

Team Leader Packet



Serve With Us

“For the Son of Man did not come to be served, but to serve — and to give his life as a ransom for many.” ~ Matthew 20:28

Revised 8/4/2022

Tammy Faulkinbury

YOUR MISSION: Camp is for Campers!

Thank you for giving your time and talents to share Jesus with young people. Some need to be introduced to Jesus, while others need to strengthen their relationship with Jesus. You make a difference by showing Jesus to others!

As your team plans to partner with us for a week of camp, please use the following resources to guide you in this process. The Timeline for Planning a Summer Camp Mission Team (page 5) guides a team leader through the process of preparing a team to serve at CMMBC. Be mindful that camp staff is comprised of your team members, our onsite summer hired staff, local volunteers, and others who have been recruited to round out the staffing needs. Whether this is your first time or your tenth time, we hope that these resources will help us to build both the knowledge and the relationships necessary to pull together a cohesive camp staff within 24 hours of meeting each other.

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.

Our Purpose

CMMBC's camping ministry desires to see growth in both the staff and the campers while they are here, but also when they return home. We want to increase 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

Table of Contents

<i>Suggested Readings</i>	4
<i>So...You're thinking about serving at CMMBC</i>	5
<i>Timeline for Planning a Summer Camp Mission Team</i>	5
<i>Preparing a Cost Estimate</i>	6
<i>CMMBC Staffing Needs</i>	7
Determining which Camp Your Team Would Like to Staff.....	7
<i>What Does Camp Offer Your Team?</i>	7
<i>Making Decision for Which Camp to Staff</i>	9
<i>Staffing Requirements for Each Camp</i>	10
<i>CMMBC Organizational Chart for Summer Camp</i>	12
<i>Housing Overview</i>	13

SUGGESTED READINGS

Cultural context can help prepare your team for serving in Appalachia. Here are some readings that may interest some of your team members. In particular, we encourage your team to be familiar with the camp history on our website.

[High Mountains Rising: Appalachia in Time and Place](#)

– by Richard A. Straw and H. Tyler Blethen

[When Helping Hurts: How to Alleviate Poverty Without Hurting the Poor . . . and Yourself](#)

– by Steven Corbett and Brian Fikkert

[Hillbilly Elegy: A Memoir of a Family and Culture in Crisis](#)

– by J. D. Vance

[Night Comes to the Cumberlands](#)

– by Harry M. Caudill

[A Vision and a Venture of Faith](#)

– by Miss Naomi F. Sundberg and Miss Winifred V. Swenson

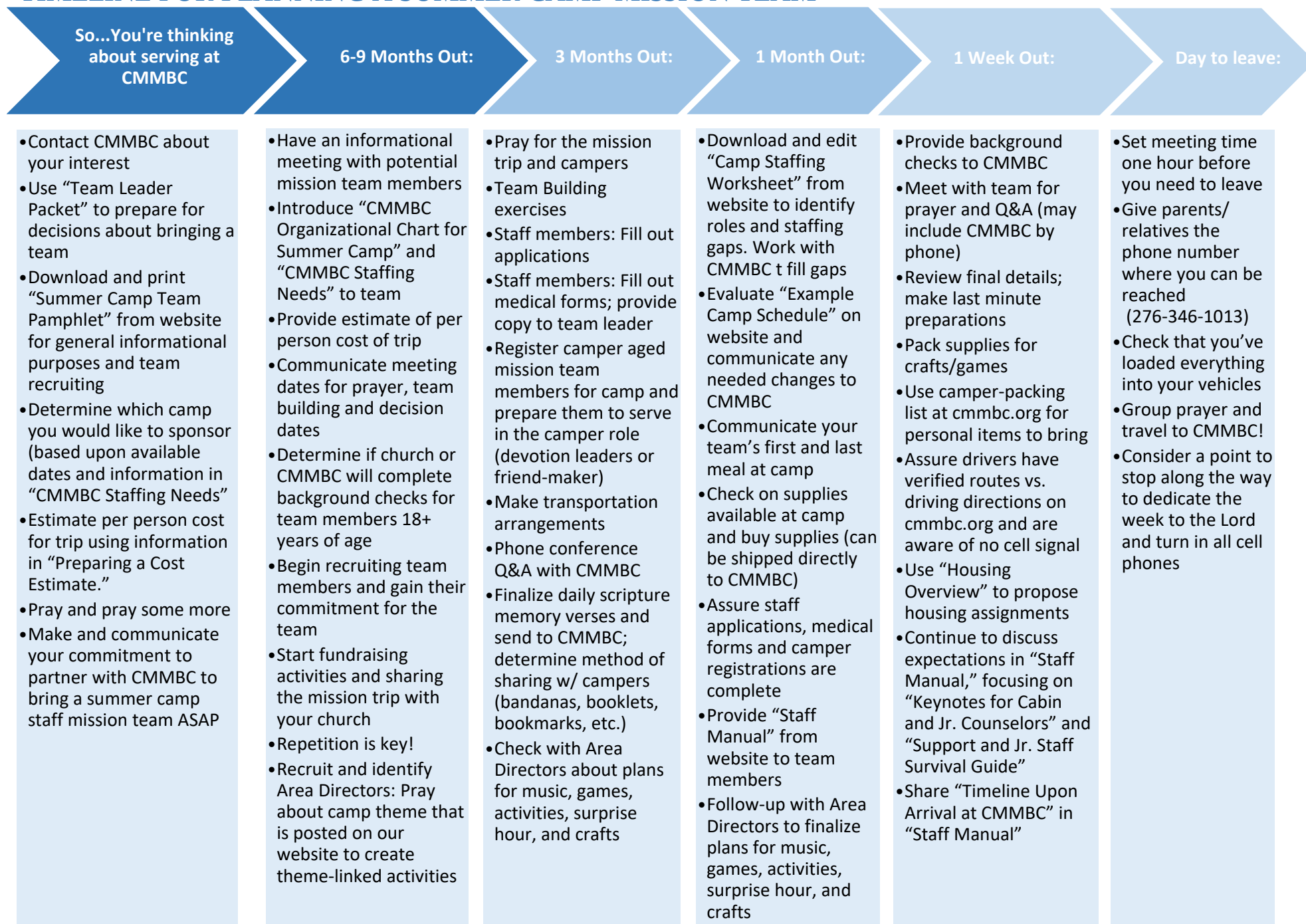
[The Once a Year Doctor](#) by Kim Faulkinbury

[An Ongoing Venture of Faith by Tammy Faulkinbury](#)

in [Patterns of Life](#) – by Libby Bondurant and Elaine Plaster

1 Corinthians 12

TIMELINE FOR PLANNING A SUMMER CAMP MISSION TEAM



PREPARING A COST ESTIMATE

The following information can be used to help you to determine the cost for each team member:

Line Item	Considerations	Estimated Cost per person
Meal Cost	# of days onsite X \$10	
Canteen Cost	# of days of camp X \$1	
t-shirt	\$10 each	
Background Check	\$20 per person who is beyond 18 years of age if CMMBC must complete. Background check must be current (within 3 years)	
Offsite excursion costs for Jr/Sr. Camp only	\$15 per person who joins the campers for the excursion	
Travel cost	(Total cost of vehicle rental, fuel, meals, etc.) / # of team members	
Materials for crafts/games	Cost of materials / # of team members (Check to see if CMMBC has supplies that you need to reduce your cost.)	
Curriculum (optional)	(Cost of prepared curriculum or books X estimated # of campers and staff) / # of team members	
Gift for camper mission project (optional)	Offering for missions	
Help to cover food cost for free camps (optional)	(\$3.50 X number of camper meals + \$0.75 X number of camper snacks) / # of team members	
Help to cover costs for hired staff (optional)	Nurse: \$25-60- per day (based on education) Lead Cook: \$ 60 per 3 meals Counselor: \$25 per day Jr. Counselor: \$20 per day Jr. Staff: \$ 15 per day	
Total	Sum of all line item estimated costs per person	

CMMBC STAFFING NEEDS

The camp staffing model at CMMBC relies upon blending the skills of volunteers and paid staff from near and far to create a unified team, typically in less than 24 hours. The goal is for the campers to see “camp staff,” not distinguishing people from where they came. The CMMBC leadership prayerfully provides the infrastructure (facilities, materials, activities/schedules, campers and staff members) to make camp happen at CMMBC. In the process, we pray that each staff member and each camper learn more about God and about themselves while here.

The CMMBC board of directors and executive director are responsible to recruit a mission team and local volunteers, as well as hired staff, to meet the staffing requirements for each camp. Ideally, each person on the camp staff is able to use their strengths, as well as being stretched through acts of service.

CAMP IS FOR CAMPERS! Camp staff at CMMBC, whether local or mission team, youth or adult, serve campers through shared experiences and relationships. Camp programming, which is readily visible through the campers’ eyes, and serving behind the scenes to make sure that all are fed or that facilities are cleaned, are ALL needed for campers to see God at work.

Determining which Camp Your Team Would Like to Staff

We ask that your team prayerfully consider which summer camp that you are most capable of staffing. Refer to “Making Decision for Which Camp to Staff” and the “Staffing Requirements for Each Camp” below to help you decide which camp matches with the team that you will be able to recruit for this mission trip. Please call CMMBC to discuss any questions. Communicate any staffing gaps with CMMBC. Staffing gaps may be filled by partnering with another church and/or CMMBC recruiting locally to meet staffing needs.

WHAT DOES CAMP OFFER YOUR TEAM?

Staffing a summer camp takes a lot of careful preparation and is a serious commitment of time, energy, and resources. However, we believe that it can be a very rewarding experience, not only for the campers whom you will serve, but also for your team. Serving Jesus through your work at CMMBC offers great opportunities for discipleship, leadership development, and mentor-mentee relationships with campers and other staff. Additionally, the work at CMMBC can develop valuable life skills in young people through their work in a commercial kitchen, facility maintenance, small group leadership, and planning activities.

We want to ensure that your team is able to grow alongside our staff and campers. The process of developing your team starts before you leave your home church. We encourage team building activities, including a prayer team at home, before your church sends you to CMMBC.

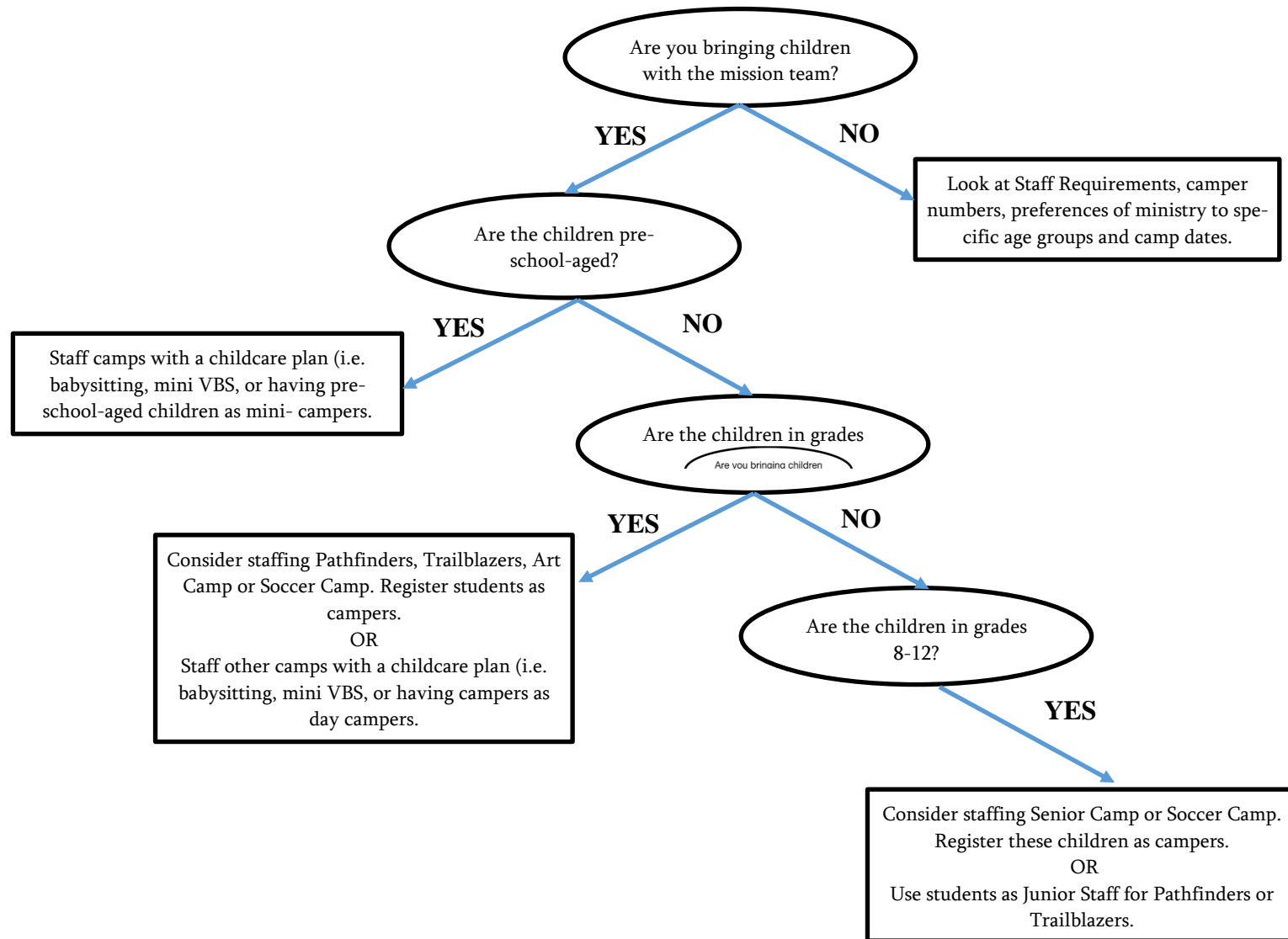
Once you arrive at camp, your group will be blended with our local staff and volunteers so that we can integrate into one cohesive team. We will do this by pairing some of your staff with our volunteers, assigning

individuals to small projects together, or engaging in activities designed to blend the different groups together. These activities may also include the campers to encourage relationships to develop between the campers and mission team members. For camps that include off-site excursions, we encourage all of the staff, volunteers, and campers to participate in the excursion.

CMMBC has a unique staffing model that can build life-long relationships in one week of camp. The summer camp mission team and local staff and volunteers often have less than 24 hours to establish a fun-loving team that ministers to the mind, body, and souls of the campers. It is both exhausting and exhilarating. Yes, camp programming is important, but remember that everyone also needs to be fed and facilities need to be maintained while camp happens, and your team also participates in the behind-the-scenes functions that other camps have hired staff to manage, which CMMBC does not.

Let us pray together for the week of service in the name of Jesus at CMMBC.

MAKING DECISION FOR WHICH CAMP TO STAFF



STAFFING REQUIREMENTS FOR EACH CAMP

Bicycle Camp Staff Requirements: at least 6 people (combined mission team and locally recruited staff);
expect up to 15 campers in grades 7-12.

- 1 team leader
- 4-6 other adults with leadership, cycling, and tent camping experience
- 1 nurse/EMT/first aid trained
- Shared leadership for devotions
- Shared leadership for food service

Soccer Camp Staff Requirements: at least 15 people (combined mission team and locally recruited staff);
expect 15-25 campers in grades 6-12 & 60-75 campers for grades K-5

- 1 soccer coach
- 5-8 other adults with leadership and soccer experience
- 1 nurse/EMT/first aid trained
- 1-2 registrar(s)
- 1 Devotion leader
- (optional) soccer players in grades K-12 to register as campers to serve as student leaders who know the soccer drills
- 2-4 for food service

Arts Camp Staff Requirements: at least 12 adults (combined mission team and locally recruited staff);
expect up to 30 campers in grades 2-5 and up to 30 campers in grades 8-12.

- 1 team leader
- 1 teacher for Art (morning grades 2-6; afternoon grades 7-12)
- 1 teacher for Music (morning grades 7-12; afternoon grades 2-6)
- 1 nurse/EMT/first aid trained
- 3-5 art helpers
- 2-3 music helpers
- 1 lead cook
- 2-3 food service workers
- (optional) students in grades 2-12 to register as campers

Pathfinders Staff Requirements: at least 25 people (combined mission team and locally recruited staff);
expect 70-115 campers in grades K-5

- 1 team leader
- 6 adult leaders (one for each grade)
- 6 mature youth to assist (one for each)
- 1 nurse/EMT/first aid trained
- 5 area directors (crafts, music, games, Bible teaching, outdoor education)
- 4-6 youth to help where needed
- 2 lead cooks (one responsible for breakfast and supper for staff meals and 1 to prepare lunches)
- 4 food service workers

- (optional) students in grades K-5 to register as campers

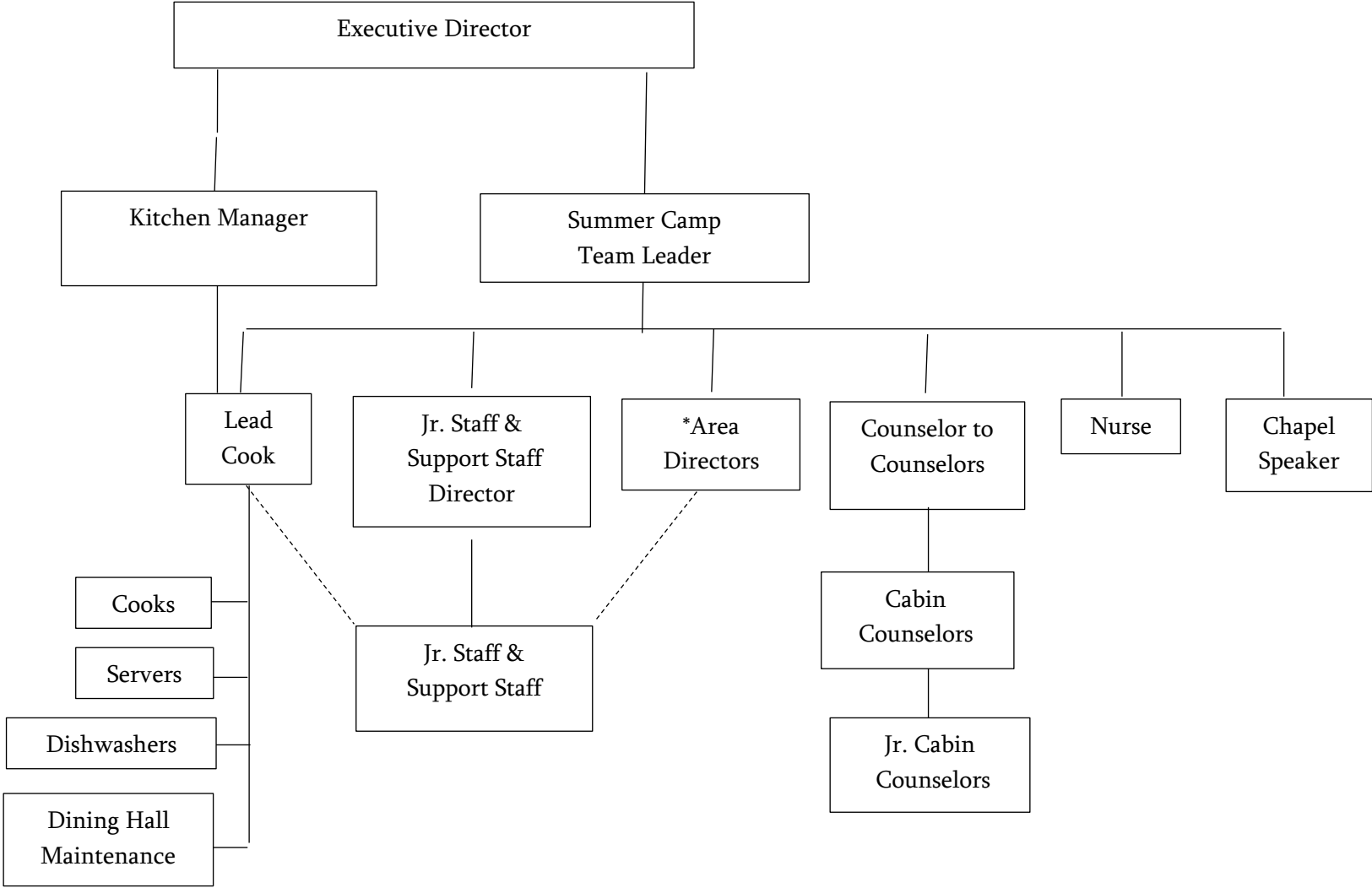
Trailblazers Staff Requirements: at least 15 adults (combined mission team and locally recruited staff);
expect 25-35 campers in grades 4 – 7

- 1 team leader
- 1 Bible teacher
- 1 counselor to the counselors
- 1-2 female cabin counselors (at least 18 years of age and 1 year beyond high school graduation)
- (optional) 1-2 female junior counselors (at least 16 years of age)
- 1-2 male cabin counselors (at least 18 years of age and 1 year beyond high school graduation)
- (optional) 1-2 male junior counselors (at least 16 years of age)
- 1 nurse/EMT/first aid trained
- 3 area directors (crafts, games, music)
- Junior staff (high school students to serve as assistants during crafts, games and music, as well as help with food service, facility maintenance and dishwashing)
- 1 lead cook
- 2-3 full-time food service workers
- (optional) Students in grades 4-7 to register as campers (equip them to serve in the cabins as devotion leaders, being a friend, etc.)

Senior Camp Staff Requirements: at least 13 adults (combined mission team and locally recruited staff);
expect 20-30 campers in grades 8-12

- 1 team leader
- 1 Bible teacher
- 1 counselor to the counselors
- 1-2 female cabin counselors (at least 18 years of age and 1 year beyond high school graduation)
- 1-2 male cabin counselors (at least 18 years of age and 1 year beyond high school graduation)
- 1 nurse/EMT/first aid trained
- 3 area directors (crafts, games, music)
- 1-3 support staff
- (optional) recent high school graduates to serve as additional support staff
- 1 lead cook
- 2-3 full-time food service workers
- (optional) students in grades 8-12 to register as campers (equip them to serve in the cabins as devotion leaders, being a friend, etc.)

CMMBC ORGANIZATIONAL CHART FOR SUMMER CAMP



*Music, Crafts, Games/Activities

HOUSING OVERVIEW

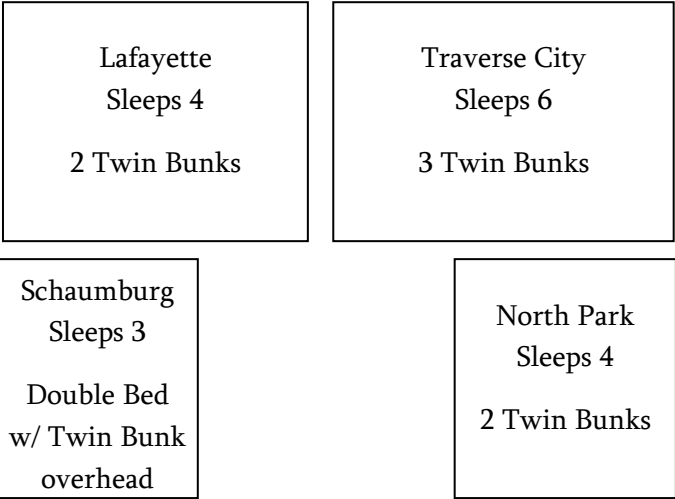
Be mindful of staff beyond your mission team needing housing. For overnight camps, cabin counselors and junior counselors will sleep in the camper cabins and use the camper bathhouses. However, they may need housing before and after camp.

There are up to 20 beds in the Dining Hall, and 14 in the staff house.

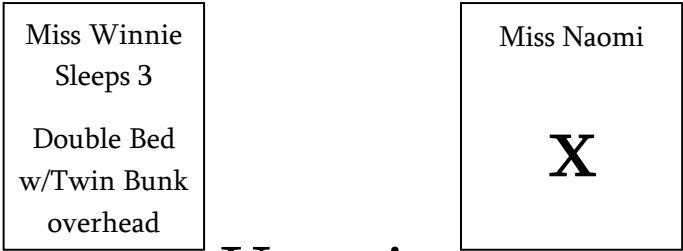
There are 56 beds in 7 open air cabins for campers and counselors.

Dining Hall has 2 full baths upstairs and 2 full baths, plus 1/2 bath, downstairs. Staff house has 2 full baths

DINING HALL



Downstairs



Upstairs

STAFF HOUSE

