

Hope's Haven

Guide Handbook



GUIDE TRAINING HANDBOOK

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1. About Hope's Haven

1.1 CAMP BACKGROUND

Started in 2008, Hope's Haven is a Christian, nonprofit organization not affiliated with any church or denomination. The purpose of this camping ministry is to introduce abused and neglected children to the life-changing and healing reality of Jesus Christ and to help equip them to have meaningful, productive lives. We do this through a free, back-to-nature, and fun-filled camping experience. Camp is funded by churches, individuals, and groups that support the mission of Hope's Haven.

All campers are current or former wards of the court, and most are living in group or foster homes. Hope's Haven provides these precious children an opportunity to meet the Lord through an outdoor camping experience designed especially for them. The campers hear about Jesus' love through worship, Bible study, verse memorization, time spent with Mentors, and lots of FUN! Activities include crafts, swimming, games, and much more.

Since we rent camp facilities, their locations change from time to time. Our website contains the most up-to-date information. The camper to Mentor ratio is 2 to 1, with up to 20 children per week, creating a safe environment and the ability to provide much needed attention. Everybody is invited back each year until they are too old.

Camp founders, Jason and Vicki Tabb, served at a similar camp, Camp Alandale, in California. Upon moving to Pennsylvania, they had a burden to start a camp like Camp Alandale in this area. Camp Hebron had graciously allowed Hope's Haven the use of facilities to make this a reality. Since then, we have used facilities such as Camp Swatara in Bethel and Central Oak Heights in West Milton.

Our future vision is to continue to make more weeks of the summer available to bring as many campers as we can to Hope's Haven, presenting the claims of the Lord to abused children. Studies now show that childhood abuse can be traced to over 70% of all those who are violent, abusers, prostitutes, addicted, divorced, in jails, have compromised health, eating disorders, and every other social ill that plagues our culture. In other words, abuse is not just another one of our social ills; it is at the root of our cultural woes. If we can reach more of those who have been abused when they are young and see them saved and healed, then a profound impact can be made in the prevention of all social problems. This, in turn, means the saving of our culture.

1.2 OUR PHILOSOPHY

Our philosophy includes a relationship-oriented program with one-on-one mentoring and a two-to-one camper to Mentor ratio. This allows us to teach the campers more meaningfully on how to succeed in life through encouraging such skills as responsibility, generosity, and proper social interaction. More importantly, the relationship-oriented program uses Scripture to teach their worth in God. We complete their exposure to Scripture by directing campers to the Bible to answer their questions. We surround the children with Christian love and examples, openly discussing issues heavy on their hearts, and relying on the Holy Spirit to guide.

Here is a little more detail. First, being a Christian camp with a relationship-oriented program, we have many interactive activities, which help to build trust between the camper and Guide (Junior Counselor). A Guide who plays with campers earns the right to have a camper share his heart and be a friend. Developing this relationship is more important than it may seem. Relationship is the key to helping a child in all areas of his life: trust, self-worth, accepting God's friendship, etc. So, every activity is important: games, pool time, crafts, Bible study, hiking, etc.

A main objective is to challenge the camper to succeed. Why? Well, let's briefly examine an abused child. This precious person – living and breathing with feelings and deep concerns – suffers from low self-esteem, lack of confidence, fear of being rejected, self-hatred, fear of failure, and a low tolerance for frustration. These are the reasons why many, but not all, are not very good students. They are afraid to try things, because they might fail again or be put down as they were in their abusive family.

On top of this, the abused child feels utter disgust and revulsion, not for the abuser, but for himself. He says, "I feel so dirty," or "Not even God could forgive me." The child feels the abuse was his own fault, that he caused it. If a marriage or family is broken up by the child's revelation of the abuse, then the siblings and/or parents may blame the child for the ruining of the family.

That is why an emphasis must be made on teaching self-worth and responsibility. When a person has these, he can begin to love himself and accept and give love. This is also vitally important in being able to accept God's love and gift of salvation.

How do we try to accomplish this at camp? We ask that Guides always be watchful for the "teaching moments." For example, when preparing food, if the campers look unsure in doing it, the Guide should ask for permission to show them "the trick" before they have a failure.

There will be many activities that are new and challenging, but achievable, when the Guide provides instruction and encouragement. The Guide's task is to be sure each camper understands the things that go on and how to do them. If a camper feels he understands everything clearly, it is easier to give an activity his best shot.

In some activities, the challenge is non-threatening, because it is disguised as a fun game or an adventure, such as hiking in the woods. As campers try, we have to make sure they succeed. As they succeed, we need to notice and encourage them to master more and more confidence-building activities. We then have the privilege of seeing self-hatred minimized. By recognizing and congratulating his accomplishments and encouraging peer recognition, a child's fear of rejection may lessen. Their desire to succeed in the next challenge becomes stronger, and the wall of frustration that once surrounded new activities diminishes. We then can rejoice when a child returns home who is willing to face life's challenges.

Children have many questions that Guides can answer. When a child goes home, however, he is left with only another person's wisdom. On the other hand, the Bible has something to say about every area of life, so we encourage our Guides to give the campers God's wisdom. The best way to do that is to show them some Scriptures that refer to their question. When a camper feels he has a source where he can find answers and truth, he feels a firm foundation and obtains more self-confidence.

Another main goal of camp is to surround the campers with Christ's love and with good Christian examples. Camp is a unique setting where campers can watch a Christian in action 24 hours a day. They can easily tell if we are real. Soon, they want the peace, love, and joy that their Guide has.

Another goal is to discuss openly the issues that are heavy on the hearts of campers. These vary from fears to concerns to desires. We focus a great deal of teaching on how to make friends, on the effects of peer pressure, our worth in Jesus, boy-girl relationships, and more. We discuss these at campfire and during one-on-one mentoring times.

Our teaching is simple and basic: Salvation by faith, the power of prayer, faith without works is dead, and God works all things together for good. The program revolves around themes like "You are Special," "You are Loved," "You are Forgiven," "You are Important," and "You have a Mission."

To conclude, we must add that only God can change a heart. In it all, we are dependent upon the leading of the Holy Spirit and on prayer. We have Guide prayer time daily when campers' needs and problems are discussed and brought before the Lord. It constantly becomes evident that only God can tell us how to treat specifically a specific child at a specific time! So, basic to our philosophy is being yielded in our spirit to God's leading. Glory that we have an able God!

2. Working with Abused Children

2.1 ABUSED CHILDREN

Fear about working with the abused usually is triggered by concerns of their unruliness, whether one can reach them, or not knowing what to say.

While some abused children can be clingy and testy, they are not violent at camp. They are children whose self-worth and spirits have been broken. Many have developed skills to avoid more abuse, which means they treat adults with care. They strive to please and delightfully appreciate what middle-class kids expect. Once they trust you, they may crave your love and become clingy. They may make you prove your love by testing you by how you handle their behavior.

SOME FACTS

1. Seventy-five percent of all reported sexual abuse of children is committed by someone the child knows and trusts.
2. Between 50% and 90% of all sexual assaults on children remain unreported.
3. Child abuse occurs across racial, religious, financial, cultural, intellectual, and educational boundaries.
4. Incest and abuse are among the primary reasons children run away from home.
5. Children RARELY lie about such a serious event.

CHARACTERISTICS OF ABUSED CHILDREN

- Underdeveloped physically, emotionally, or intellectually
- Underweight
- Enuretic (bed wetting)
- Hyperactive
- Withdrawn
- Depressed
- Frightened by adult contact -- touching, etc.
- Hungry for affection -- clingy
- Inappropriate provocative dress
- Poor social skills
- Poor personal cleanliness habits
- Frequent and severe mood changes
- Poor peer relations
- Eye contact -- watch every move/won't look at you

HERE ARE SOME IMPORTANT SUGGESTIONS

First and most important for the child is for you to believe him/her when he/she confides in you. Rarely does a child lie about abuse, especially sexual abuse. They aren't usually informed on how to talk about such things.

When a child shares about his or her abuse, you may feel disgust, horror, rage, etc. The desire to do something may be strong. No matter how alarmed or upset you feel, force yourself to keep control of your own emotions as you listen to the child. (You may need support yourself, and you should seek help later.) The child is probably already under stress. He should not be made to feel that he is

causing problems for the person he has trusted enough to tell. Whatever the circumstances surrounding the incident, do not make the common mistake of placing the blame on the child! The adult offender is always responsible for his sinful behavior and his misuse of his position of power over the child.

Never make statements like, “Why did you let it go on so long?” or “Couldn’t you stop them?” etc. You are implying that the child had the ability to stop it. Most children never tell and feel powerless to stop abuse.

WHY KIDS DON'T REPORT ABUSE

1. Fear of loss of love from the molester.
2. Fear of losing the security of the family unit.
3. Fear that they won't be believed.
4. Fear that they will make other adults angry or unloving.
5. Fear of physical abuse, even if not threatened.
6. Fear of removal from their home.
7. Feelings of guilt and responsibility for not stopping it sooner.
8. Feelings that adults say and do only right, good things, even if confusing and uncomfortable.
9. Feelings that this is the only form of affection or love that they will receive.
10. Feelings that adults should never be questioned or refused.
11. Fear of harm to the abusing adult.

Abuse in a foster or group home is definitely not unheard of! You may have a child share about current abuse. When a child shares current or past abuse, listen carefully to what the child says as well as how he says it. As pointed out earlier, children will often drop hints to test an adult's reaction before revealing they have been abused. They may not fully understand that they were abused.

The abused child may never have had anyone tell them that they are believed. Assure him, if he was the one to reveal the abuse, that he did the right thing in telling, even if he had been told to keep it a secret. Praise him for his courage and honesty. Tell him that what happened was not his fault.

Emphasize that the victim is not at fault. Often, a child has been led to believe that he or she provoked the attack. Under no circumstances is a child victim ever considered at fault. Regardless of the child's appearance, manner, dress, or behavior, the adult must be responsible for his or her own behavior. Moreover, if a child is behaving in a precociously seductive fashion, someone must have encouraged and rewarded such behavior.

If the child expresses feelings that disturb you, refrain from criticizing him. It is better for him to get the feelings out than to suppress them. Remain supportive and controlled. The child needs to be reassured that touching is usually good. Unless it seems to make him uncomfortable, gently hold his hand or put your arm around his shoulders. Confirm that not all people are abusers. Teach children that their bodies belong to themselves and that they are allowed to make their own decisions about them.

STRATEGIES TO PREPARE CHILDREN TO AVOID POTENTIAL ABUSE SITUATIONS

Victims of abuse are more likely to be abused again. If you can slip in some of these ideas, you will be arming them against future abuse.

1. Teach children that some parts of their bodies are private.
2. Help children identify different types of touching.
3. Teach children to say “no” to unwanted touches.
4. Explain that bad touches could come from someone the child knows.
5. Encourage open communication and discourage secrets.
6. Teach children how to tell:
 - a. Say “no” strongly to the perpetrator.
 - b. Leave the area quickly.
 - c. Tell someone what happened.
7. Encourage children to trust their own instincts.
8. Teach children about the positive aspects of sexuality.

What a privilege we have to influence young people’s lives. As God leads, teach the child how to forgive the abuser and how to find the Lord’s forgiveness, so they can forgive themselves. As a Guide, you can show children how special they really are.

2.2 MANDATED REPORTING

Starting in 2015, volunteers who work with children are required by law to report suspected child abuse. All you need is reasonable suspicion to report! You are not civilly or criminally liable for any required report. No one can prosecute you for slander, etc. for reporting. Any person who fails to report an instance of suspected child abuse can be prosecuted in a court of law.

The definition of child abuse includes:

- Serious physical injury
- Serious mental injury
- Sexual abuse or exploitation
- Serious physical neglect
- Imminent risk

We don’t share that to scare you, but to help you to make a sober decision about what you will do if this situation comes up. If a child discloses abuse to you, here are the steps to take:

CHILD ABUSE REPORTING

At a Hope’s Haven event, if a camper reveals current or past abuse to a camp staff member, the following procedure is to be followed:

1. If a child discloses the abuse during a conversation at camp, assign the child to another staff member, and notify the camp directors immediately after the conversation is finished. If the camp directors are not available, notify the nurse who will provide the necessary forms. Follow up with the camp directors as soon as they are available. (If a child mentions it during campfire, the camp director or another designated person will make the report.)

2. Fill out a CY-47 form (Report of Suspected Child Abuse) with as many details as you can.
3. With the nurse or camp directors, review Pennsylvania's definition of child abuse and what it considers "recent" abuse to determine if the incident should be reported.
4. If the suspected abuse is deemed reportable, call ChildLine at **1-800-932-0313** with the nurse or camp directors, or make the report online at www.compass.state.pa.us/cwis. (If the abuse occurred in a different state, call the ChildLine in that state.) Make sure to tell ChildLine that the child is at camp, so they know that he/she is currently not being exposed to the suspected perpetrator.
5. After calling ChildLine, the camp director is to make a courtesy call to the child's caseworker or to the county Children and Youth agency in which the child lives.
6. Within 48 hours, the camp director must mail a copy of the CY-47 form to the county Children and Youth agency where child lives. (This step is not necessary if the report is made online.)

CHILD NEGLECT REPORTING

Mandated reporters are only required to report child abuse, not neglect (unless it is serious physical neglect). Cases of current child neglect, however, should be reported for the child's safety. At a Hope's Haven event, if a camper reveals current or past neglect to a camp staff member, the following procedure is to be followed.

1. If a child discloses the neglect during a conversation at camp, assign the child to another staff member, and notify the camp directors at your next available opportunity. (If a child mentions it during campfire, the camp director or another designated person will make the report.)
2. Fill out a CY-47 form (Report of Suspected Child Abuse) with as many details as you can.
3. With the nurse or camp directors, review Pennsylvania's definition of child neglect to determine if the incident should be reported.
4. If the suspected neglect is deemed reportable, the camp director will call the county Children and Youth agency in which the child lives before the end of camp. (If the suspected neglect could be considered "serious physical neglect," follow the reporting procedures for child abuse.)
5. The camp director will follow up with any paperwork that the agency requests.

2.3 SAFE TOUCH

While touch, hugs, and deep caring are important at Hope's Haven, we must always be aware of a child's reaction to it. Here are some thoughts.

We learn whom we are by touch, starting as a baby. The message we get about our bodies is the message we get about ourselves. Imagine what an abused child receives. That's why today's kids feel so unloved, depressed, and worthless.

Touch from a Guide should be honest; don't try to fake a sincere touch, and don't force yourself on a child. Ask the person permission to hug or touch, if you sense tension. An unexpected hug or tickle can confuse a child. Behaviors such as a kiss, pat on the bottom, or wrestling are not acceptable forms of touch at camp. As a guideline, think of how a touch would look to others.

We also want to discuss the child who comes on sexually either verbally, in dress, manner, or touch. Be very cautious, but be lovingly frank in telling a child that it makes you uncomfortable. Show them with what you feel comfortable. Think of this as a teaching opportunity not to be missed. Discuss this problem with the Director for more ideas. Basically, we want the appropriate person to discuss this problem in a loving way. Some children have never learned how to relate in a caring way. They see all of the love at camp and respond in the only way they have known. They may know that it is improper. We have the opportunity to teach them how to care, of what relationships consist, and to properly have what we are modeling.

2.4 DEALING WITH SOVEREIGNTY AND WHY THERE IS PAIN

Dealing with those who have suffered tragedies raises many questions in people's minds. To answer such questions takes the gentle ministry of the Holy Spirit and the yielding of one's spirit to let God be God and to let Him teach you. We have compiled some ideas to be a catalyst for thought and study.

SCRIPTURAL REASONS FOR SUFFERING, REFERENCES, AND EXAMPLES

- I. To bring us to God, to bring us closer to God, or to keep us close (we stay on our knees in trials) -- II Corinthians 7:9-10; II Peter 3:9. What better reason could there be for Paul's trials.
- II. To learn to trust and to pray -- John 11:6, 21; Romans 4:21; feeding the 5,000, John 6:5-6; God's testing of Abraham's faith by asking Him to sacrifice Isaac; David as he ran from Saul.
- III. To disciple us -- Job 5:17; Psalm 119:67; Hebrews 12:11; Israel through its various punishments.
- IV. To be an aid to other people -- Ephesians 3:13. Joseph and Esther saved their people from extinction. Job's story helps those who are trying to learn to endure trials. Stephen's story has inspired many of us. We have had Christian campers living in situations they hated, but they were at the right spot to lead others to the Lord.

- V. To break the spirit, so a person will see his need for God or need to obey Him -- Deuteronomy 4:30-31; Psalm 105:16-19; Naomi, Ruth's mother-in-law; Jonah; King Nebuchadnezzar made insane for seven years due to pride in Daniel 4.
- VI. To strip off worldly focus -- Deuteronomy 8:2.
- VII. To learn thanksgiving -- Paul; Hannah was barren, but thankful when her womb was opened.
- VIII. To learn perseverance, character, patience, and strength -- Luke 6:48; James 1:2-17, 5:7; Isaiah 48:10; Malachi 3:3.
- IX. To be in the place where God needs you for a job -- The Jews persecuted Jeremiah as he warned them before the captivity, but he was needed in his place of leadership and witness; Joseph in Egypt.
- X. Because we live in a fallen world where pain and injustice are really the NORM. Suffering is not something strange. Reading through all of history and Scripture reveals that life is painful and unjust. But, God is here to bring us through for His glory and our eventual good, even if that good doesn't come until eternity – I Thessalonians 3:3-4; I Peter 4:12-13; John 16:33; Noah; Elijah, Ahab, and Jezebel; Israel.
- XI. TO GIVE GLORY TO GOD! “Why was this man blind from birth?” John 9:3 has the answer. When abuse is raised up in prayer, by God's grace, it gives Him great glory.
- XII. It ends up being a blessing in disguise -- Job 23:10; Psalm 66:10; Romans 2:9-10, 8:28. Joseph said, “You meant it for harm; God meant it for good.” Genesis 45:5, 8; 50:20; Ruth; Hannah.

BESIDES THESE REASONS, WE NEED TO UNDERSTAND GOD'S VIEW

- I. Sovereignty: II Chronicles 20:6; Romans 9:14-24. God could prevent all abuse, but He had a purpose in free will. Massively intervening in this era of a fallen world is not God's choice, and it is His choice. From Scripture, we must realize God foresaw all of the evil that man would choose to do and included it in His plan.

Another balancing thought is that we are a fallen race, all destined for hell because each of us sins. God could have just ignored us and left us to our just reward. But, God chose to graciously provide redemption freely to us by the extreme suffering and death of His own Son.
- II. A final reward and deliverance will make up for the abuse, even though we don't deserve to be compensated, because our sin outweighs any reward. Romans 8:17-18; II Corinthians 4:17; Philippians 3:21; James 1:12, 5:11; Revelation 21:4; Psalm 30:5, John 14:2; Psalm 40:1; Isaiah 25:9.
- III. God's grace is sufficient to minister to those who suffer. Psalm 34:19; Isaiah 43:2; II Corinthians 12:19.

3. Guide Responsibilities

3.1 INTRODUCTION

Your #1 ministry is that of a role model. You are close in age to our campers and would be seen by them as “peers.” You, however, have had the benefit of knowing Jesus and experiencing His love. In addition, your lives have shown the fruit of making good choices. Your impact on the campers is incredible. They will see you as the kind of person they could be, if they choose to live for Christ.

3.2 HAVE FUN

When Guides add their enthusiasm, they are “enabling” the program. Guides add “200%” to the excitement of the program, which leads to the camper’s increased responsiveness, participation, and fun. Guides can be the excitement of the program for a camper, but they also can kill the program. How? When a Mentor or Director says it’s time to do something and a Guide responds with, “Ah-h-h! Boo! Can’t we do this?” it hinders the authority of the leader and kills cooperation. But, if you are an “enabler,” you help the program and help others to want to join in. Which do you want to do? You can be part of the program especially by being an encourager of whatever is happening.

3.3 SMILE

Instead of a standoffish approach, be pro-active and go meet campers with big smiles. We don’t ask for fake smiles, but praying for that inward working of God that gives you a fun attitude of how blessed you are to be with them. Besides, you know what happens to people when they are not smiling!!!

3.4 ENJOY CAMPERS

We find that Guides are the best to warm up campers the first day of camp. Therefore, we encourage you to make friends with campers and to enjoy them by playing games or engaging them in an easy-going conversation. Later, if you share your testimony, it will mean more to them since they know you. Share personally with a camper anytime you can find an opportunity while hiking, fixing a meal, lying around the pool, etc. Share stories of the ways God has worked in your life, such as through prayer, going to church, and reading the Bible. Never answer spiritual questions if you are guessing or if their Mentor is around to answer. Say, “Let’s see what your Mentor’s view is on that.”

3.5 DISCIPLINE

If you have discipline problems, remember that your job is only to be an “enabler.” You are an enabler by having enthusiasm and then making suggestions, such as “Oh! It’s time for the pool! Hey! Let’s GO!” Remember, KEEP THIS IN MIND: In the campers’ eyes, because you are too close in age to them and not a Mentor, they do not recognize you as an authority over them. So, don’t try to take it. Practically, you can only suggest and encourage cooperation but not demand

it. WHEN you have a problem that can't be solved by enthusiasm, try to encourage cooperation by stating the expected behavior. Then, repeat the expectation again with a reason like, "I don't want you to get into trouble." We are not asking you to let them take advantage of you by letting them walk all over you or by letting them get away with it. Furthermore, we never ask you to ridicule them into behaving. We want you to keep relating on a friendship level and to leave the correction to Mentors. Simply say, "Okay, you seemed to have made your decision. I don't want to do this, but I must get a Mentor or a Director here for the good of the program, or everyone else, or for your safety, etc." Without hesitation or a second thought, get a Mentor to handle the situation.

3.6 CHAIN OF COMMAND

Your ultimate superiors are the Directors of your camp. The one who has immediate charge of you is the Program Director of your particular camp. The Program Director assigns tasks and gives directions to you. Discuss task issues with that person. In the absence of a Program Director, the chain of command resorts back to the Camp Director. One of the Guide job assignments is to support Mentors. Discuss camper discipline and relationship issues with the camper's Mentor first. The Mentor may call in a staff person to help resolve the relationship issue. In turn, the staff person may ask a Camp Director to become involved.

3.7 HORSING AROUND

It is so much fun to be a Guide. We want you to be a model of how to have good, clean fun. Your actions can say, "Christians can have the best kind of fun." Here are a couple things to consider, though. If campers are left out of Guide fun, broken hearts are possible. They want to be included so badly. Everyone else may have pushed them aside in their lives, but we want to be different for them. If broken things are being laid at the "altar of fun," something has gone amiss. If camp property is ruined for the sake of fun, things have gone too far. If you make a mess in a time of horsing around (or in the course of your duties), then we expect you to clean up after yourself. Do be fun and crazy, but not destructive or disrespectful of camp or people. It is just a matter of timing your fun!

3.8 COUNSELING CAMPERS

Each camper has a Mentor being led by the Holy Spirit to reach the camper. You might not know that a Mentor may be in the middle of a careful introduction of Jesus to the camper, giving him fact upon fact, verse upon verse as a solid foundation for a decision. We want to respect that possibility and that the Mentor has the responsibility to share the gospel with them. Many times, campers find it easy to share with Guides, and you may find yourself engaging them in a conversation about spiritual things. Of course, that is okay with us, but we ask that you be aware that they have a Mentor and that you may inadvertently sabotage his/her ministry with the campers. Mentors are mainly assigned to build strong relationships with campers.

What does this mean? It is the Mentor's responsibility to reach the child for Christ (their plan may include using Guide support) and to be their primary relationship at camp by spending the most significant time of anyone with them at camp. Be mindful of this, and be led by the Spirit to be the best part of the team that is aiming together for the salvation, growth, and healing of the

campers. Talk things over with the camper's Mentor, so everyone is in tune and headed in the same direction. God has put us together to reach these children in a family approach. We don't want independent mavericks at camp. If a camper specifically asks that you lead them to the Lord, it is a natural outcome of events, you have updated their Mentor, and you have asked the child if they would also want their Mentor present and they say no, then proceed.

3.9 HELP CAMPERS

Be there for campers to show them how to do things. *The camp rule is to never do for a camper what you can teach them to do for themselves.* When a camper is in doubt as how to cook, set a table, etc., explain gently or show them, help a little, and then step back as they get the idea. Let them feel the accomplishment as you praise them.

The first day of camp, it is helpful to us when Guides take the lead in explaining why a girl may need to wear a t-shirt over her bathing suit.

3.10 BE RESPONSIVE AND CARING

Concern for each camper's welfare is a gift from God's heart of love for them. Learn to have His heart, and make sure each is having fun and being involved. Protect them and discourage name-calling and the like.

Listen to more than just the words they are saying by responding with interest and concern. Ask questions about what they talk about. It is amazing how interesting just about any camper can be if you find an interest he/she has and explore his/her reasons for things. You can get into their heads and have real things to talk to them about. God may even have you straighten out their view on music, movies, etc.

Some campers hang all over you until you feel overwhelmed. Others talk incessantly or exhibit other annoying habits. While we ask that you endure a certain level of this, we do not ask you to endure it to the point of exasperation. Girls, we are not asking you to allow indecent behavior. If a boy's actions seem improper, let him know you are uncomfortable. We have the privilege to teach them proper habits that maybe no one has ever cared enough to teach them or talk about. Look to the Program Director or others on staff to handle this properly. A valuable skill that will help campers for life can be learned. The Program Director or a staff person may need to talk to the camper with you or for you.

3.11 PARTICIPATE IN CAMP ACTIVITIES

Guides are expected to be at all camp functions, except during breaks or while doing assigned duties. You should be at all grove and campfire activities and meals, sitting with campers (not with other Guides or Mentors), helping to maintain order, singing out, answering questions the leaders ask of the group, smiling, and having fun.

During the morning and evening "one-on-ones," work with campers that are not with their Mentor to complete their handbooks or do games as directed.

You will have prayer time each day as a group with the Program Director or Camp Director. Your free time will be minimal. Use this time wisely! If you need rest, don't talk your time away. Especially be careful not to disturb other Guides who desire to rest. Don't play or talk where someone is resting. Take showers only when you do not have camper supervision responsibilities. Guides are also not allowed to leave the camp property.

3.12 GIVE A GOOD EXAMPLE – SINGING, GAMES, MEALS, POOL, CAMPFIRE, ETC.

Guides really make the difference at all events. Campers may not want to play until they see your excitement, or until they receive an invitation from you to play, swim, or even eat!

3.13 GIVING A TESTIMONY

Half of you will probably give your testimony at camp. We usually have a Mentor and a Guide share at each campfire. Sign up for this at the beginning of the week. **Be sure to keep your testimony to only 3-5 minutes!** Any longer and you will lose the attention of the campers. (More information about preparing your testimony is found on pages 18-19.)

3.14 SLEEPING IN CABINS

All Guides sleep in the cabins along with the campers and Mentors. Assignments will be given according to space and need. Mentors may call on you to help supervise a cabin when they go to the restroom, but you are never supposed to assume the total responsibility of getting a cabin to sleep or up and to breakfast on time. If a Mentor ever asks you to do this, please inform the Program Director.

3.15 DRESS POLICY

Because we are a Christian camp that wants to hold up high standards to campers who rarely see that in their everyday world, we ask that our staff, Mentors, and Guides rise to our policy. It is impossible to ask a camper to change their dress if a Guide or Mentor is not expected to do the same. We want all of our male campers, Guides, staff, and Mentors to be able to be at camp and avoid having something cause them to struggle with impure thoughts. The object is to help guys to not feel like they are at a skin party, so they can have a wholesome focus more easily. Camp should be a place of purity and holiness to which people can escape. It is wonderful when inner beauty is the focus at camp. The world always tries to force campers into a mold of not being good enough, because they aren't pretty or handsome enough or into the latest fad. We want them to see Guides who know that true beauty comes from an inner beauty. The dress guidelines are as follows:

- Bathing suits – modest, without high cuts on thigh, neckline too low, or too thin a fabric. Two-piece suits that don't show the tummy are fine, such as tankinis with shorts. We reserve the right to ask you to cover up.
- Tops – that can be worn with bras, 1" or wider straps, not skin tight, and that are 5" or longer below the top of pants. Please, don't wear pants that are too low on the hips. No

skin should show if you lift your arms. *(continued next page)*

- Skirts – 2" max above the knee.
- Shorts – 4" or longer below the "tush."
- Shirts – wear during all activities except at the pool. If a Mentor, Guide, or staff takes off a shirt on a hot day, then all of the campers will want to do the same.
- Pants – that have a belt, if needed, so that underwear does not show or allow the pants to hang low.

Body piercing is still not allowed for many foster and group home campers. Please, do not wear jewelry for pierced areas other than ears. Any outfit that is a fad with over-liberal groups (like gothic) would not be a good example that would honor God. In addition, consider any other fad not mentioned that would offend.

We know that you will understand. We have a very high reputation. The counties trust us to have high standards, which makes it easy for them to recommend us to social services. You represent camp, and you have made our reputation even better by your clothing and behavior.

3.16 DUTIES CHART

When you arrive at camp, duties will be assigned.

3.17 TEAM GUIDE DUTIES

You have the blessing of reaching out to campers in a special way and to make relationships with every camper on your team. Be aware of those who are standing off alone and bring them into the action. Look for opportunities to chat or play games with them like basketball, Frisbee, soccer, or four square.

If you are a team Guide, you help with and eat with your team for all meals, as well as do tasks assigned by the Program Director. As a team Guide, you are responsible to find all areas where you can ease the Mentors' workload. It takes a lot more energy to be a Mentor than it looks. There is an around-the-clock, no-let-up job. The less run-down Mentors become, the more able they will be to minister fully to their campers. The idea is that Mentors take care of the campers and Guides take care of the Mentors.

As a team Guide, it would be very helpful if you retrieved the tableware and helped to set the table with a camper. Only Mentors and Guides are allowed to get things from the kitchen during meal set-up. When finished, be sure that the extra supplies are returned neatly to the kitchen. If anything is missing, it would be good if you, and not a Mentor, to go find the missing item. You, as a Guide, probably know where things are. It gives the Mentor more time to lead food preparation, if they don't have to go looking for something.

3.18 BEHIND THE SCENES GUIDE DUTIES

On some occasions, the Camp Directors may have small children who will need tending to. You may be paired up and assigned the children during certain hours and for activities. If you are a behind-the-scenes Guide, you will eat with your assigned team for all of your meals. The

children can eat with their parents, but you may need to help them to get their food, cut it, and look to see if your Directors need help. Their attention may be distracted by many things, and you can be a great blessing to them. You also may be called upon for a quiet time to watch the children as they nap. Bring along a good book, and take advantage of the break. You may need some rest as well.

The staff food coordinator may also assign you extra duties. Please, be willing to help as directed.

This support role is vital. You are necessary to the smooth running of camp. There is plenty of time to be with the campers, which is your primary role. Behind-the-scenes work should not occupy more than two hours a day, unless we are short-handed.

If you ever feel overwhelmed or sick and can't do a chore or participate in outside activities, don't just fade away. Let the Program Director know, so he/she can adjust things for you. We do not expect you to be a non-stop superman machine. Do take your breaks and rest.

3.19 TALKING ABOUT CAMPERS

It is not appropriate to talk about campers (or other staff for that matter) behind their backs, especially in regards to the lovesick or homesick. If campers overhear you talking about others, they may go and tell them about it. They may also think, "Guides will betray my confidence, and I don't want to talk to them about anything." They would lose respect for you and maybe for all of the Guides. But worse, they may feel betrayed, or you could cause added pain. You can imagine the hurt and trouble caused if one of them were to overhear you talking about him or her. If you have to discuss a camper with another staff person, please do so in private. Daily Guide prayer time is an appropriate place to discuss camper issues, and probably the best time to talk about non-urgent camper matters.

3.20 CRUSHES

Be aware that the campers may develop a crush on you. Do not encourage it in any way! If you have a camper who starts being obvious about their attraction to you, you may need to talk to the camper with a Director as a last resort. You can diffuse it by showing the obvious same attention to other campers as you give to the one interested in you. In addition, you can say something in front of a group with the camper there that you love all the campers the same and enjoy being their FRIENDS! If you can't get the point across, you can ask a Mentor or a Director to intervene for you and talk to the camper for you or with you. Do not shun them unless they have not responded to your talk with them. Furthermore, be aware that your clothing, such as short shorts, may encourage camper crushes. Please, dress accordingly so as not to bring attention to yourself.

3.21 BOY/GIRL RELATIONSHIPS

Campers gain much from watching good role models. For this reason, we have a high standard in relationships that we call you to agree to and to rise to. Guide relationships can be our best tool to show proper actions and attitudes to the opposite sex. Believe it or not, they will be

watching you with GREAT interest. We wouldn't allow campers to have a midnight rendezvous – no matter how innocent – so do not even consider that you would be allowed this kind, or any similar privilege, not given to campers. No matter how secretive you could be, the campers would find out, and the news and their desire to do the same would spread like wildfire. *Your purpose in coming to camp is to minister.* To help that you do not dilute this purpose, we ask that there be no romantic relationships made between you and a camper (an absolute camp violation) or even another Guide. When our mind is on a relationship, we can neglect our duties to the campers so easily, and miss the goals we have made of service and ministry. So, even if you have a romantic relationship with someone, do not even give the appearance of that relationship here at camp.

In addition, we know that campers enjoy staying in touch with you through e-mail or letters. That is fine as long as female Guides are writing to female campers and the male Guides are writing to male campers. In addition, please give them the Hope's Haven address (PO Box 251, Shamokin Dam, PA 17876) and not your home mailing address to protect your identity outside of camp. We also recommend that you NOT "friend" them on social networking sites, such as Facebook. You can keep in touch with them on the Hope's Haven Facebook page.

3.22 ISSUES WITH OTHER STAFF

In every family, your camp family NOT excluded, there will be issues with other members. During your week at camp, it is likely that another staff member will rub you the wrong way. When this happens, there are right and wrong ways to handle it. Right ways include taking time to cool off, praying for guidance, and talking to the Program Director or Camp Director about your concerns. Wrong ways include arguing with the person, losing your temper, making nasty remarks or talking under your breath, and spreading gossip about the person. Remember to choose your reaction carefully. The campers are always watching you and taking note of your Christian example. Show team unity.

3.23 GAME TIME

Another important part of camp is game time. Games give an opportunity for the Mentor to teach campers Christian sportsmanship, ethics, and teamwork, as well as providing a time to "let off steam" and build friendships. A Mentor/Guide is in a position to build closer relationships because of games, and is therefore more able to teach campers:

1. How to win without becoming proud and boastful – victory not achieved by hard, honest play should be considered a disgrace;
2. How to lose without becoming hateful or defeatist – competition has losers and winners. Losing after an honest effort is honorable;
3. How to be a team member – to support each other with effort and encouragement;
4. How, as a loser, to recognize and honor the winners.

3.24 IN CONCLUSION

This is not a vacation as you can see! In fact, it is an awesome responsibility and trust that God and we are giving you at camp. Know that as a young person closer to their age, you may be the greatest influence on the campers all week! We know that you will receive many returned blessings from God. If we didn't know that you could do it all in His strength and because of His faithful guidance, we could not expect so much of you. As you come spiritually prepared before camp and seek Him all week long, though, you won't believe what God can do through you. It will mean using your breaks as a time to study the Word and pray as well as take showers, rest, and recuperate. God uses us the fullest when we are praying continually. In order to do that at camp, you will need to get into the practice of praying now, so start it now. We commend you to the Lord. Go for it!!!!

4. Preparing a Personal Testimony

(3-5 minutes)

You have a story to tell of how you came to faith in Christ that is interesting and challenging. It is a powerful tool to use when sharing the Gospel.

A good testimony is a powerful tool to help campers to see the truth of Christianity as applied to your personal experience. Your testimony needs to be about you. It is not a sermon or a Bible study, but it is your opportunity to talk about your relationship with Jesus, how it started, what a difference He has made in your life, and what He means to you now.

Goal: Tell how you came to know Christ.
Talk about the difference He has made in your life.
Give glory to God.

Outline: Life before Conversion
Conversion
Life after Conversion

For a good example of a biblical testimony that follows this outline, read Paul's account in Acts 22:1-22 and 26:1-23. Avoid clichés and language that sound overly religious.

Use the following to help you put together your thoughts before you write your testimony.

LIFE BEFORE CONVERSION

You can tell about the emotional or intellectual barriers God had to overcome in your life to get you to see your need for Christ. If you've known the Lord since you were very young, you can share how that has kept you from doing the things the world does and praise God for His protection and guidance. If you come from a Christian family, you can praise God for that.

What was your life like before you came to Christ?

What are some of the things that helped you to recognize your need for Jesus?

CONVERSION

Describe the event or person God used to bring you to Christ. Be specific about the date, time, and place, if you can, because it makes it more real and gives a model for the listener. If you can't point to a single event or person through whom you came to Christ, you may be able to pinpoint a time when you recommitted your life to Him.

How and where did it take place?

How do you know that something really happened?

Be careful not to share only emotions or feelings but maybe a verse would be good here. At least, use the truth of Scripture to share how you know something really happened.

LIFE AFTER CONVERSION

Talk about your life since you accepted Christ, especially the changes from the way you were before Christ. Share about how you know God is real by the way He helps you, answers specific prayers, etc.

What changes came about in your life and why?

Is there a specific prayer that God has answered for you?

Is there some special way God has worked in your life that shows His work in you?

Now, **write your testimony** using these three parts, so that it will take **3 to 5 minutes** to read. When you share it the first time, you can read it if you want to, or use it as an outline as you share.

5. Expectations of Camp Staff

- 1. Come to camp spiritually prepared and physically rested.**
2. Put the needs of the campers above your own.
3. Spend more time interacting with the campers than socializing with other staff.
4. Participate in all camp activities with assigned campers and your camp team, such as games, clean up, Bible stories, etc.
5. Encourage growth in your campers, realizing that every camp activity is a learning opportunity.
6. Respect the authority of the staff over you.
7. Perform duties as assigned by the camp director.
8. During activities, such as meals, pool, and games, help fellow team mentors to supervise their campers as needed.
9. Make sure you and your assigned campers are on time for scheduled activities.
10. Mentors – Sleep in the same cabin with your campers, if they are the same gender as you.
11. Be ready to share a 3-5 minute testimony.
12. Help to keep the campsite area clean.
13. Be enthusiastic and have fun!