

Staff Training: 2011

John 13:34

“A new command I give you: Love one another. As I have loved you, so you must love one another.

The Holy Bible: New International Version. 1996 (electronic ed.) (Jn 13:34). Grand Rapids, MI: Zondervan.

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Objectives

- All staff on the same page
 - Vision/Mission
 - Gospel
 - Fun
- Make sure everyone knows their role
- Be aware of safety issues and responsibilities
- Smooth Execution and more enjoyment
- Compliance with Legal Obligations

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Topics

- Vision, Mission, the Gospel
- Staff Roles and Communications Plan
- Camp Staff Rules and Guidelines
- Medical Procedures
- Water Front Procedures
- Dining Hall Procedures
- Emergency Action Procedures
- Camp Schedule
- Jr. Staff Program (J. Crew)
- Child Abuse Training
- Background Check Forms

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Vision

**To spread the gospel of Jesus Christ throughout the world,
one young person at a time.**

Mission

- **TO MAKE SURE EVERY CAMPER AND STAFF FULLY UNDERSTANDS THE GOSPEL OF JESUS CHRIST.**

Grace Alone in Christ Alone

- **Provide a camp environment of unconditional love for these campers to experience God's amazing grace.**
- **Show campers how exciting it can be to study God's word directly from the Bible.**
- **Show campers how much fun it can be to walk with the Holy Spirit and to live the Christian Life.**

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THE GOSPEL

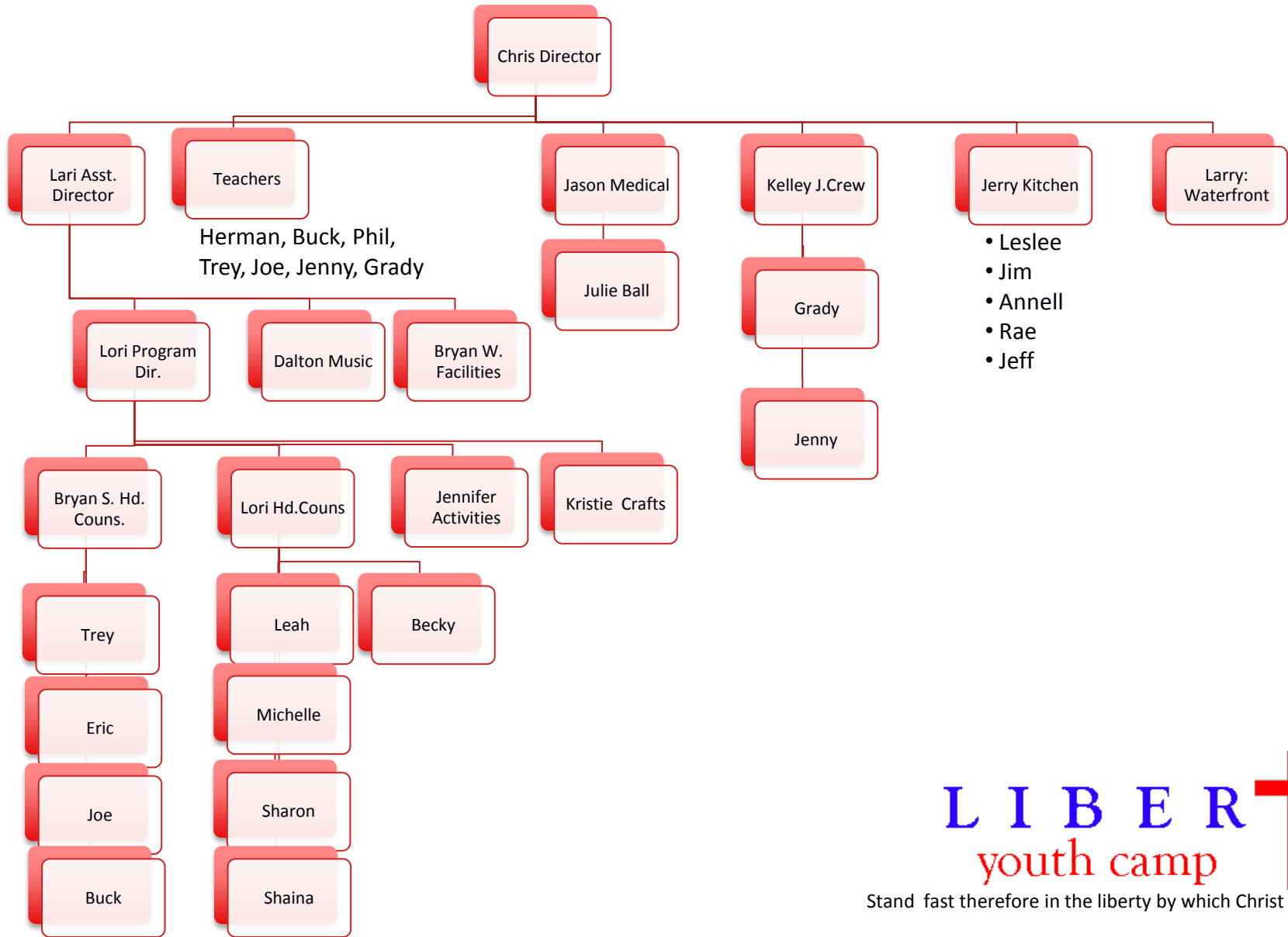
- Salvation:
 - Saved From WHAT? Eternity Separated from GOD
 - Saved to WHAT? Eternity basking in the Glory and Love of GOD!
 - HOW: Believe, Faith, No work of Man
 - Believe in What? Jesus Christ, son of God, died as a substitute for us. He took the penalty of all sin. It is His work, NOTHING we can do!
 - WHY? Because HE LOVES US!

John 3: 16-18, Eph 2: 8-9

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Staff Plan



Camp Dress Code:

- NO Spaghetti Strap Tops, Crop Tops, Backless Tops, One-Strap Tops
- NO Midriffs Showing (Guys wear shirts except when swimming)
- NO Short Shorts (that reveal when bending over or standing up)
- NO tight-fitting or low-cut clothing...top or bottom
- NO clothing that relates to gangs, cults, violent behavior, or alcohol

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Camp Ten Commandments

1. Don't be in the cabin alone.
2. Keep your stuff cleaned up so you don't lose it.
3. No cell phone or electronics.
4. Stay within the boundaries of the camp.
5. Stay with a buddy when swimming and at waterfront.
6. Tell your counselor if you have to leave an activity.
7. Knock before entering directors and staff cabin.
8. No inappropriate contact.
9. No foul language.
10. BOYS STAY OUT OF GIRLS' CABINS, GIRLS STAY OUT OF BOYS' CABINS

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Staff Guidelines

- Follow the Dress Code and 10 Commandments!
- Please attend all Bible Classes and Staff Morning Prayer! (Bibles and Notebooks)
- Have Fun!
- Make it about the campers!
- When stressed, find a quiet place and pray!
- Don't be alone with a camper in isolated place.
- Kitchen is only for Kitchen Staff
- ASK FOR HELP



Things to Bring to Camp

Bible, T-shirts, short, underwear, socks, toiletries, bedding (sleeping bag or sheets and blanket), pillow, towels (probably 2 would be good), flashlight with extra batteries, tennis shoes, insect repellent, water bottle, and a swimsuit. (please be modest in swimsuit selection)



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Medical

- Jason and Julie are qualified to evaluate medical needs. Please take any injury, allergy, or sickness to them.
- No medicine in the camper dorms!
- Keep Hydrated and keep campers hydrated
- Heat Exhaustion/Stroke Signs
- Medical Procedure:
 - Table in DH at Breakfast, Lunch and Dinner
 - Before Bed Meds to Medical Station for pickup

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Waterfront Procedures

- Swim Test:
 - Everyone will take including staff.
- Buddy System and Buddy Checks
- Buddy Tags
- Buddy Boards
 - Main Buddy Board
 - 2 swim areas and BLOB
- Lifeguards
 - 10 to 1 ratio to swim
 - Must have Lifeguard at waterfront to do activities
- BLOB
 - Lifejackets must be worn
- Non-Swimmers wear lifejackets in water front activities.
- Water Depth:
 - Non Swimmers:
No more than waist deep without a lifejacket



Dining Hall Procedures

- Serving will be café style – regulations don't allow many items to be self serving so servers will dish up the food for you
- Condiments will be available for self service
- Staff eat with the campers. Don't wait till the end.
- No seconds allowed, until servers call for seconds. In order to get seconds, you MUST bring your plate/dish/cup up with you... they will not be handed out again
- When finished eating, there will be a large pan by the trash cans to dump any liquids into before throwing cups/bowls/plates into the trash
- Only Kitchen staff are allowed in the kitchen/preparation/serving area
- Each cabin will assign 2 table hoppers for each meal to clean up
 - Sweep under tables, and wipe down tables and benches
- J.Crew will inspect and dismiss



Emergency Procedures

- Used for missing person, waterfront emergency or serious medical emergency
- Constant Ringing of the Bell
- Get all campers and staff to Dining Hall
- Sit down at tables and be Silent
- Asst. Director is in charge!
- Counselors or Staff in DH get role call
- See if missing person is in DH
- Report to Director the status of emergency

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Sunday Schedule

Day	Time	Activity	Owner	Location	Supplies/Notes
Sun	2pm	Check-in	Lari/Kristie	Dining Hall	Registration Table/Cabin Assignments/Pass Out Shirts
24-Jul		Medication Checkin	Jason/Julie	Dining Hall	Medication/Allergies/Med Questionnaire.
	3-3:30pm	Counselor/Cabin Orientation	Tona/Bryan	Cabins	Meet the counselors and campers (icebreakers), House Rules, Swimsuits
	3:30pm	Scavenger Camp Rotation	Chris	Various	Table Hoppers, Facility Orientation, Swim test, Waterfront Rules, Cabin photos (Earn Campers' bandanas)
	5:30pm	Free Time	Lori	Various	Limited activities (4 sqr, Volleyball, b-ball)
	6:15pm	Flag Lowering	9/10 girls cabin	Flag Pole/DH	Prayer
	6:30pm	Dinner	Jerry	Dining Hall	Jerry/Leslee and staff
	7:pm	Worship Music	Dalton	Pavillion	
	7:30pm	Speaker	Herman	Pavillion	Introduces the Subject of Spiritual Love
	8:15pm	Campfire	Chris	Amphitheater	Camp songs, bear hunt, etc - Intro to sing all week
	9:30pm	Showers/Ready Bed	Counselors	Cabins	Counselors responsible for readying for bed
	10pm	Cabin Devotions	Counselors	Cabins	Counselors Discretion -- Specific Topic, Open Form
	10:15pm	Lights Out	Counselors	Cabins	

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Sunday Rotation

- Waterfront
 - Test and rules
- Dining Hall
 - Procedures and Cleanup
- Cabin Pictures
- Cabin Rules and Fire Escape Procedures
- Camp Tour and Icebreakers

Daily Schedule

Day	Time	Activity	Owner		Supplies/Notes
Mon	6:30pm	Staff Prayer/Morning Meeting	Chris	Amphitheater	Pavillion (All Staff/Jr. Staff except designated with Campers)
25-Jul	7:00am	Rise and Shine/Cabin Clean	Counselors	Cabins	Everybody Up/All Cabins inspection ready
	7:30am	Flag Ceremony	9/10 boys cabin	Flag Pole/DH	American Liberty Tidbit/prayer
	7:45am	Breakfast	Jerry	Dining Hall	Jerry/Leslee and staff
	8:15am	Worship Music	Dalton and Crew	Pavillion	
	8:40am	Morning Bible Class	Buck	Pavillion	Everyone together
	9:30am	Camp Cleanup/Cabin Inspect	Chris	Various	Rotational Cleanup Assignments (pickup trash, latrines)
	10 - 11am	Morning Cabin Activity	Jennifer	Various	Jr Staff Report to Jennifer and assist in Morning Activities
	11:15am	Free Swim	Larry	Waterfront	All hands at Waterfront or 4 square: No one in Cabins.
	12:15pm	Change for Lunch	Counselors	Cabins	Out of Suits -- Hung up to dry
	12:30pm	Lunch	Jerry	Dining Hall	Jerry/Leslee and staff
	1pm	Rest Time/Talent Show Pract.	Lori	Various	ALL Hands in Cabins or practice area: OUT OF SUN
	2 - 3pm	Afternoon Cabin Activity	Jennifer	Variious	Cabin Rotation
	3pm	Pick Up Snack	Jerry	Dining Hall	Jerry/Leslee and staff
	3:15pm	Afternoon Bible Class	Chris	Pavillion	See Speaker Schedule
	4:15pm	Free Time/BLOB	Lori	Various	See Staff Assignments
	6:15pm	Flag Lowering	9/10 girls cabin	Flag Pole/DH	Prayer/Tablehoppers to DH
	6:30pm	Dinner	Jerry	Dining Hall	Jerry/Leslee and staff
	7pm	Worship Music	Dalton	Pavillion	
	7:15pm	Missions Moment	Grady	Pavillion	
	7:45pm	Capture the Flag	Jennifer	Entire Camp	Campwide Activity
	9:15pm	Showers/Ready Bed	Counselors	Cabins	
	9:45pm	Cabin Devotions	Counselors	Cabins	Counselors Discretion -- Specific Topic, Open Form
	10:00pm	Lights Out	Counselors	Cabins	

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Free Time Rotation

<u>Location</u>	<u>Sun/Tues</u>	<u>Mon/Wed</u>
Waterfront (Lead)	Larry Rickert	Larry Rickert
Lifeguard 1	Chris Dague	Chris Dague
Waterfront Assist #1	Jennifer St Clair	Bryan St Clair
Waterfront Assist #2	Shaina Bush	Leah Cox
Waterfront Assist #3	Buck Hoskins	Eric Bush
Waterfront Assist #4	Lari Wise	Lori Dague
Crafts (Dining Hall)	Kristie Bryant	Kristie Bryant
Athletic Fields	Bryan Wise	Joe Guimond
Pavilion/P-Pong/Tether-B	Lori Dague	Lari Wise
Canteen	Jr Staff	Jr Staff
Roaming Girl Dorm Area	Kelley Klein Becky Grimm	Michelle Walker Sharon Slinger
Roaming Boy Dorm Area	Grady Risley	Trey Bryant



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Night Dorm Supervision

Night Duty Staff Rotation					
		<u>Girls Dorm</u>			<u>Boys Dorm</u>
Sun Night		Lori/Shaina			Bryan St Clair
Mon Night		Sharon/Michelle			Trey Bryant
Tues Night		Lori/Liz			Joe Guimond
Wed Night		Sharon/Leah			Bryant St Clair



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Special Events: Luau and God Rock

- Special Dinner schedule at the waterfront
- Games and events
- Each Cabin will do a skit, rock-n-roll show or some sort of talent exhibit on Wed night
- Lori will provide each counselor with skit ideas
- Parents are being invited to attend God Rock

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Counselor Notes

- Sunscreen/Bug Spray table
- No shoes in Cabin
- Cabin Inspection daily
- Bath Towels in Cabin
- All other wet stuff outside
- Keep food in cabin under control (Bugs)
- No boys in girls cabin and vice versa
- No one in cabin alone.
- How to use a fire extinguisher
- Respect the privacy of campers while bathing and changing

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Homesickness

- Ideas to ease
 - Have them write home and tell Mom and Dad all the great things they are doing
 - Have them sleep with their favorite bear.
 - Ask them questions about their day
 - Don't tell them they can call home!
 - Have them come talk to me or a pastor
 - If too severe we can get the medical staff involved and call a parent.

Jesus Crew (J. Crew)

- 11th grade plus
- Working in the mornings
- Separate Program in Afternoons and Evenings
- Late Nights and Early Mornings
- Kelley, Grady, Jenny
- Responsibility and freedom
- Leverage them, Observe them!
- They don't substitute for "Adult Staff"
Supervision

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Safety Items: Responsibility of All Staff

- Don't slide bunks together
- Showers mopped daily with Detergent and Hot H2O
- No meds in cabins
- At waterfront, must have lifeguard and use buddy check system
- Must be supervised during activities
- J. Crew cannot supervise activities alone
- Keep cleaning supplies put away
- 2 deep leadership
- Camper to Staff ratio at camp 10:1
- 20mph on the camp roads
- In kitchen, wash hands, no jewelry except wedding band
- No sleeping in Dining Hall
- Let the Dir. or Asst. Dir know of any problems
- If in doubt, ASK



Liberty Youth Camp

Child Abuse Prevention Training



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Why this training is important...

- Child abuse has become a nationwide issue since about the 1980's.
- Schools, camps, churches and other youth organizations have come under intense scrutiny.
- We must be sensitive and well-informed for the well-being of the young people entrusted to our care and to avoid potential difficulties in this area.

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A Team Effort...

- It is not just the responsibility of the Cabin Counselor to ensure the safety of the campers.
- Preventing child abuse is a team effort.
- Every adult, either employee or volunteer, who has opportunity to interact with the campers is required to take this course and pass the test with 70% accuracy.

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Definition of Child Abuse

- Child abuse is any experience during childhood or adolescence that involves inappropriate sexual attention from another person.
- This person is usually an adult but can also be an older child or a teenager.
- Child sexual abuse is not solely restricted to physical contact.

Effects of Child Abuse

- Difficulty in forming long term relationships.
- Sexual risk-taking
- Physical complaints and physical symptoms
- Depression, suicidal thoughts and suicide
- Links to failure of the immune system and to increases in illnesses.

Signs of sexual abuse

- Fear of a parent or fear of the perpetrator
- Withdrawn or isolated
- Overly compliant or cooperative when that is not their usual behavior
- Sexually precocious, which is being involved in play that is intrusive or inappropriate

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Signs of sexual abuse...

“As we discuss the signs of abuse, it’s important to note that very few of these findings are totally specific for abuse. That means that we can see these signs in a child who is not being abused. The converse is also true. **A child can be a victim of abuse and show no outward signs.**”

Dr. Janet Squires

Children’s Medical Center of Dallas



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Characteristics of a child molester

- A child is more likely to be abused by somebody that they know or someone in their family than they are by a stranger.
- About 1/3 of all sexual abuse of children occurs at the hands of older children, primarily adolescence.

Strategies of Abusers

- Molesters tend to use three basic strategies: seduction, trickery and force all wrapped in secrecy.



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Strategies of Abusers...

- There is usually little a child can do to resist force, which is a very infrequent act of abuse.
- The molester may attempt to use bribery by giving gifts or other favors to the interested child.
- The abuser may try to shift the blame to the child by telling them it is their fault the molestation took place.

Strategies of Abusers...

- Other ways that abusers maintain secrecy during abusive relationships are:
 - Embarrassment
 - Displaced Responsibility (similar to blame)
 - Loss of Affection (98% of the time the molester is a wonderful person in the child's life and the child values that relationship in spite of the abuse.)
 - Threaten the child or someone in their family

Abusive feelings and normal curiosity

“Adolescence can be very sexually confusing. But if we’re talking about something sexual between somebody who is older and someone who is younger by even a couple of years, we are getting into the realm of things that can be abuse.”

David Finkelhor

University of New Hampshire

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On-Site Protection and Prevention

These policies are primarily for the protection of the campers; however, they also serve to protect the adult leaders from false accusations of abuse.

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Protection and Prevention Policies

1. Avoid one-on-one contact.
 - Adult to Camper
 - Camper to Camper
2. Respect camper's privacy.
3. Use constructive discipline. Corporal punishment is never a proper form of discipline.
4. Any type of hazing is prohibited.
5. Campers are responsible for proper behavior.



Responding to Abuse

If a child discloses abuse to you...

The most important thing you can do is **listen**.

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Responding to Abuse

1. You should **believe** the child.
2. You should **affirm** the child.
3. You should **protect** the child.
4. You should **refer** the child.

Reporting Abuse

- For reporting child abuse, all the state requires is that you have **reasonable suspicion** that abuse has occurred.
- **If the suspected abuse occurs at the youth camp, the suspected abuse must be reported to the Texas Department of Health & Human Services Commission (HHSC) utilizing the online form at https://wafers.hhsc.state.tx.us/Abuse_Fraud_Reporting_IR.asp. (available at camp office)**
- Local authorities should also be contacted about the suspected abuse.

Reporting Abuse

If a child discloses abuse to you, the three on-site people that need to be notified immediately are:

1. Church Leader/Minister of the child
2. Camp Director
3. Camp Nurse

TEST

- 35 questions
- 80% to pass
- Don't miss more than 7

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Background Checks

- Need your forms today.
- Copies if you forgot

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