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## **Welcome!**

### **1.1 Directions**

Please review this handbook prior to training. A signature page is included at the end to confirm that you have reviewed and understand the contents.

### **1.2 Our Philosophy**

Hope's Haven believes that true healing and salvation is received through Jesus Christ, his sacrifice on the cross, and resurrection into Heaven. In this, we believe the entire Holy Bible is the inspired Word of God, infallible in every respect, totally inerrant, and the only supreme authority in all matters of faith and conduct. We believe in one God, eternally present in three persons, Father, Son, and Holy Spirit. We believe in Jesus Christ as God manifested in the flesh, his virgin birth, his sinless human life, his divine miracles, his resurrection, his ascension, and his personal return to this earth in power and glory. We believe that salvation is received for lost and sinful people through the blood Jesus shed for our sins by faith, apart from works, and the regeneration by the Holy Spirit. We believe in the Holy Spirit, by whose indwelling, the believer is enabled to live a holy life to witness and work for the Lord Jesus Christ. Finally, we believe in unity in the Spirit of all true believers, the Church, the body of Christ.

### **1.3 Our Mission & Vision**

Hope's Haven's mission is to share the Gospel of Jesus Christ with children who are, or have been, in the foster care system. We carry out this mission through a free overnight summer camp experience focused on developing relationships. Our goal is to provide an opportunity to develop a relationship with Christ by surrounding the campers with the love of Christ, discussing issues heavy on their hearts, and following the prompting of the Holy Spirit.

The teaching at camp stays true to our philosophy; we teach that through Christ's death we can receive a gift of unearned forgiveness and salvation, that there is power in prayer, that faith without works is dead, and that God will ultimately work all things together for His glory.

We recognize that while we are called to further the Kingdom of God through the mission of Hope's Haven, only God can bring a camper to Himself. We are dependent on the leading of the Holy Spirit through prayer in every moment at camp.

### **1.4 Volunteer Foundations**

**Spiritually Ready** - Volunteering at Hope's Haven cannot be done without being open to the Holy Spirit. Volunteers are encouraged to come, having prepared themselves by regularly being in the Word and in prayer before camp. Remember, apart from him, we can do nothing (John 15:5). This will be further covered in Section 7.

**Personal Accountability** - All volunteers are accountable for fulfilling Hope's Haven's mission for the campers. This will look different for each volunteer role, but the main goal across the board is to make sure the campers feel acknowledged, loved, and accepted as they are. For this to occur, volunteers need to take accountability for their relationship with God to promote an atmosphere of love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self control (Gal 5:22-23).

**Surrender Self-Interest** - Effective volunteering often has little to do with the self. This means serving others, becoming like a servant, and seeing your desires as less important than the camper's and God's will (Matt 20:28, Phil 2:4, John 13:14). We're all here for the campers! Throughout camp, moments will be provided for you to "catch up" with friends serving alongside you, but your focus should be on connecting with and serving the campers.

**Delight** - We call all our volunteers to delight in our campers in the same way God delights in us (Ps 18:19, Ps 147:11). At camp this means fully engaging with the campers; playing games, figuring out their interests, handling their questions; in essence treat them as you would a beloved friend or family member.

**Raising Up Our Campers** - Though volunteers are responsible for the care of the campers; let the campers discover their own abilities. We should never do for the campers what we can teach them to do. Given their background, many of these campers have missed out on early opportunities to practice and master independent skills like task completion, relationship building, and cleaning up after themselves.

## Volunteer Roles & Responsibilities

### 2.1 Roles

**Mentors** are the primary leaders, supporters, and motivators of the campers. This role works to cultivate a “mentoring” relationship with their one to two assigned campers.

**Guides** support the Mentors through active participation, being a positive peer role model, and having an encouraging attitude.

**Kitchen** volunteers prepare and serve food ensuring that all campers and volunteers have access to meals and snacks.

**Support** volunteers are responsible for maintaining, organizing, and preparing equipment for planned games and activities, keeping the facilities clean, and performing other duties as assigned by the Program Director.

**Photographer** is responsible for capturing and editing high-quality photos of campers, volunteers, and activities, creating the slide show, printing requested photographs, and assisting in completing Character Cards.

**Nurse** is responsible for the care and supervision of all medical services including first aid, administering medication, communicating with emergency medical care, and keeping record of medication logs and injuries during camp.

**Behavior Coach** is responsible for supporting Volunteers in navigating possible behavior situations related to a camper’s psychological diagnosis.

**Activities Director** is responsible for designing, implementing, and leading the team games and activities.

**Program Director** is responsible for providing leadership to the support volunteers, managing the camp’s program in coordination with the Activities and Camp Directors, and directing volunteers and campers from one activity to the next.

**Camp Director** is responsible for spearheading and overseeing the operations of Hope’s Haven Camp and shepherds all volunteers.

## 2.2 Using Your Responsibility

Not all of our campers come from a Christian background or environment. In fact, this may be one of the very few places where they get to see the kind of love and acceptance Christ offers to them. Due to this, it is important to recognize the heavy responsibility all of Hope's Haven's volunteers carry. Entering into camp unprepared, exhausted, and relying on your own strength can result in great harm as a result. The volunteers of Hope's Haven Camp greatly influence the success or failure of camp.

As Christians, we are called to be with Jesus, become like Jesus, and do the things that Jesus did. As we evangelize, we are telling the campers to imitate us, as we imitate Christ (1 Cor 11:1). This places significant responsibility on Hope's Haven volunteers to remain faithful in their pursuit of Christ. While we know we all need grace, mercy, and forgiveness, the campers need to see the authentic Gospel in action to believe that it could have any impact on themselves. Don't hesitate to share how God has impacted your life and the ways He has changed you; if you struggled with addiction prior to coming to Christ, you may encounter a camper struggling with that same addiction and your testimony could help them trust in Christ and break free of this addiction.

If this responsibility gives you pause, that's probably a good thing. God often equips those He calls forward during the work, not before it, so that only He receives the glory! If you've been accepted as a volunteer, Hope's Haven is already confident in your ability to lead a camper to the Lord.

## 2.3 Volunteering Aids

**Listen to Understand** - The two most important tools for a Hope's Haven volunteer are their heart and ears, so that they can love and listen. Often, people are quick to use their tongue and brain, providing quick answers to a question without slowing down to hear where the question is coming from. On Earth, Jesus loved people and listened to them; He would ask questions, despite knowing the answers already. His questions allowed people to seek the answer themselves and think through the consequences of their actions without being "told how it is." By listening to the campers and loving them, we share the same compassion with them that Jesus shares with us. Occasionally, the camper may come to you with a question seeking advice; but like Jesus, question and listen to the camper before providing your prayerful advice.

**Asking Questions** - When you ask a camper a question related to the Bible, be prepared for "awkward" silence. You may even feel the desire to just answer the question yourself and continue rambling on. We encourage you to slow down in these moments; if the camper is struggling to understand the question, try rewording it. If it's related to them not understanding the text, help them break it down so they get it. This helps the campers become confident in their ability to find answers in the Bible, increasing their ability to discern Biblical truth against worldly advice.

**Share Deeply** - As volunteers, we have a strong desire to see the campers open up and share their story with us so that we can guide them towards giving their hurt, trauma, and frustrations to God for His healing. However, the campers often will not share with an individual they see as a “closed book.” To have the privilege of hearing a camper’s story, one must be willing to vulnerably share their story. Don’t be afraid to share with a camper how God worked through a hard or traumatic experience in your life, or maybe even how God is working in your life now despite suffering hardship. By doing so, the camper will see you as a real person, and by default, see the truth in how God can work in their life.

**Understand the Camper** - Children who have suffered neglect and abuse strive to act normal, making it easy to forget who we are ministering to. While treating them as children, and maintaining your authority, remember their background. It’s important to not lose your temper towards the campers; when they test your patience, pray for guidance in navigating the camper’s behaviors. Often, adults want to “correct” the behavior. While well intentioned, this often ignores the “heart” of the behavior. Many of these campers were never taught respect and responsibility due to their neglectful or abusive upbringing. They may be “testing the waters” to see if Christianity has truly changed your heart, or if you are just another hypocrite in their life. Seek to understand the root of the camper’s behaviors and you may learn just how desperately they need a relationship with God.

## **2.4 Discipline**

H. Norman Wright describes discipline as “a learning or a process by which people learn what is acceptable, desirable, or pleasant for all.” Our campers have a strong desire to experience consistent and fair discipline; their actions may say otherwise, but they want to feel safe and cared for. Fair, consistent, discipline does that by saying “I care enough about you to want to see you succeed in life.” Given this, a cold approach to discipline is counterproductive to the environment Hope’s Haven creates. Our approach to discipline, while firm, is filled with love and care (Heb 12:6-11), and should not be focused on “punishing a child” for breaking rules, but rather teaching them how to function well in society.

At Hope’s Haven, discipline is not a negative action, rather, we view it as something with a positive goal in mind: the child’s cooperation for their own good. Discipline at camp is never to be a series of “don’ts” followed by threats and an explosive volume; not only could this fall on deaf ears and be frustrating for all involved, but the threats and increased volume can trigger a child to re-experience the trauma they have endured in their life. Likely, the discipline our campers experienced was loud, and the threats were threats of harm that were followed through on. By retreading this path even slightly, campers will view you in the same light as those who have hurt them in the past. If they do cooperate, it’ll be from a place of fear and self-protection, not because they learned a valuable lesson.

Hope’s Haven approaches discipline from a place of love, firmness, and care; with consequences that are relevant to the behavior or broken rule. If a camper throws their food during a meal, the logical consequence is for them to clean up the mess. These consequences

are also best carried out quietly and quickly to uphold and respect the campers dignity, while enforcing that their actions have immediate consequences. Despite what they say, campers view this procedure as good. Carrying out discipline this way both models and encourages self-discipline and self-control in our campers, as they may have never seen discipline modeled like this before. If you are struggling with maintaining your own self-control, do not be afraid to disconnect from the situation and seek prayer from others. When you have regained your peace, enter back in with the campers. In this same vein, be sure that you are only enforcing “rules” that are necessary and can have logical consequences. For instance, a nonsensical rule is “you must play all the games”; what is the logical consequence to this? The camper who does not want to play games will get what they want, not playing the games, and have had a moment of reinforced defiance. Finally, never bribe, plead, or offer privileges to gain a camper’s cooperation; the moment this occurs, you no longer carry authority over the camper, as you just handed them authority over yourself. If you are truly struggling with a camper’s cooperation and it is negatively affecting other campers’ experience of camp, please bring the Camp Director into the situation.

As one final encouragement, our role as volunteers is not to “fix” a camper’s behaviors over the course of camp; rather, it is to show them the unconditional love of Christ. Often, many behavioral concerns disappear rapidly through a Christ encounter, where the camper trusts in the sacrifice of Jesus and the Holy Spirit enters them.

## **2.5 Respecting Leadership**

Respecting leadership does not seem like such an important topic until you experience it firsthand. Beyond being a Biblical mandate (1 Peter 2:13-17), it provides the campers with an opportunity to see how to respect healthy authority figures. At camp, the easiest example of this is for the non-director volunteers to fully respect the leadership of the directors, as long as they are acting in-line with scripture.

If there are concerns regarding the way a director is leading, seek out a one-on-one conversation with them; if this conversation does not resolve the concern, seek out the advice of a “higher authority” director (Matt 18:15-17). Excluding an egregious sin concern, never address the individual of concern in the moment; seek prayer for discernment on the right time and location to address the concerns with the individual.

Non-director volunteers play a significant part in upholding and respecting director leadership and authority during camp. If campers are protesting a transition in activities, volunteers are encouraged to voice excitement for the next transition, rather than join in the “fun” of the protest. The campers are ultimately looking to you as a role model and if they see you disrespect authority, even out of fun, it can cement these behaviors in the campers.

## **2.6 Building Relationships**

Relationships built during crafts and play create the atmosphere needed for campers to share honestly during campfire and devotions. Often, in the mysterious manner of God's working, a camper's moment of discovery may come at a non-devotional time! If this is the case, press into it. Never delay a camper's spiritual revelation due to the time of day; their curiosity likely will not be there later.

Bear in mind that your volunteer role is not built off of being a perfect Christian, rather we ask all our volunteers to be authentic Christians. As you share your personal testimony, struggles, and questions, the campers will become comfortable with doing the same. As you enter into a prayerful relationship with the campers, they often will do the same to you.

## **2.7 The Homesick**

Never ridicule a homesick camper; this is heartless, futile, and counter to the mission of Hope's Haven. However, yielding to their wishes to go home is often not in their best interest either. Campers become homesick when they have not yet made friends at camp, have had a bad or embarrassing experience, or are just bored. If possible, avoid offering them a phone call home; often, this will only exacerbate their feelings of homesickness rather than resolve them. To help break the camper out of their funk, suggest playing a game together, crack a few jokes, and stick with them until you are sure they have connected with at least one other camper. If you find that your camper is unable to break away from feeling homesick, remember, there is power in faithful prayer. Pray openly over your camper for them to hand their anxiety over to God and to enter into the joy and peace of camp!

## **2.8 The Lovesick**

If you discover a lovesick camper, be careful not to display amusement or encourage their crush on someone. The emotions of the camper must be honored, but any response that would encourage a pursuit of the love feelings is not something that we want to entertain. Never laugh at or betray the incident to others who might show ridicule. Doing so will close off any opportunity you have of speaking the gospel of Christ into the camper. The crush will likely pass, but not so easily the hurt of betrayal. In the event a camper develops a crush on a volunteer, preserve the camper's dignity by pointing out that the volunteers like all the campers equally.

Attraction to the opposite sex must be approached from a wholesome, Biblical, point of view. This attraction is ultimately a gift from God; it is both normal and desirable for young people to discover an increasing interest in each other. We should be open to helping campers accept their God-given sexuality and integrate this into their Christian experience. While open courtship at camp is not something we encourage, warm friendships, wholesome affection, and companionship that does not dilute the spiritual focus of camp are okay. In this area, openness and honesty with campers will cover more ground than rules.



## **2.9 Completing Projects**

Making sure that our campers complete their projects is more important than you may realize. Foster and adopted children have experienced numerous setbacks and failures in their lives, so any opportunity to complete a task can be monumental! If the camper is struggling, encourage them and help them complete the project without taking on the task yourself. If there is not enough time to complete the project, come back to it later in the day when time allows. With that, craft time can be one of the most important parts of camp; it's an opportunity for campers to start and complete something that they then get to take home as a reminder of their skills. At no point is camp ever for the volunteer to do their own project; enter in alongside the camper and share in their joy! As you do so, you are telling the camper that they matter. Ultimately, this can make them receptive to the unconditional love of God.

## **2.10 Controversial Doctrines**

Hope's Haven, Inc. is a non-denominational parachurch ministry; as a result, we often find ourselves working with children who have different religious backgrounds or no religious background at all. Hope's Haven's mission is to share the Gospel of Christ with children who have a history in the foster care system and disciple them in their walk with God, using tact and sensitivity. Teaching our campers Biblical truth never means offending them or imposing our views on them, but it does teach the implication that there are right and wrong ways to live and approach life. Often, being a living Biblical example of a Christian speaks more than words ever could. When asked questions about something from the Bible, immediately direct them to relevant scripture so that you can read it together, rather than provide your thoughts. In this, sayings like "you must" and "that's wrong" is a fast way to build up walls rather than open doors.

Given the age and general audience of our campers, we ask that Hope's Haven staff and volunteers avoid controversial doctrines unless explicitly asked questions by a camper; even then, ask the camper where their question is coming from before answering. If you are unable to provide a Biblically based answer, ask the camper if they would like to take it to the Camp Director. Keep in mind that unless we know a camper has given their life to Christ, you will likely fall into arguing Christian morals with a camper who has no reason to value them.

The doctrines we focus on at camp are important to the truth of who God is and how we can receive salvation through Jesus Christ. These doctrines focus on the perfect and loving creator our God is, that man is dead through sin and needs a savior, that Jesus died as a perfect, sinless man in place of our sin, and that we receive eternal salvation through accepting His sacrifice on the cross. From there, we preface that to grow as a Christian, we need to be in God's word, be in fellowship with other Christians, pray, and share Jesus with others.

## **2.11 Sharing the Gospel**

As previously stated, the mission of Hope's Haven is to share the Gospel of Jesus Christ with children who are, or have been, in the foster care system. To fulfill this mission, Hope's Haven

takes an evangelical approach to everything we do; meaning that every volunteer has a duty and responsibility to continually point the campers back to Jesus. As you feel led by the Holy Spirit, be ready to share the Gospel and your testimony; if a camper is wanting to join their family in Christ, nothing on the schedule should stop that from happening.

The Gospel as Hope's Haven believes it is that Jesus died on the cross and rose again (1 Cor 15:3-4). That all people are sinners, condemned to death (Rom 3:23, Rom 6:23). Jesus Christ, the Son of God, was sent to save me through his death on the cross out of God's love for us (John 3:16, Rom 5:8). Accepting this sacrifice, and trusting in Jesus is the only way to eternal salvation (Acts 16:31).

If you have never led someone into a relationship with Jesus before, it can feel daunting; but take heart in the reality that we have a good God who calls His children into relationship with Him; we just have the privilege of entering in as a vessel. Before you present the Gospel to a camper, pray for the following: guidance from the Holy Spirit on how to enter in to the moment, for discernment over a camper's readiness for this relationship, for the child's salvation, and that the words spoken come from God alone rather than your flesh.

The only qualification needed to lead one of the campers to Christ is that you are a saved Christian as well. When talking with the camper about the Gospel, be sure to put the invitation in language that is concise, easy to understand, and Biblically accurate. Avoid the phrase "Will you accept Jesus into your heart?" This question, while well-intended, has little to do with the biblical Gospel. Avoid the phrase "Will you surrender your life to Christ?" This question ultimately focuses on the person's actions rather than their faith. Finally, avoid the phrase "To become saved, are you willing to give up your sins?" This question implicitly ignores the fact that Christ already died for our sins before we were born, it can make the camper believe that they need to "clean themselves up" before coming to Christ.

Two invitations that are grounded in scripture and are clear and concise are "will you believe that Jesus Christ died for your sins and rose from the grave" and "will you accept Jesus Christ and trust Him as your savior." These clear invitations present the scriptural evidence of the Gospel and provide a clear, faith-based call to action for the camper. If they say yes, pray over them and enter into the joy of gaining a brother or sister in Christ! And please share this news with the Camp Director and the rest of camp! On the chance that a camper says no, pray over them as well, ask the Holy Spirit if there is anything holding them back from entering into this relationship. Afterwards, even if the child has still not accepted the gift of salvation, joyfully enter back into camp with them and continue evangelizing through your actions.

As you enter into relationship with the campers, do not be afraid of saying the wrong thing to the point where you don't speak up at all. Pray for opportunities to evangelize and disciple the campers and pray that God will give you the appropriate words. Do not feel discouraged if a camper rejects the Gospel; it has nothing to do with you, as God will reveal himself to those he calls into his family in time (Matt 11:27).

## **2.12 Prayer**

We want to emphasize the importance of prayer. Think about the question on the interview sheet, “All the children in your group are enthusiastic about everything that is happening, except Joe. He is doing nothing but complaining, wants to go home, picks fights with the other campers, and won’t join activities. What would you do?”

The most accurate answer to that question is prayer for God’s guidance, before even engaging the camper. It’s hard for a child to know what they need in instances like this, and asking them “what’s wrong” will likely cause more harm than good. Our best approach is to pray for God’s guidance, that we remain open to the prompting of the Spirit, as we have a mighty and wise God that knows things we don’t; and he wants to tell us.

If we are in tune to God and pray about everything, life-changing events will happen regularly throughout Hope’s Haven Camp!

## **Program**

### **3.1 A Typical Day at Camp**

Schedules will be provided during camp orientation. Hope's Haven Camp days are full and run from early morning through late evening. Activities may include team sports, crafts, swimming, archery, canoeing, one-on-one time, and so much more. Mentors are provided scheduled free time during full days of camp.

### **3.2 Camp Handbook**

A large tool to our program is the Camper Handbook that every camper and volunteer receives at the beginning of camp. In it are the daily memory verses, the group bible study, and suggested questions for an evening devotional time in the cabins. These handbooks are used daily, and are a valuable resource for our campers both during and after camp.

### **3.3 Rules for Camp**

1. Smile and have fun.
2. Cabins are to be either entirely male or female, no exceptions.
3. Campers are not allowed to go to the cabins, during the day, without their Mentor and another volunteer.
4. Radios, digital music players, cell phones, electronic games, cigarettes, drugs, alcohol, pocket knives, matches, candy, and money are prohibited. If a camper has these items, explain that they need to turn them in to the Nurse during camp; if a camper protests, seek out the Camp Director.
5. All prescription and non-prescription medications must be turned in to the Nurse who will then dispense and record their usage.
6. Closed-toed shoes or strapped sandals must be worn at all times. Flip-flops can be worn to the pool.
7. Ensure all campers stay within the limits of camp at all times.
8. Camp boundaries are limited to the areas around camp that are within easy calling distance.
9. All campers and volunteers must wear their name tags.
10. Only the worship team is allowed to touch the sound equipment.
11. Fires are only allowed in the designated campfire rings/pits with volunteers lighting them.
12. Inappropriate actions and foul language are discouraged in our campers and prohibited in our volunteers.
13. Courtesy and respect are to be shown to everyone.
14. If a volunteer is struggling with a camper, they are to report to the Camp Director.
15. Physical fighting between campers equates an automatic trip of both campers to the Camp Director; other volunteers are not to handle these situations.

### **3.4 Meals**

Hope's Haven provides "cafeteria-served" meals for our campers. We encourage campers and volunteers to fully develop relationships with each other on their team. Meals are a great opportunity to see how the campers are connecting with each other and "bring anyone in" who may be on the outskirts.

Campers are encouraged to pray for the meals. Campers and volunteers are expected to clean up their table before leaving to play games during free time. If a team's table is noted to be unclean after a meal, a director will require the team to clean it prior to engaging in the next scheduled activity.

We understand that not everyone likes the same food; if a camper is not eating the meal provided, check in and see if there is some other reason they are not eating. If it is only because of the meal provided, request a peanut butter and jelly sandwich from the Kitchen.

### **3.5 Game Time**

An important aspect of Hope's Haven is our daily game time. Games give our campers an opportunity to "let off steam" and build friendships with each other. It also gives our volunteers an opportunity to model Christian sportsmanship, ethics, and teamwork. Mentors are able to do this through a variety of ways including: winning without becoming proud and boastful, losing without becoming hateful or pessimistic, being a positive team member, and honoring the winners if they lost. Hope's Haven encourages their volunteers to fully enter into and have fun during the games, but don't forget your leadership status towards the campers. Refrain from showing anger, frustration, defeat, or disloyalty to either the Games & Activities Director or fellow team members.

In addition, it's important to ensure that our campers understand the rules of the game being played. Some of our campers deal heavily with a fear of failure and may talk themselves out of fully paying attention to the rules because they don't believe they can do it right in the first place. With this in mind, when volunteers fully engage in the games, they can be a fantastic medium to build confidence and respect in our campers!

### **3.6 Music**

Music is a powerful tool that can be used for God's glory! During worship, God can meet the campers in the privacy of their thoughts and speak powerful truth to them. To create this environment, we ask all volunteers to fully engage in worship; many of our campers may never have participated in worship before and your example will set the tone for them.

### **3.7 Other Activities**

Beyond scheduled games and crafts, Hope's Haven offers our campers a variety of skill-based and skill-building activities! These activities may include archery, swimming, canoeing, rockwall climbing, a high ropes course, and Adventure Games.

These activities are largely designed to be "independent" from the volunteers, where the campers take the initiative to build up their skills. Depending on the activity, we encourage our volunteers to fully enter in alongside the campers, like canoeing or swimming; or to encourage and cheer them on as they push their skills, like the high ropes course and archery.

### **3.8 Memory Verse**

Every day, campers have a new Bible verse to memorize that is relevant to the day's theme. It is the Mentor's responsibility to provide multiple opportunities for their campers to memorize the verse throughout the day. Hope's Haven believes in the importance of word-for-word memorization, if the camper is intellectually capable of doing so. This allows the campers to go home with God's Word in them. Few campers are unable to memorize the daily verses, but if you notice your camper is struggling, try a few unconventional tactics to give them a hand. Many of our campers can easily memorize the verse if they read it multiple times, if you make a game out of memorizing it, or if you include hand motions with key words. We also ask that you help the camper understand the broader context of the verse. It is unfortunately easy for a camper to misunderstand scripture if they are never exposed to the broader of the verse.

If your campers refuse to learn the memory verses, that is not a reflection of your ability as a volunteer. Some campers have very hardened hearts and want little to nothing to do with God or His word. If this is the case with one of your campers, pray that God softens their heart and that they are encouraged to memorize the verses as they see their peers doing so.

### **3.9 Testimonies**

At the heart of Hope's Haven is a desire to evangelize to our campers. One of the strongest tools we have at our disposal to do this is our personal testimony. Every camper and volunteer has walked a unique path, though there are overarching themes interwoven between them. A personal testimony is a Christian's strongest resource because no one can argue against the change that God provided and continues to provide in your life.

Hope's Haven encourages all volunteers to come prepared to share your personal testimony if asked; we provide a dedicated time for testimony sharing every evening, but one never knows if a camper will ask you to share your testimony during another part of the day! Sharing one's testimony can be daunting if you have never done it before; it does not need to be complicated. The best testimonies are short, about 3 to 5 minutes long, provide a clear turning point to God, and focus on God's glory. Emphasize how God changed you as a person, rather than focus on

who you were prior to being saved; while campers can be tantalized by the details of sinful choices, the ultimate purpose of the testimony is to glorify God.

Some questions to pray over leading into camp are “Why did I, personally, need God?” and “How has God continued to change me?” The first question helps the camper understand how they may need God and what they may be trying to fill their life with instead. The second question is important to think over because we are never a “finished product” we are continually pursuing after Christ, becoming refined daily, but never achieving perfection until we are in heaven. The second question lets our campers know that God enters into their lives and desires a relationship with them; his salvation is not just a box that needs to be checked.

### **3.10 Prayer Time**

Mentors and Guides will meet with the Camp Director for a dedicated time of praying for the campers and for each other. Hope’s Haven recognizes that we are a vessel for Christ and that nothing we accomplish in ourselves is lasting and eternal. In that, daily we rededicate ourselves, the camp, and the campers to God so that His will is done at camp, not ours.

Other volunteers do not have a dedicated prayer time and are encouraged to seek out spaces in-between responsibilities to connect with Christ.

### **3.11 Campfire**

Hope’s Haven ends the day with a campfire; the boys and girls break off into separate groups and do a final press into the day’s theme. During this time, volunteers are encouraged to share a testimony related to the day’s theme. Campers are encouraged to share their story on the second evening, if they feel comfortable doing so.

The Hope’s Haven campfire is designed to be a sobering, somber, and peaceful atmosphere. The conversation is led and facilitated by the Camp Director, who may defer to other directors or volunteers to answer campers’ questions.

On the final evening, Hope’s Haven hosts a “pinecone ceremony.” This is a guided object lesson, led by the Camp Director. During this lesson, all campers and volunteers are provided with a pinecone from the Virginia Pine Tree, which is covered in sharp spines, to represent something painful they are holding on to. During this lesson, the Camp Director will lead all of the campers and volunteers through a guided prayer. The Camp Director asks the Holy Spirit to make it known to each person around the fire, what the pinecone represents to that person. After a few moments of silence, the Camp Director encourages the campers, and volunteers, to give whatever was brought to their mind to God, and in turn toss the pinecone into the campfire. As the fire burns each pinecone, it represents the painful, yet beautiful, restoration that comes as we hand over our burdens to God. Not every camper will toss in their pinecone, if this is the case for your camper, do not force them to do so; this is a choice, and if they are not ready, pray for them and let the Camp Director know afterwards.

### **3.12 Lights Out**

Make the first night of camp fun and engaging, have the volunteers in the cabin agree to a slightly later bedtime than scheduled and open the floor for continued group discussion. Likely, many of the campers are processing the day and maybe even starting to deal with some of their repressed memories or traumas. Promoting a healthy, public atmosphere where campers have the opportunity to pour their hearts out before their mentor is of the utmost importance at the end of the night. Often, these discussions will be the thing that winds everyone down from a full and exciting day of games, crafts, and building new friendships. Beyond even just that, God is always at work, and the campers may not be in tune to the work being done until the very end of the day.

Questions and concerns from the day may burn in the camper all day long, and right before bed may be the only window they feel where they can ask these questions. As a volunteer in their cabin, you have the privilege of sharing these moments with them and can let God work through you in one final way before going to bed.

### **3.13 Victory Circle**

Victory Circle is our final planned activity with the campers; it is a moment to celebrate who the campers are, in Christ, and send them off with biblical encouragement and a fun memory. During this event, every Mentor shares a special trait that they see in their campers. These special traits are listed out in Character Cards that can be found in the Appendix of this handbook. During camp, prayerfully consider what quality you see blossoming in your campers and choose that card for them; it's okay if both campers receive the same trait.

When you are presenting the Character Card to the camp and your camper, be sure to keep this a positive and encouraging experience. Surround the chosen trait with examples of how you noticed this in the camper. Focusing on what they are doing now will speak volumes of encouragement into them staying on that path.



## **Health and Safety**

### **4.1 Medications**

Up to 80% of children in foster care are diagnosed with at least one significant mental health disorder; as a result, many of our campers are prescribed medications that they need to take throughout the day. The Nurse is the only one allowed to handle the campers' medications and they will provide them to the campers as needed. If a camper informs you that their medications were accidentally skipped, inform the Nurse immediately so that they can check and provide the missed medication.

### **4.2 Injuries and Illnesses**

Volunteers should never ignore an injury, complaint of pain, or symptoms of not feeling well. Notify the Nurse, who will assess the seriousness of the problem. If needed, the Nurse will provide the appropriate pain medication, antiseptics, and bandaging. In the event that a camper is sick, the Nurse will isolate the child away from the rest of the campers and the child's family will be notified to come pick up the camper.

Volunteers with an up to date First Aid/CPR certification are encouraged to share a copy of their certification with Hope's Haven for record keeping purposes.

### **4.3 Emergency Medical Procedures**

While the Nurse is the individual responsible for acting on any emergency medical situations, other volunteers need to be aware of basic symptoms to assist the Nurse. A camper's medical emergency will take priority over anything else at Hope's Haven. Sometimes you will need to calm other campers and disengage them from the situation while the Nurse does their job, other times you may be expected to assist the Nurse in retrieving necessary supplies or calling emergency services.

Volunteers are expected to notify the Nurse immediately if they notice the following in one of the campers: loss of consciousness, absence of a pulse, profuse bleeding, seizures, a shaking chill, difficulty breathing, absence of breathing, ingestion of poison, or a severe allergic reaction.

### **4.4 Other Emergency Procedures**

#### **4.4.1 Disaster and Evacuation**

Emergencies can happen at any time, with ranging levels of severity. When an emergency occurs, it is important for volunteers to respond immediately and calmly. Mentors are expected to keep account of their assigned campers. If a camper is missing, notify an available Director; a search group will be sent out depending on the severity of

the emergency. Everyone should remain silent until the Camp Director gives further instruction.

In the event of an emergency, a designated Director will notify the camp through ringing the bell attached to the Main Lodge. All campers and volunteers will convene inside the Main Lodge. Campers and volunteers will be sent to the gender appropriate bathrooms and await further instructions from the Camp Director.

#### **4.4.2 Lost Camper**

Volunteers should be aware of where the campers are at all times. While a director is leading an activity, including crafts and hikes, they should count the number of campers at the beginning of the activity and ensure that they are all present throughout the scheduled activity.

If a camper is believed to be lost, missing, or runaway, immediately notify the Camp Director. They will designate volunteers to check the cabins and bathrooms. If the camper cannot be found within 15 minutes, the Camp Director will notify the local authorities, family, and the assigned caseworker, if applicable.

#### **4.4.3 Violence Outbreak**

No matter how well you believe you may know a camper, if one threatens with a knife or other weapon, we will call the authorities. In the event this occurs, volunteers are expected to remove any campers or volunteers from the immediate area; do not try to talk the camper out of the threat. Often, when a camper starts making these threats, they are beyond reason and cannot be talked out of it. If a camper does lose control, no volunteer is called upon to risk their life or others to be a "hero." As all campers are removed from the immediate area, send another volunteer to get the Camp Director, if they are not present. The Camp Director will call the local authorities, family, and caseworker.

### **4.5 Fire Safety**

Only volunteers 18 and older are allowed to start and maintain campfires. Campfires built must not be built larger than that necessary for warmth and fellowship. A shovel and bucket of water should be kept near the fire for immediate extinguishing, if needed.

In the event an individual falls into the fire, or is burned by the fire, immediately contact the Nurse and await further instructions.

## **Personal and Relationship Guidelines**

### **5.1 Non-Married Male-Female Relationships**

Dating relationships between volunteers can be a great tool in teaching healthy Christian attitudes and convictions regarding premarital relationships. If you are pursuing a relationship with another volunteer at camp, you are a dating role model for the campers; whether you want it or not! The campers will be watching you with great interest; in that, never indulge in any actions or activities that go against Christian convictions and would be improper for a camper to do.

We ask that if you are serving together, you focus on building relationships with the campers and connect with each other during your scheduled free time. Volunteers will not be able to connect with each other in the evening following the campfire, outside of those within your assigned cabin.

### **5.2 Married Couple Relationships**

If you have the joy of serving alongside your spouse at Hope's Haven, you have the opportunity to model a healthy, Christian marriage for the campers. Most of our campers have had few, if any, positive relationship models; making it important that they see you loving each other well, handling conflict biblically, and practicing patience with one another.

### **5.3 Issues with Other Staff/Volunteers**

In every organization, including Hope's Haven, you are going to experience issues or disagreements with others. During camp, when this happens, there are right and wrong ways to address these issues.

First, even before addressing the offending individual, pray to God. There is a chance that this is only a minor issue, not needing to be addressed, and is an opportunity for you to show the mercy and forgiveness that God shows us (Matt 5:7; Luke 6:36, Col 3:13).

Second, if after praying the issue is still on your heart, write down the issue and objectively make notes of why you believe it was an issue. Seek out a private time with the offending individual and explain the issue from your perspective and give them an opportunity to share their perspective. Not only is this an opportunity to show grace, but there is a moment of humility in acknowledging that you may be wrong (Col 4:6; Col 3:12; James 4:6). After sharing, pray with each other and work towards the resolution and reconciliation that God places on your heart.

Third, if after meeting, the issue is still present and you find yourself unable to move forward, seek prayer and guidance from the Camp Director. The Camp Director will pray over both individuals, address the issue as needed, and request that you be at peace with one another (Rom 12:18).

#### **5.4 Dress Code**

Clothing should be appropriate for a Christian camp setting. Undergarments should be covered at all times. Clothing should contain appropriate languages and messages. Shorts should be of an appropriate length. Shirts should not be spaghetti straps or halter tops. Shoes should be strapped sandals or closed toe shoes.

Regarding swimsuits, boys should wear swim trunks of an appropriate length, and girls should wear a one-piece or tankini that covers midriff.

Hope's Haven Directors reserve the right to ask any camper or volunteer to change their attire if deemed necessary.

## **Working with the Abused and Neglected**

### **6.1 Who Are They?**

Unlovable. Discarded. Irredeemable. Worthless. These four words, powerfully negative and counter to the Gospel, are the messages that abused and neglected children are fed by their abusers to the point that they believe this is all they are. Overtime, the children have both their self-worth and spirits broken. These messages cause children to be clingy and testy as they crave to be loved, but their brains are not wired in a way to receive it, causing them to seek out the negative attention they are so used to. They strive to please and desire what “normal” children expect, yet tell themselves they don’t deserve any of it.

The truth is that these children are deeply loved, desired, perfectly redeemable, and invaluable! We, through Hope’s Haven and God, have an opportunity and obligation to share this truth with these campers from the moment they are dropped off at our camp! Glory to God!

### **6.2 Characteristics of Abused Children**

Children who have suffered abuse and neglect for even a brief period can be characteristically different from children raised in healthy, stable homes. These children are often underdeveloped emotionally, intellectually, and physically; all due to sustained periods of not having their basic needs met. The children often have poor social skills, poor personal hygiene habits, and poor peer relationships; likely these skills were never positively modeled for them. They may suffer from enuresis (bedwetting), be withdrawn or depressed, be hungry for affection and provocative yet frightened by adult contact. These are children who may have frequent and severe mood changes due to never learning how to regulate their emotions in a healthy way.

Many abused children struggle with behaviors as a result of their abuse, some mentioned above. However, many of our campers do their best to put on a “normal” face for as much of the camp as they can manage. Often the child at the end of Hope’s Haven is truer to who they currently are and how they see themselves than the excited individual getting dropped off at the start. As this happens, it’s of the utmost importance to continue showing them the love of Christ while giving them opportunities to redirect and redo behaviors and actions that are inappropriate both in and outside of Hope’s Haven.

### **6.3 Hope’s Haven’s Role**

Hope’s Haven volunteers have the privilege of helping our campers emerge with a stronger confidence in themselves and their abilities to handle difficult situations in life, through Christ. They can learn to seek out Christian community and Jesus to meet their needs; becoming more likely to seek assistance for current and future problems. Through our help, and God’s grace, the campers can become more of who God desires them to be; becoming compassionate and loving, gracious and merciful, striving for what is good and right!

Hope's Haven is not designed to replace therapeutic treatment or counseling; rather, we desire to step alongside these services and support them from a Christian perspective. Part of this is recognizing that we are stepping in to minister to children and teens who may be struggling with abusive-leaning or addictive behaviors.

We aim to break the cycle of abuse and guilt or shame in our campers by helping them understand that while they were victimized, they are not victims; and that through God, they are His redeemed, adopted sons and daughters! Part of this is helping our campers recognize their deep need for Jesus, partly because of our deep need for Him! As we dive into studying the Bible in lessons and small groups, campers learn how Jesus is the ultimate healer who sacrificed Himself on the cross for our sins.

## **6.4 How to Respond**

Most important in your response to a child disclosing their abuse is belief in their story. Rarely does a child lie about abuse, physical or sexual. Children often are not informed on how to discuss these topics outside of personal experience.

As a child shares about his or her abuse you will likely feel disgust, horror, and rage to name a few strong emotions. No matter what you are feeling, it's important to stay calm and quiet on the surface and listen as the child shares. Seek out another adult to confide your emotions in. The child should not bear the weight of your emotional response as they may even feel guilty for making you feel this way as a result of them sharing. In the same event, be mindful of the language you use; when children disclose their abuse, for the first or tenth time, it is putting them in a very vulnerable place. Never ask questions like "Why did you let it go on so long?" or "Couldn't you stop them?" These questions place unspoken blame on the child for "letting" the abuse occur to them, and in abuse situations, the sinful action that occurred is fully on the adult offender for utilizing their position of power to take advantage of the child. The unfortunate reality is most children feel absolutely powerless to stop the abuse of a caregiver, and sharing about it gives them a sense of control over what happened. Affirm that they were not at fault for what happened to them.

Unfortunately, abuse in a foster, adoptive, or group home is not unheard of. Listen closely to the camper as they share their story; what sounds like past tense may be their present. If this is the case, campers may not even fully understand the abuse they are receiving, as this behavior has been heavily normalized in their short life. This can mean that if a camper is behaving in a seductive manner towards volunteers or other campers, it's likely because this was encouraged in them by an adult.

You may find that as your camper shares their story, they start expressing feelings that may disturb you; self-hatred, history of suicidal thoughts, murderous rage. Refrain from criticizing them for these emotions. It is truly better for these feelings to be expressed in a safe and loving environment than to continue suppressing them. Remain controlled and supportive as the

camper talks. If the camper is open to it, hug them or hold their hand. Share your sorrow that this happened to them and let them know that they are safe at camp.

We have an opportunity to break the abuse narrative in the campers! This is an amazing privilege as we show them the beginning of who God designed them to be, and help them begin to understand how God desires to redeem their past.

## **6.5 Safe Touch**

At Hope's Haven, we must always be aware of how our campers could react to physical touch. People learn who they are through touch, starting as a baby. In healthy, loving homes people grow up feeling safe, loved, valued, and secure. This is because they have been held by a loving mother when hungry as an infant; have been soothed by a warm embrace when upset or frightened as a toddler; have witnessed two loving parents show appropriate affection for each other. This all speaks to who we are and how we can be expected to be treated by people who love us.

Unfortunately, children who have suffered abuse and neglect have received a very different message when it comes to physical touch. A crying baby goes hungry, crying in his bassinet for the mother that wasn't present. A scared toddler was smacked across the face by a parent who just wanted them to "shut up." A small child watched two parents yell at and beat each other with their fists out of rage and frustration. A teenager is touched sexually and objectified by the very people who should be caring for them. Potentially, from the beginning of their life, these children learn that physical touch is scary, terrifying, painful, and used to take advantage of you.

Recognizing this, Hope's Haven expects volunteers to wait on the camper's initiation before implementing any form of appropriate physical touch, including handshakes, hugs, or high-fives. Any unexpected move towards physical contact by a volunteer could send the camper into a PTSD-induced panic attack where they view the hand raised for a high-five as a hand raised to smack their face or perceive a caring hug as sexual advances. In this, model appropriate touch to the campers as you interact with and engage other volunteers. This will help them start to understand what safe, loving, and caring touch is.

## **6.6 Mandated Reporting**

Since 2015, volunteers working with children are required by law to report suspected child abuse; only needing reasonable suspicion to file a report. There are no legal ramifications if the report is determined to be unfounded if it was intended with the child's safety in mind. However, failure to report suspected child abuse can result in an individual be prosecuted in a court of law.

A brief definition of child abuse is any physical maltreatment or sexual molestation of a child. This includes, but is not limited to serious physical injury, serious mental injury, sexual abuse or exploitation, serious physical neglect, and putting the child in imminent risk.

In the event that a camper reveals current or previous abuse and/or neglect to a volunteer or staff, the following procedure is to be followed:

1. If abuse is disclosed during a conversation at camp, temporarily have the camper assigned to a different volunteer once the conversation has ended. Notify the Camp Director immediately, or the Nurse if the Camp Director is not available. If the abuse is disclosed during a campfire, the Camp Director will make the report.
2. With the assistance of the Camp Director, or Nurse, fill out a CY-47 form to the best of your ability.
3. The Camp Director, or Nurse, will then assist in calling ChildLine at 1-800-932-0313.
4. If applicable, the Camp Director will make a courtesy call to the camper's assigned county or agency caseworker that was provided on the Camper Registration Form.
5. Within 48 hours, the Camp Director will have the completed CY-47 mailed to the county Children and Youth Agency in which the child resides.

If you have any questions or concerns regarding this responsibility, do not hesitate to contact the Hope's Haven Camp Director.



## Preparing to Serve

### 7.1 Dealing with Sovereignty and Pain

Our campers will most likely struggle with the idea of there being a good and faithful God considering the immense pain and suffering they have experienced in their short lives. Knowing this, it's important to come prepared with biblical evidence that shows the campers that they are not alone, that God wants to redeem their suffering for His good and glory, and that they experienced pain and suffering, not because of God, but because of the broken nature of our world.

You are encouraged to study the following scriptures leading up to and through camp to be equipped for any questions related to this topic that a camper may have for you:

Genesis 6	Romans 4:19-21
1 Samuel 1	Romans 8:17-18
1 Kings 19	Romans 8:28
2 Chronicles 20:6	Romans 9:14-24
Esther	2 Corinthians 4:17
Isaiah 25:6-12	Ephesians 3:13
Isaiah 43:2	James 1:2-17
John 9:1-3	John 3:16-17
John 11:14-44	James 5:7-11
John 14:2	2 Peter 3:9
John 16:33	Revelation 21:4

### 7.2 Are you Ready?

Our campers learn best by example; we can tell them all the biblical knowledge we have, but if our actions don't follow our words, our faith might as well be dead (James 2:26). It's hard, if not borderline impossible, to effectively evangelize to our campers if our belief in God does not impact the choices we make in our day to day lives. This goes back to the idea of being with Jesus, to become like Jesus, to do the things that Jesus did.

As you prepare to volunteer at Hope's Haven, be sure that you are actively in relationship with Jesus, be in the Word, study the scriptures provided in this handbook and for the camp's annual theme. These practices can more than prepare your heart for the work set before you at Hope's Haven.

## **Camper Follow-up**

### **8.1 Qualifications**

Follow-up is to be done by Hope's Haven approved volunteers only. Volunteers requesting year-round contact with a camper are expected to uphold Hope's Haven's beliefs, policies, and practices for the duration of their volunteer tenure. Volunteers requesting year round contact with a camper must be 18 years of age, or older; excluding group activities. Volunteers are only able to meet with and contact a camper of the same gender. Volunteers looking to maintain contact with a camper must complete Mandated Reporting Training and provide the certificate of completion to Hope's Haven.

### **8.2 Maintaining Contact**

Volunteers are encouraged to maintain contact with campers once Hope's Haven Camp has ended. This can be via handwritten letters, phone calls, group outings, and personal visits. Volunteers interested in maintaining contact must seek approval from the Executive Director prior to doing so; if the Executive Director believes the desire for continued contact to be in good faith, they will receive consent from the family and coordinate the first contact between camper and volunteer.

Volunteers are expected to reflect the image of Christ in their interactions with the camper, positively reflect the ministry of Hope's Haven, and exclusively pursue a mentoring relationship.

### **8.3 Group Activities**

Hope's Haven approved group activities are a great way for volunteers, of any age, to reconnect with a number of campers. Group activities will be arranged by the Activities Director.

### **8.4 Personal Visits**

Personal visits with a camper can be a great experience for them and a fantastic way to further the mission of Hope's Haven, sharing the gospel of Jesus with foster children, outside of our summer camp! However, refrain from making any promises to the camper until the visit is approved by the Executive Director and the camper's family.

When you meet with the camper, be clear with them as to whether or not this will be a recurring visit; while meeting with a camper regularly could be instrumental in their walk with God, it's important to not, openly or implicitly, make a commitment that you are unable to keep. In that same vein, be aware that the child you met at camp may not be the same child at home; often our campers "put on their best behavior" for camp to make a good impression, but as you get to know the camper outside of camp; they will allow you to learn more of their daily struggles.

When you schedule a date and time with your camper and their family, to the best of your ability do not reschedule the visit; this enforces the idea that the camper matters to you. Plan for the visits to occur in the adoptive, foster, or birth parents home; we do not encourage volunteers meeting one-on-one with a camper in other settings at this time.

### **8.5 Mentoring**

As a volunteer through Hope's Haven you are providing a great service to a child if you choose to remain in continued contact with them throughout the year. To keep the focus of the relationship as a mentoring one, prayerfully consider where the camper may need help growing in their relationship with God and offer to help them grow in this area. Some campers may feel a desire to grow in biblical knowledge while another may desire advice on how to take next steps following high school.

Mentoring a camper provides an opportunity for us to help campers figure out answers to tough decisions, learn to rely on God more, and grow in their budding relationship with Jesus.

Please contact the Executive Director for more information if interested.

## Appendix

## Resourcefulness

versus wastefulness

*Wise use of that which others would normally overlook or discard.*

"Whoever can be trusted with very little can also be trusted with much, and whoever is dishonest with very little will also be dishonest with much."  
Luke 16:10

## Initiative

versus Unresponsiveness

*Recognizing and doing what needs to be done before I am asked to do it.*

"Be not overcome by evil, but overcome evil with good."  
Romans 12:21

## Orderliness

versus Disorganized

*Arranging my life and surroundings so that God has maximum freedom to achieve His goals through me.*

"But everything should be done in a fitting and orderly way"  
I Corinthians 14:40

## Thoroughness

versus Incompleteness

*Realizing that each of our tasks will be reviewed and rewarded by God.*

"The heart of the discerning acquires knowledge, for the ears of the wise seek it out."  
Proverbs 18:15

## Thriftiness

versus Extravagance

*Not letting myself or others spend that which is not necessary.*

"So if you have not been trustworthy in handling worldly wealth, who will trust you with true riches?"  
Luke 16:11

## Diligence

versus Slothfulness

*Visualizing each task as a special assignment from the Lord and using all my energies to accomplish it.*

"Whatever you do, work at it with all your heart, as working for the Lord, not for human masters"  
Colossians 3:23

## Responsibility

versus Unreliability

*Knowing and doing what both God and others are expecting from me.*

"So then, each of us will give an account of ourselves to God."  
Romans 14:12

## Dependability

versus Inconsistency

*Fulfilling what I consented to do even if it means unexpected sacrifice.*

"Who despises a vile person but honors those who fear the LORD; who keeps an oath even when it hurts, and does not change their mind"  
Psalms 15:4

## Decisiveness

versus Double-mindedness

*The ability to finalize difficult decisions based on the will of God.*

"If any of you lacks wisdom, you should ask God, who gives generously to all without finding fault, and it will be given to you."  
James 1:5

## Discretion

versus Simple-mindedness

*The ability to avoid words, actions and attitudes which, could result in undesirable consequences.*

"The prudent see danger and take refuge, but the simple keep going and pay the penalty." Proverbs 22:3

## Obedience

versus willfulness

*Fulfilling instructions so that God and the one I am serving will be fully satisfied.*

"We demolish arguments and every pretension that sets itself up against the knowledge of God, and we take captive every thought to make it obedient to Christ." II Corinthians 10:5

## Discernment

versus Judgement

*The God-given ability to understand why things happen to me and others.*

"But the LORD said to Samuel, Do not consider his appearance or his height, for I have rejected him. The LORD does not look at the things people look at. People look at the outward appearance, but the LORD looks at the heart." I Samuel 16:7

## Wisdom

versus Natural inclinations

*Seeing and responding to life situations from God's frame of reference.*

"The fear of the LORD is the beginning of wisdom, and knowledge of the Holy One is understanding." Proverbs 9:10

## Cautiousness

versus Rashness

*Knowing how important right timing is in accomplishing right actions.*

"Desire without knowledge is not good—how much more will hasty feet miss the way!" Proverbs 19:2

## Boldness

versus Fearfulness

*Confidence that what I have to say or do is true and right and just in the sight of God.*

"Now, Lord, consider their threats and enable your servants to speak your word with great boldness." Acts 4:29

## Self-Control

versus self-indulgence

*Instant obedience to the initial promptings of God's Spirit.*

"Those who belong to Christ Jesus have crucified the flesh with its passions and desires. Since we live by the Spirit, let us keep in step with the Spirit." Galatians 5:24-25

## Determination

versus Faint-heartedness

*Purposing to accomplish God's goals in God's time regardless of the opposition.*

"I have fought the good fight, I have finished the race, I have kept the faith. Now there is in store for me the crown of righteousness, which the Lord, the righteous Judge, will award to me on that day—and not only to me, but also to all who have longed for his appearing." 2 Timothy 4:7-8

## Persuasiveness

versus Argumentative

*Using words which cause the listener's spirit to confirm that he is hearing the truth.*

"And the Lord's servant must not be quarrelsome but must be kind to everyone, able to teach, not resentful." 2 Timothy 2:24

## Patience

versus Restlessness

*Accepting a difficult situation from God without giving Him a deadline to remove it.*

"Not only so, but we also glory in our sufferings, because we know that suffering produces perseverance; perseverance, character; and character, hope."  
Romans 5:3-4

## Tolerance

versus Prejudice

*Viewing every person as a valuable individual whom God created and loves.*

"Blessed are the peacemakers: for they will be called the children of God."  
Matthew 5:9

## Gentleness

versus Harshness

*Showing personal care and concern in meeting the needs of others.*

"Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others."  
Philippians 2:3-4

## Compassion

versus Indifference

*Investing whatever is necessary to heal the hurts of others.*

"If anyone has material possessions and sees a brother or sister in need but has no pity on them, how can the love of God be in that person?"  
I John 3:17

## Forgiveness

versus Rejection

*Clearing the record of those who have wronged me and allowing God to love them through me.*

"Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you."  
Ephesians 4:32

## Generosity

versus Stinginess

*Realizing that all I have belongs to God and using it for His purposes.*

"Remember this: whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously."  
II Corinthians 9:6

## Respect

versus Rudeness

*Limiting my freedom to speak and act in order not to offend others.*

"It is better not to eat meat or drink wine or to do anything else that will cause your brother or sister to fall."  
Romans 14:21

## Loyalty

versus Unfaithfulness

*Using difficult times to demonstrate my commitment to God and to those whom He has called me to serve.*

"Greater love has no one than this, to lay down one's life for one's friends."  
John 15:13

## Endurance

versus Giving Up

*The inward strength to withstand stress to accomplish God's best.*

"Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up."  
Galatians 6:9

## **Humility**

versus Pride

*Seeing the contrast between God's holiness and my sinfulness.*

"But he gives us more grace. That is why Scripture says: 'God opposes the proud but shows favor to the humble.'" James 4:6

## **Sensitivity**

versus Callousness

*Knowing by the promptings of God's Spirit what words and actions will benefit the lives of others.*

"Rejoice with those that rejoice; mourn with those that mourn." Romans 12:15

## **Love**

versus Selfishness

*Giving to others' basic needs without having as my motive personal reward.*

"If I give all I possess to the poor and give over my body to hardship that I may boast, but do not have love, I gain nothing."

*1 Corinthians 13:3*

## **Attentiveness**

versus Unconcern

*Showing the worth of a person by giving undivided attention to his words and emotions.*

"We must pay the most careful attention, therefore, to what we have heard, so that we do not drift away." Hebrews 2:1

## **Joyfulness**

versus Self-Pity

*The result of knowing that God is perfecting His life in others through me.*

"A happy heart makes the face cheerful, but heartache crushes the spirit." Proverbs 15:13

## **Enthusiasm**

versus Apathy

*Expressing with my spirit the joy of my soul.*

"In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven." Matthew 5:16

## **Gratefulness**

versus Unthankfulness

*Making known to God and others in what ways they have benefited my life.*

"For who makes you different from anyone else? What do you have that you did not receive? And if you did receive it, why do you boast as though you did not?" 1 Corinthians 4:7

## **Availability**

versus Self-Centeredness

*Adjusting my personal responsibilities around the needs of those whom I am serving.*

"I have no one else like him, who will show genuine concern for your welfare." Philippians 2:20

## **Flexibility**

versus Resistance

*Not setting my affections on ideas or plans which could be changed by God or others.*

"Set your mind on things above, not earthly things." Colossians 3:2