritual unity of believers in Christ as defined by the following verses: [Ephesians 4:4-6](#) “There is one body and one Spirit, just as also you were called in one hope of your calling; one Lord, one faith, one baptism, one God and Father of all who is over all and through all and in all.”

*While ministering at OFCR, the staff will not teach, share with, or encourage anyone in any other Doctrine but what is stated in this Doctrinal statement. Anything other than what is listed must be cleared with the Camp Director before sharing. (ie. tongues, healings, etc.)

God

