

Our Foundation--

I. Mission Statement

We believe that you have been called to be here this summer. Each one of you should have the goal of becoming a walking, breathing disciple. Disciples know the scripture and can relay it to our youth. Disciples have modified their behavior to emulate Christ's. Other goals we set are--

To be like Jesus.

"For me to live is Christ and to die is gain" (Phil 1:21).

To love our campers.

"I tell you the truth, unless you change and become like little children, you will never enter the kingdom of heaven" (Matt 18:3).

To serve as models to our campers.

"In the same way, let your light shine before men..." (Matt 5:16)

II. What camp is for--

A. The Glory of God

Everything we do should flow into this primary goal. We aren't saying that camp shouldn't be fun. Fun, in the best sense of the word, can be and ought to be for His glory. The rules of camp will maintain this perspective. Rules that are too lax, too strict, or unnecessary can detract from God's glory. Recreation (re-creation) is a valid and productive part of camp. The worship and praise of God are central aspects of this camp. Young people need to see adult role models caught up in the praise and adoration of God during our worship times and throughout the day. The experience of worship in camp should cause the camper to see worship as an integral part of their walk with Christ.

The most important thing is to be a model of Christ in ALL things; relationships, decisions, attitude, etc.

B. Camp is for the Camper

Camp is a great experience for the counselors and staff. We will make life-long friendships during the summer. We will be challenged and stretched and will hopefully grow together. We must remember, though, that our purpose for being here is to meet the needs of the camper. We are here to serve them.

The staff must not allow fellowship with other staff members to conflict with the ministry at camp and should always be perceptive of the spiritual, physical, and emotional needs of the camper. This is the #1 job for the counselors, but it is essential for all staff members.

Stay alert to the feelings of your campers and fellow staff members. Be on the lookout for signs of loneliness, anxiety, anger, and depression. Often, these are the opportunities for you to minister with the love of Christ. There may be some needs that you can help meet that no other camper or counselor or staff member can.

Love these kids! With some it's easy; some, though, seem impossible to love. Those are the ones who need you the most. As your campers feel your love and concern, they will show you respect by listening to you and doing what's asked of them.

All rules are intended for the good of the campers. We will seek to keep the rules simple, understandable, defensible, and necessary; we'll enforce each of these rules strictly and consistently.

Counselors are the first line of defense--be involved in your camper's business. Your cabin is your family for the session. At least one counselor/staff member is ALWAYS in the cabin if any campers are there. When things go wrong, it's usually because no one is in the cabin with the kids.

Hold the campers responsible for their behavior. You earn the right to properly discipline a camper by spending as much loving time with him/her and showing care. Command respect. Kids expect discipline--not the physical kind, though.

They have structured schedules with school and at home. This continues here at camp. Campers need to know what is expected of them. **NO DISCIPLINE SHOULD BE ADMINISTERED WITHOUT FIRST CONSULTING YOUR SUPERVISOR.** No running, push ups, no anything without first getting counsel. **NO ONE SHOULD EVER LAY HIS/HER HANDS ON A CAMPER IN A DISCIPLINARY SITUATION.**

Robert is ultimately responsible for camp discipline. Consult him or your supervisor anytime. We want to help every camper, but no camper will be allowed to ruin camp for others. Serious violators who do not respond to warnings will be sent home. Only directors can send someone home. Campers often model themselves after their counselor's behavior and attitudes; we can't expect campers to participate if the staff doesn't.

If a parent of a problem child shows up to visit, **ALWAYS TAKE THE HIGH ROAD.** Don't use this time to give a report of their child's shortcomings. Believe me, they know. **ONE OF THE BEST WAYS TO SERVE CAMPERS IS TO ALLOW THEM TO SERVE.** Let them experience some ownership of camp. Let them lead in devotionals, skits, classes, worship times, and recreation.

C. Camp is for the social well-being of the camper.

Christian boys and girls meeting one another is a great addition to the camp experience. Because of this, we hope our campers will choose Christian mates in the future. We never suggest that appropriate affection is wrong, and those on the staff who are married strive to be positive role models of Christian love.

Dating among counselors is allowed, but it is important that these relationships stay pure and appropriate. Many married couples in the Wyldewood family have met at camp; it could happen to you this summer. (!)

Be a role model for our campers. Not every camper is a Christian. Sexual urges are typical for their age groups. We don't scold them if they give someone a little hug or a brief squeeze of the hand, but kissing, hanging on each other, and frontal hugs are out.

Know where your kids are at all times. This will take away the chance that a relationship could get out of control.

Proper relationships between girls and boys will be helped by a proper dress code. Counselors must again be an example of this. Girls must wear shorts and skirts over their swimsuits when not at the pool. The hem of the shorts must be closer to

the knee than to the crotch. The bottom of the shirts must overlap the top of the shorts when a boy or girl holds their arms up. No underwear/boxers can ever be seen. Girls wear bras all day and to any coed evening activities. No spaghetti strap tops. Shirts must have sleeves (no tanks); this is for girls and guys. During co-ed swimming (even during counselor's school and rental week), dark shirts and shorts must be worn by girls and boys.

ALL STAFF WILL ADHERE TO THE FOLLOWING DRESS GUIDELINES

- * Clothes will be worn to and from the bathhouses for showers at all times.
- * No nudity is acceptable anywhere unless part of appropriate dressing and undressing.
- * No staff will sleep in the nude.
- * We will never joke about or call attention to sexual body parts. No kidding around is accepted in regard to sensitive subjects.
- * We will never display sexual body parts intentionally or touch another's body parts.

Abuse of these rules could result in instant dismissal and legal action when parents are notified.

D. Camp is ultimately for the spiritual well-being of the camper.

The most important thing for any person is to find eternal life in Christ. Camp is a unique and active place for the young to come in contact with Christ. The spiritual climate helps the campers to consider great spiritual questions. The role of dedicated Christian counselors may be the most important ingredient in this mix.

Our unmistakable desire is for all our teenagers who haven't obeyed our Lord in faith, do so at camp. Our cabin and group Bibles, devotionals, sermons, and worship experiences will keep this goal in mind.

Counselors need to be sensitive to the camper wishing to become a Christian. We can't tell someone that they can't be baptized, but we do have the responsibility to counsel them and let them know the weight of their decision.

Physical exhaustion, emotional need, acceptance, attention, or feelings of inadequacy may be reasons why someone might be baptized for the wrong reason. Overly emotional campers should be interviewed one-on-one by their counselor.

E. Good staff communication is vital for a successful camp.

When problems arise, open communication is the only way they'll be taken care of.

The directors and senior counselors are approachable. We respect those who come to us with a problem (especially when it is with us), and we will listen to any suggestions or comments. We do not respect those who talk among themselves instead of going to the person who they have a problem with. The directors and counselor leaders should be listening well and flexible enough to meet the needs of each session. If not, talk to us. Part of vital communication is speaking with God. Spend time in prayer at ALL times, concerning everything.

If you give less, you will receive less. Give more with the expectation that you will receive more. That is God's promise.

III. Counselor/Staff Details and Discipline

A. All rules for kids apply to Counselors.

B. Nights off (Counselors only)--

You will get one day off each two week session. It will start at the end of the counselor prayer time. You are required to be back by your group's night devotional. If you need a particular night off, let a team leader know before the session begins. Don't expect to get Friday or Saturday night off each session--that's selfish.

Before you leave the grounds, you must sign out at the office. You must also sign in when returning. If the office is not open, there will be a clipboard hanging by the door. If you forget to sign out, expect to miss half of your next day off. This applies to those who run errands as well. Though you have a night off, we expect you to behave in a dignified, Christian manner: no Christian has a 'night off.'

If you have an accident while away from camp, please call Robert, 501-230-3238.

When your cabin has swim time, you might be able to take that time off. Usually, swim time responsibility rotates through the counselors in your group. You may want to swim--that's great. You can't leave the camp during this period off unless you have director's approval. Most errands to town take longer than an hour.

C. Expectations

On the first day of camp, counselors must be in their cabins at 12:45 and remain there unless they have to take a bathroom break, and then, they should find a staff member to wait in their cabin for anyone who might show up.

Counselors can never miss Cabin Bible--EVER! For Group Bible there should always be at least one counselor; the rest should attend the counselor share time. If you miss cabin Bible, you will miss two off periods (swim time). A second offense will most likely result in the loss of your job.

Counselors are to be with their campers. First offense--loss of off time at swim time. Second offense--loss of your next night off. Third offense--dismissal. If you plan to leave your kids (especially in the instance of a male and female staff member meeting at a secret location), you will be dismissed from your job.

Many counselor marriages and lifelong friendships have had their seeds planted at Wyldewood. We know that camp can be an awesome place to find a mate. You must understand, however, that we have a NO TOUCH policy for counselors. THIS MEANS NO TOUCHING. NO hand holding during camp- no kissing, etc. You are here for the campers; we aren't prepared to give you quality time with a potential girlfriend/boyfriend. Counselors who come to camp as girlfriend or boyfriend need to recognize this as well. Counselors who have boyfriends or girlfriends who want to visit REALLY need to know this. YOU CANNOT HOLD HANDS, FLIRT, ETC WITH A VISITING BOY/GIRLFRIEND.

We allow special friends to visit the first Sunday morning worship time each session and each session's closing ceremony. Other than that, don't ask for a special visit because we'll say no. Special friends can pick you up on your night off. The goal is LOVE. Consult the scripture for guidance.

D. Appropriate Physical Conduct with Campers

When, Where, How, and Never

The world has corrupted human touch. Be wary of reaching out physically too often with our campers. Use *1 Thessalonians 5:5* as a guide--"For you are all sons of light and sons of day. We are not of night or darkness." Our action will always be in the light and with others around. The potential for misunderstanding comes in the dark.

We use touch as encouragement--a side hug, girls walking hand and hand, guys carrying small campers piggyback. NEVER touch kids in anger or disgust; NEVER touch kids in a sexually suggestive way; NEVER, NEVER, NEVER lay (day or night) on a camper's bed whether the camper is there or not; NEVER sit on a camper's bed when the lights are out; and--of course--NEVER touch private parts (send them to the nurse if that's needed (for ticks, etc.).

E. Stating the Obvious

Things to do--talk openly about your faith. Express yourself. Recreation times and meal times are great times to spend with campers. You are hired to be outgoing and to reach out. Avoid being alone with a camper.

- Always deal directly with the person you may have a conflict with. Don't talk to others--that starts rumors and adds to the problem.
- Plan to make phone calls on your time off. Cell phones are not allowed in cabins. You can keep them in your car or the office. Only those who lead activities in which you need a phone for safety reasons are allowed to carry one. But there are limitations to access with these as well.

Things not to do--Disregard of any of these rules will result in discipline at the director's discretion.

NO drinking of alcoholic beverages, no use of any type of tobacco products, no use of illegal drugs--in camp, on nights off, and between sessions. No prescription meds may be kept in your cabin.

It is not permitted for male and female staff to stay in the same hotel room, apartment, etc. during times away from camp (This includes adjoining rooms.) Any sexual conduct between staff and campers, staff and staff, or staff and anyone will result in instant dismissal. COUNSELORS NEVER DATE CAMPERS. It doesn't matter if they are the same age as you. A camper is a camper until the day after 5th session and you are no longer employed by us. Even then, dating a camper may jeopardize your future employment. *Counselors are not allowed to give their cell phone numbers to campers.*

No verbal abuse. No physical discipline at all. Any discipline must be approved by leadership and have your supervisor present. Never, ever touch a child except for handshakes and appropriate hugs.

Absolutely no cursing, slang words, or words that you wouldn't feel comfortable saying in front of a church audience. No inappropriate nudity, which includes mooning, pulling shorts down, and games in the shower. No wedgies, head thumping, towel whipping, frogging, food fights, hair pulling, swirlies, or any other thing that might hurt someone or degrade them.

No urinating off porches. No potty humor. No sleeping with kids. Never compare one camper's body with another's.

Intervene when one camper is being ridiculed by others.

*No homosexual innuendos.

No transvestite jokes or dressing. No ear or body piercing, haircutting, or hair dyeing.

In the past, campers and staff have signed their names in cabins on the bed frames, walls, ceiling, etc. This has gotten out of hand. Do not write on any surface of the cabins, and do not allow your campers to do so. If you want to sign your name somewhere, do it in the canteen or craft shed.

F. Counselor Discipline

Your supervisor will most often be the first to confront you if something is wrong. Directors, however, will approach you if they see something inappropriate. If you do not respond to the first prompting, you will be confronted a second time by the assistant director. If that doesn't remedy the problem, then the executive director will then approach you. The second warning will come with probably the loss of time off. The third will probably mean dismissal from staff. The directors can, if need be, fire a counselor without warnings if we feel the offense warrants an instant dismissal.

Remember the fruits of the Spirit--

Love

Joy

Peace

Patience

Kindness

Goodness

Faithfulness

Gentleness

Self-Control