



2023

Junior Staff Handbook

Cedar Creek Christian Camp (C4)

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Cedarcreekcamp.com

First Things First...

We believe Youth Camp is an important components of ministry in the church. As such, it should be high on the list of things for which we should be praying. So, let's start here— long before we step on our camp grounds:

- Be in Prayer WELL before camp starts!
- Pray for those who need to be there.
- Pray for those who will be there.
- Pray for tenderhearted youth/children.
- Pray for unity.
- Pray for selflessness.
- Pray for inspiration.
- Pray for a servant's heart.
- Pray to see with spiritual eyes.
- Pray that God will give direction.
- Pray for crisis situations (relationships, addictions, etc.).
- Pray for salvation.
- Pray for the calling into ministry.
- Pray for healing.
- Pray that hearts would be set on fire for the cause of the Gospel.
- Pray for the teachers, preachers and worship team.
- Pray that God will use each staff person.
- Pray for protection during all activities.

Thank you for your interest in being a Junior Staff member at Cedar Creek Christian Camp (C4). You are in for a great summer and we are so happy you are here. However, it is important to realize that you also have taken on a great responsibility. The directors of the camp take that responsibility seriously and have established these guidelines as the boundary within which you are expected to serve.

Requirements to be a Junior Staff Volunteer:

- Junior Staff are teens going into 9th through 12th grade.
- 9th & 10th graders may serve as Jr. staff **one** of the following camp weeks:
Beginner Camp including Day Camp, or Junior Week.
- 11th & 12th graders may serve as Jr. Staff **one** of the following camp weeks:
Beginner Camp including Day Camp, Junior Week, or Middle School.
- Each Junior Staff member must be a Christian (following the Plan of Salvation as displayed in the New Testament and adopted by the C4 member Churches of Christ / Christian Churches) (*see page 10-12*).
- Must be actively involved in his/her home church.
- Must have a recommendation from his/her home church. Either email a recommendation letter to the registrar or bring it with you to the Junior Staff Retreat. We must have this on file before you are chosen as a Junior Staff member. Application requirements must be completed and turned in.
- Must not have a negative report on file from prior working as Junior Staff. Past performance (*score*) will be considered in evaluating potential Jr. Staff.
- Must attend both days of the Junior Staff Training weekend.
- Must attend a high school week of camp @ C4 during the same camp year.
- Must adhere to the expectations and responsibilities of being a Junior Staff member during his / her assigned week.

Why are you here?

Being on staff at C4 is both an honor and privilege. You have been recommended by your home church, which means that by observing your growth as a Christian and your service within the church, you demonstrated a trustworthiness that commends you to work with youth. You should feel proud of such an honor and determine to give your best to Christ while serving at C4.

It should also humble you because you are working in a challenging field of service with impressionable youth. It is not something to be taken lightly. You may be here because of a positive experience with a staff person working during your week of camp. However, there is also the possibility that a negative experience may turn a child away from ever wanting to come back to camp again. You could make that difference. Your interest in the camper, your excitement and enthusiasm, your involvement in this brief moment in their lives, can take a camper who is ready to leave camp in misery, and turn it into one of the best weeks of their life!

What are your Overall Objectives?

- **Faith in Jesus Christ** (Colossians 1:28-29): Our main objective is to help each camper make a personal commitment to Jesus Christ as Lord and Savior, and grow in Him.
- **Christian Growth** (Ephesians 5:18-20): To help each camper mature in Christ. We want the camper to become a disciple of Jesus and help him / her develop a walk with the Lord that will continue to grow throughout life.
- **Love to Others** (John 13:34-35): Life in Christ is to be expressed and shared in a loving witness. We seek to challenge the camper to express, in speech and action, God's love as it is revealed in Jesus Christ.

- **Response to Scripture** (2 Timothy 3:16-17): The Bible is God's revealed, authoritative word to man. We seek to lead the camper to read and respond to the Bible in a personal way, challenging and training them in a serious confrontation with the Word of God.
- **Effective Prayer** (James 5:16; 1 John 5:14-15): God shares His life personally with man. We seek to help the camper gain skill in prayer and meditation and to build a personal devotional life.
- **Ethical Behavior** (2 Timothy 2:3-6; Colossians 3:17): Our strength to live a moral life comes from the power of God given to us through the indwelling Holy Spirit. We seek to help the camper develop a life style based on the Gospel of Jesus Christ, training him / her in ethical behavior which has roots in the resurrection.
- **Church Participation** (1 Corinthians 12:12-27; Hebrews 10:23-25): God works through the local church. God builds His church on the foundation of Jesus Christ. We seek to help the camper realize that it is God's will to place him / her in church fellowship and use him/her NOW. We seek to help the campers know that God wants them to use their spiritual gifts in the church body. They are the church of today, not tomorrow.
- **Responsibility to the World** (Psalm 24:1): Each of us has a responsibility to be a good steward of all that God has given us. We have a responsibility to our community and the world that we live in. We seek to help campers understand that responsibility and prepare them for a life of stewardship.
- **Family Life** (Ephesians 6:1-4; Deuteronomy 6:6-10): The family is the primary setting God has given for learning love and responsibility. We seek to help campers understand their relationship to their parents while also being sensitivity to family situations which are not in line with God's ideal.
- **Personal Development** (2 Timothy 2:20-21): Each camper is a special object of God's love and eternal will. We seek to help the camper understand and accept themselves, as Christ accepts them. We seek to help them gain an understanding of their identity in Christ and vocation to God.

General Responsibilities and Expectations

Be a good role model to campers! You must follow the camp schedule!

- Get up on time (no sleeping in). Be on time to breakfast and do not wear your PJ's! **You lead by example!** *You are a lead camper!*
- Participation in camp activities is expected. **You are a lead camper.** Be at all swimming, recreational activities, canteen times, chapel times, etc. The dean will tell you when your free time is scheduled.
- Do not have a messy bunk (or area). **You lead by example!** Keep it clean!
- Go to bed on time! Nighttime can be very hard for campers (especially younger ones). Your presence helps provide them with a sense of security and helps them adjust. **You lead by example!** When it says lights out...that is lights out! Exceptions to this can only be made by the dean.

You lead by example! You must follow all camp rules!

- You may not leave the campgrounds without permission from the dean.
- Your clothing should be a model of decency and modesty. **You lead by example** in length, tightness and transparency of clothing. You can see the camp guidelines for all specific requirements on clothing.
- Show respect for all camp property.
- Cell phones should not be out during camp events. You may use it during times when the dean has given permission.
- No food or drinks in the dorm without special permission.
- No visitors during the week. **You lead by example!** This means your boyfriends or girlfriends will have to wait a week to see you!
- Stay within the camp boundaries at all times.
- Jr. Staff members must guard against withdrawing by themselves.

All staff will report to the dean!

You are part of a team at camp. Your role is to help the dean, co-dean and other adult staff have the best and safest week possible for the campers!

Mark 10:45 *“for the son of man did not come to be served,
but to serve, and to give his life as a ransom for many.”*

Many of the tasks that you will be given as a Junior Staff may seem beneath you. They are often difficult and thankless tasks involving dishes, sweeping, cleaning bathrooms or taking out garbage. **You lead by example!** Just remember, when it gets hard think about Jesus washing the feet of His disciples. Be humble! Be a servant! Be like Jesus! Others will follow your lead when they see you doing all of these things with joy!

Your leadership must be carried out with the humility of a servant!

Be a Mature Leader

There are limitations to this term “leader.” Just as each of you will be in varying stages of maturity, not only physically, but also spiritually, we trust that you will also grow into proper leadership as you mature in Christ.

- Do not try to rule the camper. You are not the disciplinarian. That will be left to an adult to handle if a camper is having difficulty controlling themselves. Don’t boss them, rather encourage them. Never use threats or threatening language.
- No name calling. Not even in a joking manner.
- If at all possible, try not to call out a child in front of others. Pull him / her away from the group in a public, visible space and talk.
- If a child refuses to respond to something you ask, then involve an adult.

- If you feel a child is a threat to themselves or others, send someone else to get the dean or an adult. Never leave the child unattended, unless it is an emergency.
- When you struggle with a camper, the problem may go deeper than them just being a trouble maker. Consider other things in their lives that are going on that are making them act out. Be patient with them. They may be dealing with things at home or in their personal lives that are affecting their behavior. You may just be the one person to help them.
- Do not ever be alone with a camper. If a camper asks to talk to you, make sure there are other people who can see you. Never take them into a dorm, bathroom, or any other locations alone. Also, let an adult know if a camper is dealing with things. Let the adult make the decision on the best and safest way to help the camper.
- Limit physical contact. Campers are never to sit on a Junior Staffers lap! Be very cautious with the way you interact physically with a camper. Instead of hugs, give a high five or fist bump! Praise with words!
- If a camper reveals any type of abuse at home, report it immediately to the dean. Do not tell anyone else (especially other campers or Junior Staff).
- Never make promises to a camper! Period! It does not matter what the topic of the conversation is...do not make promises!

Violation of any of the above guidelines will be grounds for immediate dismissal as a Junior Staff member. You will be sent home!

Relationships with other co-workers on staff:

Maturity also involves the ability to keep from being distracted during your camp week. We do not have control over who you are in a dating relationship with, but we do ask that during your week of camp that you refrain from letting this get in your way of performing your duties. The following are guidelines for you if you have a boyfriend / girlfriend at the same week of camp:

- No physical contact at all! This includes hugging, kissing, hand holding, piggy back rides, or any other physical interactions.
- You are to never be alone anywhere or anytime!
- You may not be in the same family group.
- Your role as a Junior Staff does not involve finding a boyfriend or girlfriend. This will cause you to become distracted from what you are to do at C4.
- If someone has caught your eye, get contact info and connect after camp. Please do not follow each other on social media at camp. Or go old school and get a mailing address and write a letter, but wait until camp is over!

Be a Mature Worker! You lead by example!

- If you complain about the food, the campers will follow your lead and also complain. Don't do it!
- If you act bored during a chapel session, the campers will follow your lead and also be bored! Don't do it!
- If you don't act with excitement and enthusiasm, the campers will follow your lead! Act with excitement and get them excited about being there!
- If you stay up after lights out on your phone or chatting with others in your dorm, the campers will do them same! Go to sleep!
- Stay off your phone during teaching times and worship. Interact with campers instead of your world back home.

What we are saying is this...be the example! The campers will follow your lead because they are watching you. They look up to you and want to be just like you. Set a good example!

Some Specific Responsibilities

- Help in the kitchen with whatever duties are assigned to you, including trash, dishes, sweeping and mopping. The dining hall cleaning will also be part of your responsibility after each meal.
- The bathrooms in the dorms need to be stocked everyday with toilet paper, paper towels and hand soap. This is your responsibility to make sure that it doesn't run out. You may get these supplies from the kitchen staff.
- Trash in the dorms must be emptied every day, including bathroom trash.
- Make sure that campers are keeping the dorms free from wet clothing or towels. Make sure they are hanging them on the lines outside.
- Help with canteen when asked. Make sure all trash cans are emptied daily.
- Making sure all recreational equipment is put away after each use.
- Help the dean set up / tear down for any event or recreational activity.

Sharing the Gospel with Campers

What must I do to be saved?

A great privilege at camp is the opportunity to encourage a camper or staff's walk with Jesus Christ. This could mean God calls you to teach someone the plan of salvation so that person can be forgiven of his / her sin and be saved. When questions and discussions arise we want you to be confident about sharing what the Bible says about salvation. Jr. Staff is encouraged to have an adult staff assist in the conversation within a timely fashion.

Campers come from a variety of religious backgrounds and churches and may have questions or be confused about how to be saved. To get saved means to be forgiven of sin, to come into Christ, i.e., ... become a Christian. Thus, it is essential you understand the New Testament plan of salvation and be comfortable explaining what the Bible says about becoming a Christian (i.e., being saved). Jesus saves us from sin when we trust and follow Jesus! We are saved by grace, through faith, at baptism. Please familiarize yourself with the Bible verses below:

Some verses to read with a camper who is interested in becoming a Christian:

- John 3:16, 36** 16 “For God so loved the world, that He gave His only begotten Son, that whoever believes in Him shall not perish, but have eternal life. 36 He who believes in the Son has eternal life; but he who does not obey the Son will not see life, but the wrath of God abides on him.”
- Acts 4:12** 12 And there is salvation in no one else; for there is no other name under heaven that has been given among men by which we must be saved.”
- Romans 6:23** 23 For the wages of sin is death, but the free gift of God is eternal life in Christ Jesus our Lord.
- Romans 3:23-26; 8:34** 23 for all have sinned and fall short of the glory of God, 24 being justified as a gift by His grace through the redemption which is in Christ Jesus; 25 whom God displayed publicly as a propitiation in His blood through faith. 34 Christ Jesus is He who died, yes, rather who was raised, who is at the right hand of God
- Ephesians 1:7** 7 In Him we have redemption through His blood, the forgiveness of our trespasses, according to the riches of His grace
- Ephesians 2:8** 8 For by grace you have been saved through faith; and that not of yourselves, it is the gift of God;
- Acts 2:36-41** Therefore let all the house of Israel know for certain that God has made Him both Lord and Christ--this Jesus whom you crucified.” 37 Now when they heard this, they were pierced to the heart, and said to Peter and the rest of the apostles, “Brethren, what shall we do?” 38 Peter said to them, “Repent, and each of you be baptized in the name of Jesus Christ for the forgiveness of your sins; and you will receive the gift of the Holy Spirit. 41 So then, those who had received his word were baptized; and that day there were added about three thousand souls.
- Acts 22:16** 16 Now why do you delay? Get up and be baptized, and wash away your sins, calling on His name.’
- Galatians 3:26** 26 For you are all sons of God through faith in Christ Jesus. 27 For all of you who were baptized into Christ have clothed yourselves with Christ.

From the scriptures above and many conversation examples in the book of Acts we see that those who received the Word were baptized (immersed) in water to be saved (have their sin forgiven). Sin is what makes a person unsaved and baptism is the time sin is forgiven: thus at baptism Jesus saves us by His grace. We are saved by the grace of God, through faith in Jesus, at baptism in water.

When a camper asks you questions about being saved please feel free to share your personal testimony and read together the scriptures above. It may also be helpful to share the handful of truth on the next page. It is important for a Jr. Staff member to involve an adult staff member when a camper is wanting to express faith (trust) in Jesus and be immersed in water. Don't make promises to a camper or verbalize if you think he/she is ready to be baptized. Please invite an adult staff member into the discussion who can then assess the situation and assist you.

Handful of Truth

1 Who created the world?

God

- Humans are God's peak creation. Gen 1:1, 27
- Man's purpose* Matt 22:34-39
- Man's problem* Rom 3:23; 6:23

2 Who is God's Son?

Jesus

- Gal 4:4 Rom 8:1-4 Acts 4:12
- Man's pardon* John 3:16

3 What did He do for us?

Died on the cross

- Gospel 1 Corinthians 15:1-4
- Acts 2:22-24, 32, 36 Romans 5:8

4 Why?

To forgive our sins

- Ephesians 1:7

5 How do we get to Heaven?

4 B's

- Believe Rom 10:9-10, Col 2:12, Eph 2:8
- Be Sorry (repent of sin) Acts 3:19; 26:20, 2 Cor 7:10
- Be Baptized Acts 2:38, 8:36-39, Mk 16:16, Gal 3:26-27
- Be Faithful 1 Cor 15:56-58, Rev 2:10, Luke 9:23

(4 C's) Confess, Church, Communion, Commission
1 John 1:9, Heb 10:25 Acts 20:7 Matt 28:18-20

Do you understand what we have just talked about?

Do you have any questions about this Handful of Truth?

1. If Jesus returned today would you go to Heaven? Why or why not?
2. Suppose He did and ask "why should I let you in Heaven" what would you say?
3. Will you obey the Handful of Truth today and be saved? **4 B's 4 C's**

Yes No I have more questions I'd like to discuss.

I understand the gospel, but I am not yet ready to be saved and follow Jesus.

Let's talk to an adult staff who can call your parents to discuss baptism.