

## OUR PURPOSE

Through CMMBC, Wallens Creek Covenant Church extends its Christian education program to help campers grow in their:

- awareness of God and His creation
- worship of God
- appreciation and respect for others as children of God
- purpose and ability to live as a Christian
- ability to participate in a Christian community
- development of a Christian set of values.

## SEEKING SPIRITUAL GROWTH

The highest priority for any camp experience at CMMBC is to seek spiritual growth, not only for the campers, but also for the staff. As you interact with campers and discuss their relationship with God, also consider your personal relationship with God. Key questions to ask yourself and the campers are:

1. Where are you with God right now?
2. Where do you want to be?
3. What will it take to get you there? (How can I help?)

# COVENANT MOUNTAIN MISSION BIBLE CAMP



*Psalm 121:1-2  
...my help comes from the Lord!*

## STAFF HANDBOOK

## OUR MISSION

To worship God and enjoy Christian fellowship and discipleship in the midst of his beautiful creation. To present the gospel of Jesus Christ to youth, adults and family through the camp's outreach and community involvement.

## GENERAL STAFF EXPECTATIONS

- Remember... CAMP IS FOR CAMPERS!
- Be in prayer for the camp experience.
- Seek to glorify God.
- Demonstrate servant leadership, following the example of Jesus Christ.
- Ensure the spiritual, emotional and physical well-being of each camper.
- Communicate any concerns, issues or criticisms with the camp director, not fellow staff members.
- Be a good example to the campers, following rules and respecting camp leadership.
- Be present at all staff meetings.

## GUIDANCE IN CHRISTIAN CAMPING

Campers come from different social, family and often church backgrounds. Be aware and be sensitive to help campers experience the love of God at CMMBC. Anyone who works or volunteers during camp sessions is to help guide campers toward a deeper relationship with God and to assure that the following physical, emotional/social, and spiritual needs of the campers are met:

### Physical Needs:

- food and drink
- rest and relaxation
- shelter
- bathroom!!

### Spiritual Needs:

- personal relationship with Jesus Christ
- opportunities to serve
- opportunities to witness

### Emotional / Social Needs:

- security and feeling of belonging
- status among peers
- recognition of achievement
- giving/receiving love
- self-esteem, self-respect, self-confidence
- fun and adventure

## The Drive for Independence Stage (Ages 12-15 years)

- growing away from family ties and influence
- still want reassurance of adult attention
- strong drive for conformity with peers
- intense emotions
- competition with outside groups is preferred to competition with friends
- rapidly changing interests and ambitions
- idealistic about the world at large
- serious concerns with appearance/physical size; frequently self-conscious
- first girls, then boys, establish relationships with the opposite gender
- boys and girls can work together on projects better than they can socialize together

## The Impatient to Grow Up Stage (Ages 15-17 years)

- want to earn money for independence and freedom of actions
- feel pressure from increased responsibilities
- need to be treated as young adults, but occasionally revert to childish behavior
- prestige and belonging to the “in crowd” is valued
- expansive and changing ambitions
- ability to concentrate and specialize in selected skills and interests
- beginning ability to make sacrifices for others
- conflict between idealism and materialism
- developing deeper feelings in relationships with opposite gender

## TYPICAL BEHAVIOR BY AGE

To effectively minister to young people, it is important to recognize typical behavior of the various age groups at camp.

### **The Beginning to Play Together Stage** (Ages 7-10 years)

- some readiness to leave home/parents
- growing awareness of others and a willingness to share or play together
- need for acceptance from their own age group
- express selves freely in play and art forms
- want everyone to obey stated rules
- developing interest in group games, activities and competition
- strong identification with same age group and gender

### **The Group Stage** (Ages 10-12 years)

- strong desire for live-away experience
- want to be together in groups/teams; often form cliques and friendships with same gender and age group; girls may develop interest in boys
- are fairly competitive in team and individual activities
- like to make, do, collect things
- are becoming concerned with appearance/physical size
- enjoy being mischievous and daring
- boys and girls can work and socialize together when they share responsibility for planning

## EXPECTATIONS FOR BEHAVIOR

CMMBC Staff, and especially counselors, need to recognize behavior that is harmful to any camper or to the camp facilities. Remember that honoring God in all our words and deeds is a vital part of the ministry of CMMBC.

Seek to influence campers to:

- respect themselves
- respect others
- respect camp property

Help campers to demonstrate:

- self-discipline and self-control
- personal responsibility
- kindness and consideration
- good manners and appropriate conduct
- integrity

## “THE RULES”

1. Use language and behavior that honors God at all times.
2. No tobacco, illegal drugs, or alcoholic beverages are allowed.
3. No food or drink (except water) in sleeping areas.
4. Campers must check their money, cell phones/electronic devices, all medications, and their car keys upon arrival.
5. Campers are not allowed into other camper's cabins. Girls are not allowed into boys cabin area; boys are not allowed into girls cabin area.
6. Campers must be on time to attend services and activities.
7. Visitors must check-in with the camp director.
8. No one is to leave the camp without permission of the camp director.
9. Dress code: fingertip length shorts, no bare midriffs, no exposed under clothing and no two piece bathing suits.
10. No noise between lights out and 7:00 a.m.

## STAFF ROLES AND RESPONSIBILITIES

Several of the roles below may be filled by one person. For example, the Camp Director and Speaker may be one person. However, the roles of nurse, head cook and counselor may not be combined with other roles due to the full-time nature of the roles.

Camp Director:   \* lead mission team members prior to and upon their arrival to CMMBC  
\* work with CMMBC staff to run camp  
\* assign assistants their roles and assure their appropriate supervision

Camp Speaker:   \* lead morning and/or evening chapel time

Head Cook:       \* develop menu and specify grocery list  
\* follow food safety requirements  
\* direct kitchen help in preparing and serving meals

Nurse:            \* manage camper health, including first aid needs  
\* distribute medication

Counselor:        \* lead and supervise assigned campers at all times  
\* communicate concerns and issues to Camp Director  
\* must be over age 20

Music Director:   \* be prepared to lead campers to worship God through music  
\* communicate equipment needs to CMMBC staff prior to your arrival to assure their availability

Craft Director:   \* be prepared to lead campers through craft activities  
\* obtain needed supplies or communicate needs to CMMBC staff

Assistants:       \* assigned supporting roles in the kitchen, camp maintenance, crafts, activities, games, or counselor  
\* may be adults or mature teens

Bus/van driver:   \* must have CDL to transport campers to offsite activities or provide morning and evening transportation (15 passenger van and/or CMMBC bus)

Support Staff Dir.: \* supervise support staff with daily clean-up and maintenance duties  
\* work with head cook to schedule kitchen help  
\* work with camp staff and camp director, as needed

Activity/Game Dir: \* be prepared to lead campers through games and activities  
\* obtain needed supplies or communicate needs to CMMBC staff