



"Camp Arrah Wanna's mission is to provide a beautiful, peaceful and safe environment where people can experience the transforming power of God's love and find support through healthy relationships and activities."

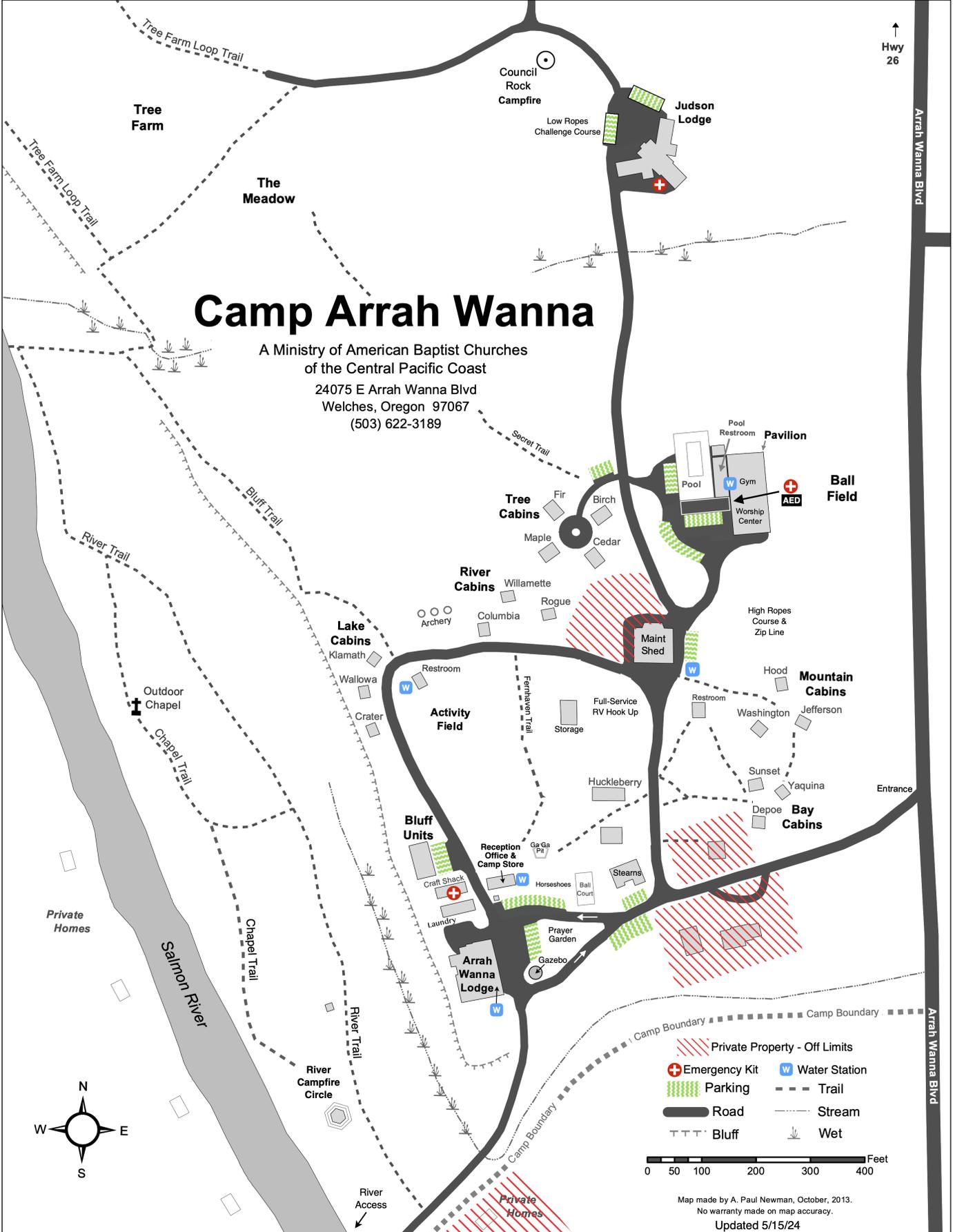
2025 WINTER CAMP HANDY DANDY VOLUNTEER HANDBOOK



Don't assume everything here is the same as last session!



NAME: _____



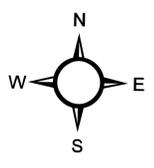
Camp Arrah Wanna

A Ministry of American Baptist Churches
of the Central Pacific Coast
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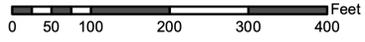
↑
Hwy 26

Arrah Wanna Blvd

Arrah Wanna Blvd



- Private Property - Off Limits
- Emergency Kit
- Parking
- Water Station
- Road
- Trail
- Bluff
- Stream
- Wet



Map made by A. Paul Newman, October, 2013.
No warranty made on map accuracy.
Updated 5/15/24

CABIN ASSIGNMENTS & ROLES WILL BE ON THIS PAGE IN THE PRINTED EDITION OF THIS DOCUMENT THAT YOU WILL RECEIVE AT CHECK-IN ON FRIDAY (2/14).

COREY WILL ALSO EMAIL YOU THIS INFORMATION SOON.

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KP ASSIGNMENTS

This week each cabin group will have an opportunity to help set up and clean up the Dining Hall space. Those responsibilities include helping Mr. Richard wipe down tables and chairs, sweep the floor, make sure dishes are all in the bussing station. This includes arriving 10 minutes before the meal time, and staying a few minutes after, to make sure that the space is all ready for the current and next meal time. Someone from your cabin group will also be asked to pray before the meal. And your group will be served first. Mr. Richard is in charge of inspecting and making sure everyone stays on-task and does a good, quality job. He's a stickler! Do it right the first time!

THIS INFORMATION WILL BE FINALIZED IN THE PRINTED EDITION OF THIS DOCUMENT THAT YOU WILL RECEIVE AT CHECK-IN ON FRIDAY (2/14).

CHECKING OUT CLEANING ASSIGNMENTS

Everyone will need to be sure to pack their belongings and clean their lodging space during the scheduled time on Friday morning. This includes making sure there are no personal items left, sweeping, wiping down, leaving mattresses leaned upright as you found them, pick up ALL trash/litter. Make sure to pick up all trash in and around your cabin; leave trash can inside the cabin. After you have completed your area and delivered your personal belongings to the Stearns Cottage side-deck, please do the same cleaning for the following locations:

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Our Cabin Expectations

We recommend having a conversation with your cabin at the very beginning of the week about what expectations you all want to share for living together in your space during the week. Involve the Campers in creating these expectations; the more they “own” them, the more likely they are to live by them. Here are a few suggestions to get you started:

Always be on time.

Stay in groups of three.

Make sure your Counselor always knows where you are.

Keep food and drinks in closed containers—unless you want ants or mice.

Stay inside cabins after Lights Out.

Be respectful of your cabin-mates:

Keep quiet after Lights Out.

Clean up after yourself.

Don't let your stuff spill into others' space.

No bullying of any kind.

Do not enter other cabins.

Follow your Counselors' instructions.

Keep yourself safe.

Keep others safe.

Always be respectful.

Have fun and help others to have fun.

Make wise choices.

CAMP ARRAH WANNA

Camper Expectations

Parents/Guardians, please read and discuss this document with your Camper so that everyone understands what is expected before arriving at Camp. The mission of Camp Arrah Wanna is to **“provide a beautiful, peaceful and safe environment where people can experience the transforming power of God’s love and find support through healthy relationships and activities”**. In order fulfill this mission and to provide a powerful and spiritually challenging camp experience, we ask our Campers to commit to the following:

PRACTICING RESPECT FOR OTHERS

- Listen when others are speaking [Leaders, other Campers & CAW staff], don’t interrupt, ignore or speak-over.
 - Tolerance: We don’t ALL need to agree, but we ALL need to respect each other’s differences.
 - We are here to learn about how much God loves us:
How can you help show that to every person around you and remember it for yourself?
 - Build each other up instead of tearing each other down:
Don’t gossip, avoid cursing, respect confidentiality when someone shares something.
 - Stay within sight and sound of your Counselor AT ALL TIMES & travel in groups of 3
- PARTICIPATE in all activities – and if you are not physically able, then please be engaged by encouraging others.

INTENTIONALLY AVOIDING DISTRACTIONS FROM MEDIA

- We challenge you to put your phone away, or on airplane mode, for the week
 - Ask others if it’s ok to take their picture
- If you JUST HAVE TO post to social media, only post about yourself rather than others
 - If you want to listen to music during “individual”/private times,
please do so quietly and without distracting others from their activities or quiet times.
 - Music, media, pictures, content needs to be CLEAN & RESPECTFUL
- We do not take technology away from Campers upon arriving at Camp because we understand that it is a part of your daily life, that it may be your camera, that your Bible may be digital. If any technology distracts you from what is happening at Camp, you will receive warnings and tools from your Cabin Counselor or other leaders to help lessen the distraction. If the Camp Director needs to step in, we will talk about storing your device(s) in the Camp Office for the remainder of the Camp Session.

DRESSING MODESTLY

- Be above reproach in your clothing: Dress so that no one questions whether it is camp-appropriate or not.
If you are not sure, it’s OK to ask, but the fact you are questioning may be something to consider.
 - Nobody should be able to see your underwear – EVER.

- Shorts/Skirts should be at least 3-inches longer than finger tips when standing.
- Gentlemen: no form-fitting swimwear or speedo's; shirts stay on unless you are in the pool/lake/river.
 - Ladies: wear a t-shirt or tank top over 2-piece swimming suits.
 - T-Shirts should not be purposefully controversial or offensive.

WORSHIPING GOD TO THE BEST OF MY ABILITY

- Everyone worships God differently! When in group worship times, feel free to express your thanks to God in whatever way feels the most comfortable to you, and...
 - Please make sure your worship does not distract others in a negative way.
- If you need some time to process your emotions, ask a leader to sit with you and remember to stay within eye/ear/voice distance of your Cabin Counselor.

INTERACT APPROPRIATELY WITH OTHERS

- Physical interactions should NEVER exclude others.
- Camp is not the place to cuddle, hold hands, spoon, have extended embracing, kissing, or find your next romantic relationship.
 - Physical violence will not be tolerated.
- Limit physical contact with others. Ask for permission, respect and honor an answer of "no" or other personal boundary setting by others.

At Camp Arrah Wanna we strive to help each Camper have a successful week and our goal is for everyone to remain at Camp for the entire Camp Session. Sometimes this is not possible but our Volunteers and Staff will work hard with each Camper to make this happen.

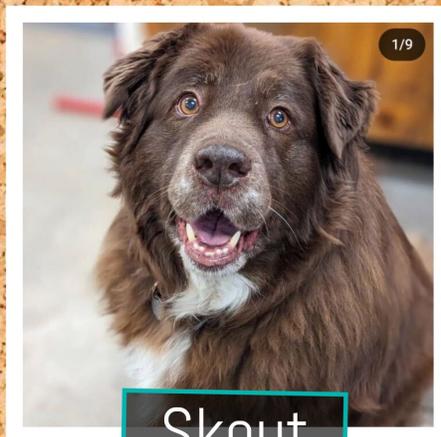
We have designed our program to have layers of qualified Volunteer Leadership to assist making this happen: Cabin Counselors, Wellness Counselors, Camp Medics, Camp Pastors, and Program Director. Each person serving in these roles communicates with Campers and one another in order to help everyone to find success. We know that every person and every situation is unique and so we will work closely with each Camper's specific needs.

If it becomes apparent that the best option is for the Camper to go home then the Program Director will communicate directly with the Parent/Guardian to make arrangements. We ask that all communications with Parent/Guardian remain between the Parent/Guardian and the Program Director so that we can all be on the same page and so that Camp Arrah Wanna Staff is properly and fully informed as necessary.

Meet the Camp Dogs



Drax



Skout



Bam Bam



Sam

We love dogs here at Camp Arrah Wanna! Because our dogs live here year-round, we know them and they know (or are learning) the rules of being a Camp Dog. That's why they get to be here and other dogs do not. They are all friendly and have their own personalities and would love to be your friend.

You can help the Camp Dogs be successful by...

- Never feeding them.
- Always ask their owner before approaching or petting
- Let them sniff your hand before petting them.
- Don't wrestle, hug, or pull on a dog or their collar.
- Respect their personal space.
- Don't call a dog toward you; they are learning to stay or walk with their owners.



Camp Arrah Wanna
IS HOME TO WILDLIFE!



Please always respect their space.

Never approach wildlife: keep a safe distance of at least 100 yards.

Any animal will become defensive and strike out when cornered.

Never, ever feed animals. Feeding one attracts ALL wild animals.

Keep lids on trash cans and do not litter.

Keep food away from windows and doors and in airtight containers.

Empty trash to main dumpsters every night. Any trash will attract them.

Always travel in groups of THREE (3) or more.

Always travel with a flashlight after dark.

Many animals are more active at dawn and dusk.

Be alert and aware of your surroundings, always.

Make plenty of noise so that you do not startle an animal.

Our CAW deer families are not afraid of people. Please do not harass them.

They *will* still respond defensively if cornered.

Never approach cubs or babies of any animal. The mother is nearby.

Give any animals room to escape, don't let them be cornered.

If you see a bear, leave the area. Stay calm. Do not run or make sudden movements. Back away slowly and avoid direct eye contact.

If you encounter a cougar that does not retreat, stay calm and stand your ground. Maintain direct eye contact. Pick up any children, but do so without bending down or turning your back on the cougar. Back away very slowly. Stay together. Do not run. Running triggers a chase response in these predators, which would lead to an attack. Raise your voice and speak firmly. If the cougar seems aggressive, raise your arms and make yourself look larger and clap your hands.

In the unusual even that a bear or cougar attacks you, fight back. Shout. Be aggressive. Use rocks, sticks, tools, hands, anything to fend off the attack.

If you should encounter a bear or a cougar:

Get everyone inside a building and close the door.

Please let Camp Arrah Wanna Staff know as soon as possible.



Thank you for visiting Camp Arrah Wanna! It is our pleasure to have visitors at Camp and we are glad you are here. We are committed to *“providing a beautiful, peaceful and safe environment where people can experience the transforming power of God’s love and find support through healthy relationships and activities.”*

Here are just a few ways you can support our mission during your visit.

Begin your stay by picking up keys, and additional instructions or waivers, from the metal mailbox at the Office door. This is where you can also leave your completed waivers if you have not already returned them. Then text your CAW Staff contact that you have arrived.

At the conclusion of your visit be sure to leave any Camp keys in your lodging and let your CAW Staff contact know that you have departed.

Be sure to close all doors/gates/entrances behind you, turn off all lights and heaters, and close all windows. Please leave everything as you found it.

Please know, understand and follow current COVID-19 prevention guidelines from the CDC, State, and Local governing entities. In the case of an emergency, dial 911 immediately and then inform CAW Staff as soon as possible so that we can be of assistance to you and emergency personnel.



We always encourage guests to drive as little as possible while on Camp. We understand that is not always possible and so please observe the 10 MPH speed limit when you do need to drive and only drive and park in designated areas. Riding in the bed of a pickup or on the outside of a vehicle is also prohibited.



DO NOT ENTER the following areas: Kitchen, back of Lodge (dock, freezer, etc),



Maintenance Shop & Area, Swimming Pool, Laundry Building, any other areas that say DO NOT ENTER. Please always abide by ALL posted signs.

Take all trash, garbage, recycling with you. We do not check receptacles around Camp during limited-use months. Any piece of trash will attract animals/insects and cause a big mess. You are welcome to leave your trash/recycling/returnables in the appropriate dumpsters next to the Main Lodge.

Do not move mattresses or any other furniture or items from one lodging to another.
Please leave all spaces, indoor and outdoor, in the state in which you found them.

We hold Lost & Found items for 30 days. Unidentified items are then taken to a local donation center.



Please respect our Staff who live on site and do not visit or come to their private residences/yards/driveways without first receiving their invitation.

We are often on a fire ban in the Mt Hood National Forest. **Always** check with our Staff before building *any* fires so that we can communicate how and whether that can happen.



CAW is a drug-free space. Illegal drugs, recreational marijuana, alcohol and firearms are not allowed on CAW property. Smoking is not allowed inside any CAW lodging or facility; please ask us for information about designated smoking areas. **Pets are not allowed at CAW; if you have a certified service animal please let us know.**



Keep your distance from all wildlife. Do not feed or harass wildlife. Always stay alert and aware of your surroundings; there *are* predators in our area.



Please do not enter any Lodgings/Cabins without first checking in with Staff.

In fact, we recommend asking ahead of time if there are any locations you should not enter. There may be other visitors present or work projects in progress.



You are welcome to take time to slow down, pray, meditate, listen in our Prayer Garden! We won't disturb you while you're there! Find a small stone, write or paint a prayer on it, and take it with you on our Prayer Walk Path to leave at the cross. The walk starts at the Bluff Trail next to the Lake Cabins. Some stones are available at the trailhead, behind Klamath Cabin.



Laura Young, Executive Director: Office: (503) 622-3189

On Site Staff:

Sean Clark, Facilities Director: (503) 803-2554

Corey Hughes, Program & Promotions Director: (541) 515-4872

Anna Baker, Guest Relations Director: (360) 718-1827

CAW reserves the right to ask any visitors to leave the property at any time, for any reason, for the well-being of all individuals and property.



Program Responsibility Chart

Program Director

Camp Medic

Manages the physical health needs of all Campers. Administers all medications. Keeps a record of all medical information. Checks all Camper meds in & out with parent/guardian. Collaborates with Wellness Counselor and other Volunteer Staff.

Camp Pastor

Shepherds Campers and Volunteer Staff through the week. Coordinates the Worship Sessions along with Program Director and Music Team. Assists Cabin Counselors in discussion/cabin/Bible study times. Leads others through daily schedule, keeping everyone on track and on time. Leads Camp Pastor Conversation teaching times.

Wellness Counselor

Supports Campers and Volunteer staff by providing and teaching tools to manage behavior, anxiety, trauma, ADHD, or other special needs. Is present through the week to observe, support and guide Campers and Volunteer Staff alike.

One-On-One Buddy

Works alongside Wellness Counselor, Camp Medic, Camp Pastor, Cabin Counselor in ensuring the success of a specific Camper and their special needs. Stays in the Cabin with their Camper Buddy alongside the Cabin Counselors and participates in all events and activities just as all other Volunteer Staff.

Cabin Counselor

Lives alongside Campers in their cabins helping them to navigate shared space, eat & sleep well, practice good behavior & hygiene, and stay present. Participates in all activities alongside Campers, encouraging Campers to as well. Facilitates discussion, Cabin Devo, and some activities.

Camp Grandparent

Helps to build a bridge between all the generations by being present at all activities, hanging out with Campers and Volunteer Staff being a positive, encouraging role model. Is present to step in and give other Volunteer Staff a break or extra help as needed.

Band/Worship/Praise Team

Works alongside the Camp Pastors and Program Director to create a meaningful and productive time during the Worship Session. Chooses songs and worship elements with the diversity of Campers in mind so that all have an opportunity to worship and learn safely and comfortably. Works with the Sound & AV Volunteers to have all needs set before anyone arrives at Camp Session.



Counselor Tips to Start the Week Off Great!

Pick a bunk for yourself that gives you easy, quick access to the door. You want to be able to hear if someone comes or goes in the middle of the night. You will also want to be on a bottom bunk in case you need to wake suddenly and help someone in the middle of the night. Get yourself all unpacked and settled so that you can be available to help Campers do the same as they arrive.

Make sure that you know who the leaders are in nearby cabins. Make sure that you know the route to the restrooms, showers, Lodge, Office, other important places, from your cabin in case you need to get there quickly or in the dark.

Pray over your cabin space and the Campers who will soon be arriving. Pray for yourself and do whatever you need to do to become centered, calm, prepared.

Decorate your cabin space. Did you bring Christmas lights? Streamers? A camping chair or folding card table? Name tags for your Campers to place on their bunks? Have something to do to occupy time for yourself and Campers that arrive early: A deck of cards, coloring or activity books, bubbles, trivia questions, other age-appropriate activities/games.

Enthusiastically greet Campers and their parents/guardians. Introduce yourself by name and find something in common with each Camper and parent/guardian. Are they wearing your favorite school's logo? Do you have the same sunglasses?

Make sure to give special care and interest in each Camper and their parents/guardians. Show maturity and good judgment so that parents/guardians know that they can trust you with their most precious possession: their child. This also shows Campers that they can trust you and are safe with you, which will go a long ways in your relationship with them thru the week and prevent them from experiencing homesickness.

Remember everyone's names. Remember random facts about each Camper. Find things that you share in common, things that you can talk about together. Give equal attention to all; do not show favoritism. Include everyone in greeting newcomers; introduce new Campers to those who have already checked in.

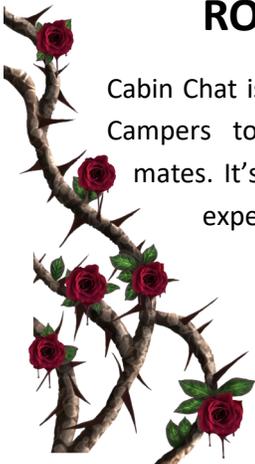
ROSE, THORN, & BUD CABIN CHAT

Cabin Chat is a good tool for any time of the day, but especially at the beginning or end to a day. This helps Campers to come together and reflect on their day or week and to connect with their cabin mates. It's a powerful way to debrief the day, and allow Campers to have a moment to speak from their experience, and also listen to perspectives of other individuals.

ROSE: Tell us what was good about this week

THORN: Tell us something that challenged you this week

BUD: Tell us what you are looking forward to in the coming days



THINGS TO KNOW: POLICIES & PROCEDURES

What is Camp Arrah Wanna about?

“To provide a beautiful, peaceful and safe environment where people can experience the transforming power of God’s love and find support through healthy relationships and activities.”

How do YOU fit into that picture? **Every person has gifts and purpose**

1 Corinthians 12:7: *“Now to each one the manifestation of the Spirit is given for the common good.”* ...in other words, every-one is given spiritual gifts, so that God is glorified through your...

SERVICE TO GOD BY SERVING OTHERS “for the common good”

Your gifts are not for you, they are for you to serve/bless others!

What does that mean about how we live and work?

Philippians 1:27-30 (The Message)

²⁷⁻³⁰ Meanwhile, live in such a way that you are a credit to the Message of Christ. Let nothing in your conduct hang on whether I come or not. Your conduct must be the same whether I show up to see things for myself or hear of it from a distance. Stand united, singular in vision, contending for people’s trust in the Message, the good news, not flinching or dodging in the slightest before the opposition. Your courage and unity will show them what they’re up against: defeat for them, victory for you—and both because of God. There’s far more to this life than trusting in Christ. There’s also suffering for him. And the suffering is as much a gift as the trusting. You’re involved in the same kind of struggle you saw me go through, on which you are now getting an updated report in this letter.

Philippians 4:8-9 (The Message)

⁸⁻⁹ Summing it all up, friends, I’d say you’ll do best by filling your minds and meditating on things true, noble, reputable, authentic, compelling, gracious—the best, not the worst; the beautiful, not the ugly; things to praise, not things to curse. Put into practice what you learned from me, what you heard and saw and realized. Do that, and God, who makes everything work together, will work you into his most excellent harmonies.

Maintain Professionalism:

Ask yourself, what message is conveyed to Campers, Parents/Guardians, others you are serving alongside, with the way you are dressed and presenting yourself?

Are your clothes professional? Do you need to adjust your cell phone or headphone-wearing habits? Is your body, your hair, your clothes properly groomed and clean/washed?

Are your clothes modest/appropriate with holes and graffiti at a minimum?

Use appropriate, professional words. Do not grunt at, be sarcastic, roll your eyes at others.

What would be a proper relationship with Campers, Parents/Guardians, other Volunteers?

Remember, you are part of a Team. We are in this together.

You are expected to respect and value everyone else.

Respect Differences.

Respect each other's space, and the common space.

Use edifying language and hold edifying conversations.

Communicate clearly. Talk TO one another, not ABOUT one another.

Do not gossip.

Do not slander.

Do not bully or nit-pick.

If there is a grievance, take care of it right away. Don't let things simmer.

Proverbs 12

Matthew 5:23-24

Matthew 18:15-17

Come alongside one another, support each other, help each other.

In work, and in personal/down-time.

INCLUDE others: DO NOT FORM CLICKS.

Attitude is contagious. Keep a close eye on your attitude.

Two things happen when someone is a complainer:

- 1) They create a toxic, contagious spirit which brings others around them to a negative place
- 2) They annoy and drive others around them crazy and cause them to not want to be around them because of their negativity

Guard your spirit. Guard your attitude.

Communication: This is a key ingredient in most all challenging circumstances. Whether it is interpersonal conflict, safety or security, or accomplishing daily tasks. If you are uncertain than please aim to ask or tell rather than ignoring or not dealing with it.

Relationships: Remember that you are here to invest in and serve the Campers, NOT to find romance with other Volunteer Staff and for sure not with Campers! By partnering off into couples you are, by nature, excluding others from the fun. This does not jive with the purpose of being here to serve Campers.

Parking

Please park only in designated parking areas: the Main Lodge/Office parking lot, the space across from Stearns Cottage, or the Pool/Gym Parking lot. If you are lodging at the Bluffs, please park there. If you are lodging at the Tree Cabins, please park in the designated parking spots there. There is NO PARKING at the other cabin circles. Please drive 10 MPH or under while at Camp and ONLY drive on paved or gravel roads. We encourage a minimum amount of driving while at Camp. Remember there are grownups, children, and pets on the roads.

Camp Equipment & Property

Please take care of everything. We have done A LOT of upgrading and fixing and getting “new” around Camp, but we still have a long ways to go. Just because you see some new things does not mean we have budget to replace every little thing. CAW is over 80 years old and we are a non-profit organization, we do not have time or money to fix or replace every little thing. Please help take care of things, put everything away properly ALWAYS, immediately. Help make all the things last many more years! Remember your Campers follow your example.

A Note on Health

Each age of Camper has its own varied set of special needs and issues. As Campers grow older they are better prepared and equipped to take care of themselves; when they are younger they often need reminders for daily hygiene and a lot more—or maybe just different—Tender-Loving-Care. While we operate with compassion because we care about their well-being, we also do not want to coddle or keep them from doing for themselves. We want them to learn their full potential. With all of this in mind, our Medics do not need called or pulled away for every little scrape or band aid. Often it becomes a fad, or attention-seeking device, to go to the Medic over every little boo-boo. This can lead to zapping away multiple volunteers' time and take away from the camp experience for all. The bigger deal is made of something, the bigger deal it will become. Please use your judgment and be as helpful to Campers and to the Medic as can be. Keeping the Medics and Wellness Counselor and Program Director informed is always appreciated, even if you tend to the issue yourself.

Be alert, and paying attention to your Camper's health. If they are not feeling well, we need to get them to the Medic in case they need to be quarantined or anything else. Sanitize, Wash, and be respectful of one another's space: physical, emotional, spiritual, all.

Rule of Three

We are responsible for the safety and well-being of other people's children and so we must always keep all things in the arena of safety as a priority. Some of that involves making sure we are always keeping Campers under the supervision of a leader. A good measure of this is called the "Rule of Three" which states that no Camper is ever in a group of less than three people, whether it be two other Campers, two Leaders, or one Leader and one Camper. This protects anyone from coming to harm from another person, it protects others from a false accusation of wrongdoing, and it enables one person to get help and another to stay with an injured friend.

The Rule of Three exists to protect us all.

Not every situation is the perfect ideal and we do need to remain adaptable. The key to remember is that if you cannot be present with your Camper, you should be eye or ear distance from them, or at the very least know for certain where they are located so that if there is an emergency you will be able to know without a doubt where they are.

We regularly see bathroom and drink breaks become an unnecessary distraction during Worship Sessions or other activities. Please help your Campers to remember to go to the potty or get a drink of water before starting new activities so that they don't have to interrupt what is happening. Discourage leaving Worship unless absolutely necessary and only allow one at a time to leave during that time. Yes, this is contrary to the Rule of Three, but it makes it less fun to leave together. You can keep track of who is coming and going and track them down if they are gone for an unreasonable amount of time. Obviously, you will manage these scenarios differently for First Graders than you will with Twelfth Graders.

The Golden Rules of Supervision

ALWAYS REMEMBER: IT ONLY TAKES A MOMENT FOR ANY INCIDENT TO HAPPEN!

- 1) Be within eyesight of your campers at all times, except in the case of #2...
- 2) Be within earshot of your campers when they are changing or showering.
- 3) Stay in public. Whatever you do with campers must be done out in the light of day or in the presence of other adults. You should never be one-on-one with a camper behind closed doors.
- 4) Use double-coverage. When supervising showers, changing or other similar activities, there should always be at least two adults present.
- 5) Watch for over-stimulation. If you sense a situation is getting out-of-control, slow it down before it becomes an accident.
- 6) Address undesirable behavior immediately. Explain what you expect of the campers, reminding them of the camp's general rules and codes of conduct.

All children bring two kinds of baggage to camp. They bring the suitcase packed with their snow gear and t-shirts, and they bring their emotional baggage—what is called the “other duffel bag”. Emotional baggage is the “growing up stuff” that all children work on in their long journey toward maturity. It includes things like learning how to wait, sharing, asking for help, being patient, not always having to be first, making a new friend and over-coming fears.

Children practice “growing up” on counselors by unpacking their emotional baggage all over them. In other words, campers will often behave in ways that will give you an opportunity to show them more grown up ways of acting.



Sometimes a kid is driving us absolutely bonkers. Maybe their behavior is constantly like that, or maybe their behavior suddenly changes. We find ourselves asking, “WTF?”:

What’s The Function?

In other words, what is causing the behavior?

Is this behavior a response to trauma?

When we take the time to slow down and think through this, instead of reacting to the behavior, we can help their brain to go back to managing itself, instead of just continuing the cycle by being reactionary to the behavior. It helps us to have some grace as we work them thru it.

Keeping in mind that one of our major purposes is to guide Campers into maturity, in relational interactions, decision making, and matters of faith, it is therefore important for us to model these things. We often do this by our own interactions with one another and with the Campers themselves.

We unfortunately live in a world where various types of abuse are prevalent. We see abuse in our schools, neighborhoods, churches, families. It is important for us to keep an eye out for signs of abuse in our Campers. Sometimes signs of abuse come across as how the abused person responds to others, and sometimes it comes across as how the person treats others. Here are some signs to keep an eye out for which may indicate something that needs attention:



Power dynamics: kids scared of one “leader” amongst them

Individuals being isolated, outcast, excluded, sometimes by choice

Retaliation: he did this, so I did that...

Inside or inappropriate jokes

Singling individuals out

Physical dominance

Bullying, teasing

Isolating themselves

Verbal aggression

Avoiding others and/or avoiding participating

Exchanging (giving up) personal items

Testing privacy and personal boundaries

Changes in eating habits

Difficulty in communicating

Changes in demeanor

Clingy, seeking protection

The Role of the Counselor

YOU ARE TRUSTED: When parents send their children to camp, they are entrusting the camp professionals with their most precious possessions. By serving as a volunteer leader at camp, you are taking on a great deal of responsibility. Be responsible with that trust.

YOU ARE A ROLE MODEL: Know that being a role model comes as part of being a camp counselor. Your campers will always be watching you, and may even mimic your attitude, participation level, what you do and how you talk. Keep that in mind at all times.

YOU ARE THE ADULT: It can be easy to slip into less mature ways of acting when surrounded by children. But remember, you are the adult. Don't "pick up the rope" or get into control battles with campers. Instead: a) use countdowns, b) give choices or options, c) offer to help them, and d) make them "right" about what they are right about.

YOU SET THE TONE: If you scream a lot, campers will likely tune you out or scream back. If you are sarcastic or judgmental, your campers will likely be as well. Fortunately, if you are respectful, you can ask the same of your campers and fellow counselors. Set a positive tone to ensure camp is safe and fun for everyone.

YOU CAN MANAGE BEHAVIOR, BUT NOT CHANGE IT: The roots of any child's behavior are deep and your time with them is limited, so focus on ways to manage behavior rather than trying to change it.

There are multiple people on site here at Camp, Staff and Volunteers, who are considered Mandatory Reporters by the state of Oregon. A Mandatory Reporter is someone whose job involves working with children and is required by law to report signs of abuse or neglect. Reporting something that concerns you is NOT harmful to the child; when a report is filed it is done so anonymously and only provides the opportunity for a check-in on the child's welfare. It does not mean that the family is in trouble or on report.

Often these signs mean nothing but if they do mean something and are not reported then the child is in more danger than if they had been reported. The idea of reporting individual signs is that one person at some level can put all of the different puzzle pieces together to gain a fuller picture of each child's situation. It may seem like a trivial thing you are observing, but if the child's teacher, uncle, and neighbor are also reporting similar things then it is possible your report may help fill in the bigger picture. If you have any questions or concerns regarding any of this, please do speak to your Camp Pastor or the Program Director.

Similarly, we want to make sure that we all are also above reproach, that we also are managing ourselves in a way that keeps Campers safe and prevents anyone from even suspecting our behavior is not ethical. This means that we are never sharing in inappropriate conversation, touch, jokes, music, videos, references, etc. with Campers. You are here as a leader, you are not their peer, and so you need to behave as a healthy, positive example with them.

It is also very important that you maintain strict guidelines physically with the Campers for yourself. You are not to rough-house with Campers, let them sit on your laps, lift them up physically, or otherwise touch Campers. A good rule-of-thumb is to only do “sideways” hugs, and to not touch any part of another person that is typically covered by a t-shirt and shorts. Particularly when you are in situations where there are fewer leaders present and especially in swimming times at the pool or lake, these guidelines must be followed. Again, these expectations are just as much for the safety of yourself as for the ministry of Camp Arrah Wanna and we encourage you to remind and hold one another accountable to them. These are guidelines followed by most all organizations working with children and youth.

Some Miscellaneous Items

It is always easier to have rules early in the week and to loosen the reins later. As you develop relationship with the Campers through the week they will trust you and you will have an easier time maintaining control while loosening the reins later in the week. However, if you start off with loose reins... you will have lord of the flies halfway thru the week.

Do not use your personal vehicle to haul Campers, or their belongings. Without parental permission it is not appropriate for you to be transporting them. It is also not appropriate to haul their stuff back and forth from check-in and check-out points. Part of the Camp experience is to work together as a cabin group to carry each other’s stuff. It provides one more opportunity for everyone to share a task together. It is also not fair for one cabin to be hauling their stuff along, and another to have their counselor driving it back and forth.

We discourage any excess vehicle use on our roads as much as we can.

Only CAW Staff is allowed in the CAW Kitchen. We are a county-certified food-safe facility and—just like any of the restaurants you may visit—guests cannot enter our kitchen. Our Staff works hard to keep a Dining Hall Host or Guest Host available for any needs that may pop up. This is also true of the Maintenance Shop, Staff Housing, construction areas, or any other Staff Only areas of Camp. Even if you once worked at Camp, your current role this week(end) does not permit you the same privileges now.

Please dedicate yourself to the age and grouping that you are assigned to serve this weekend. Every Camper deserves our full attention and this is best accomplished when we stick to the role we are given.

If you have kiddos or grand-kiddos or kiddos from your church, sure, of course, greet them, check in on them, encourage them, enjoy being at Camp together, but please remember to give them space to be a Camper, and to make sure you are focusing on the role and task you have for this weekend, including the Campers you are assigned.

Campers are Campers this weekend: There are some Campers who have worked at Camp, who live at Camp, whose parent/guardian is serving as a Volunteer this weekend. They may be used to different expectations and freedoms at other times, but this weekend they are here as Campers. They don't get to go to your lodgings or any other space that any other Camper is not allowed to go to. Please make sure to communicate this with them and set them up for success.

Technology Etiquette

It is a tough call for this era, and we are doing our best to find what works but so far our policy is that we do allow Campers to have their phones/devices with them. Our job is to teach them to be responsible members of community (here, and "out there"). That is not done by taking things away, but by guiding them on what is appropriate use. You have the authority to remind them to refocus, to set it aside, to participate and focus and be in the moment. If there is an individual having problems with this, please ask us for help! So far this policy has worked very well and our Campers have found success in this area.

Remember—for yourself, and remind your Campers—to be wise in what is posted or sent on social media or to others as well. Perspective on how something appears from the outside is not always as it is for those present in "real life"; an inside joke to all of us at Camp may come across totally different to folks looking in via the social media. Is what I am posting or saying glorifying God? Is it tearing someone down? Is it healthy or destructive toward the ministry happening here?

Our job is to teach and model for the Campers how to be responsible, and to hold them accountable for being responsible and within proper boundaries...and we do this by doing the same ourselves.

Traditionally we have also discouraged phone calls home, particularly when a Camper is struggling with homesickness or having a hard time at Camp. Often hearing a parent's voice only serves to increase those feelings and so we have focused on redirecting and distracting.

This is a more difficult task now with technology in that every Camper has their own phone and ability to contact home without us even knowing. Just be aware and navigate this issue the best that you can while staying in touch with your Camp Pastor, the Wellness Counselor and the Program Director.

Every situation, every individual, is going to be different.

Be adaptable, yet stick close to our standards.

We need to trust and use our common sense and good mature judgment...

But also do not be afraid to ask for help!

Don't let yourself be burned out and don't let you or your Campers have an experience that causes them to have a negative experience.

On Unity

We serve a very wide and diverse range of Campers, churches, and families. These individuals all come with different worldviews. In order to provide a safe place for *all* we need to respect our many differences and focus on the things we share in common.

“We should bring men to Christ, not to our own particular views of Christianity.”

Charles Spurgeon

We are not here to conform others into our worldview: We are here to point them to Jesus. Sensitive subjects or subjects that are controversial and “hot-topics” culturally, in the media, etc., can be referred back to the home church or family if a Camper has questions.

Remember that things that are “majors” to you, may be “minors” to someone else. Our role is to display to our Campers (and the world) how to serve together in a way that honors these differences and honors one another. We have more in common than we think if we are willing to see.

The ways that we choose to love and serve together in unity are important visuals for our Campers as they watch those they look up to navigate the waters of living into our differences. These are the teachable moments that perhaps leave the most impact on the Campers and fully display the fruit of the Spirit and the fullness of the Gospel.

Navigating such relational situations is a challenge in some way for most all of us at all stages of life. Looking back to our purpose of challenging Campers to become “more” and to realize that they are “more” than they realize, to challenge them out of their own status quo comfort

zones, all of these life lessons and how we navigate and guide them in handling them, are key parts of our mission and the kinds of followers of Jesus that we want our Campers to be learning to become.

Ephesians 4:29: “Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear.”

Ephesians 4:2: “With all humility and gentleness, with patience, bearing with one another in love..”

Paul tells Timothy to have nothing to do with “godless chatter”, and to deal with a person one-on-one when in conflict, and to then bring an elder, or witness, if necessary if it goes unresolved. If you have an issue with someone, their leadership, their way of doing something, something you saw them do, a concern...it is your responsibility to go to them. If necessary, it is your responsibility to go to one of the Camp Pastors or the Program Director. It is not OK to talk amongst all the Counselors or other volunteers, and it is not appropriate to include Campers in such conversations.

We must express peace through our own relationships here at Camp. When we handle our frustrations and disagreements in this way, we live out the fruit of the Spirit, and we show one another and our Campers a way that is different than the way of the world...and we therefore plant the seeds of many more great things that God can do through us and Camp Arrah Wanna.

Galatians 5:22-23: “But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control; against such things there is no law...”

Please turn to the next page, “VOLUNTEERING WITH OUR PROGRAMS”, for how this looks.

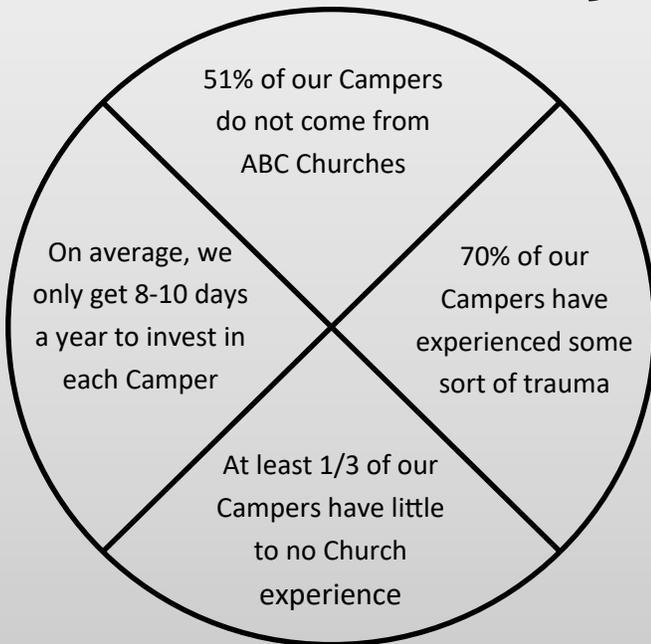


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Volunteering With Our Programs



Each of our Campers and Volunteers brings with them a totally different view of the world and a unique faith experience. This diversity is a wonderful quality of Camp Arrah Wanna, but it can also be divisive if our differences separate us. To make our time most productive we focus on a common goal: To see those around us—Campers and Volunteers alike—growing in their faith and identity in Christ. **We accomplish this by leaning into the mission statement of Camp Arrah Wanna, together, which is:**

“... to provide a beautiful, peaceful and safe environment where people can experience the transforming power of God’s love and find support through healthy relationships and activities.”

To fulfill this mission in the Programs we host, Camp Arrah Wanna will...

- ...welcome, encourage and support all who come.
- ...commit to hold Camp only if adequate leadership staff is in place
- ...seek ongoing, year-round opportunities to train and equip our Volunteer Staff, and require participation.
- ...communicate with churches and families about the Camper’s experience before and after Camp.
- ...support, promote and encourage Campers to participate and be involved in their local church & community.
- ...seek out Learning Materials and themes that exemplify God’s love for all.
- ...create an environment which brings diverse people together as friends and family.

A few expectations to guide us along the way together:

- Be sensitive to the language that you use and the message it conveys.
- Avoid very “church-y” or “Christian-ese” words or terms. Some may have no idea what you mean. If necessary, explain or define it.
- Be OK with adapting your vocabulary to make others more comfortable.
- Be OK when someone says something differently than you might.
- Do not demonize the world, government, schools, culture, political parties. Avoid “us vs. them” scenarios. Speak with hope, not out of a place of fear, or that inspires fear.
- When conversations turn to controversial or divisive topics (politics, gender, sexuality, theological differences, etc.), practice ways to encourage Campers to ask parents, pastors, leaders at home. Use caution and wisdom when sharing personal stories, and think critically about if it’s your opinion and if it’s even necessary. Our goal is to help teach our Campers to make decisions for themselves.
- Seek to be constructive not critical, helpful not complaining, productive not negative. Your attitude is contagious. The type of energy you put out will affect others.

Remember...

...we all have different learning and leadership styles. Be OK with doing something different than you are used to—it may be an opportunity for you and Campers to learn from someone else’s practice. Your “normal” may in fact be just as uncomfortable for others as theirs is for you. Recognize that no one single experience is the end-all.

...be gentle and cautious in challenging others, in calling upon them, on conducting altar calls. Many folks have severe anxiety over attention drawn to them, while others seek opportunity to be the center of attention. We want our Campers to make choices because they are led by the Spirit, in the timing that works for them, not because they are pressured by their peers/leaders or overcome with fleeting emotions.

...that for some, Camp Arrah Wanna is a gentle introduction to God’s love. For others, it is a place to strengthen their faith by giving them a safe place to explore or question. Be aware of each generation’s culture, so that we do not drive them away from Camp and create a road block in their faith journey. Let’s make a positive impact with the little bit of time that we have together.

...to stick with the themes and Learning Materials that we have provided. They are prepared purposefully with the greater audience (Campers, Volunteers, Families, Churches) in mind and will help us all to continue heading in the same direction.

We have all experienced a culture that encourages people to cling to their opinion, and exercise their right to coerce others to think, feel, act and believe the same as themselves. Here at Camp Arrah Wanna we want to be a place where everyone can learn to value others, safely living and serving alongside one another and learning from our differences.

50 Ways To Be Awesome!

1. 5 FINGERS

- Stay Positive
- Don't point fingers
- Respect
- Commitment
- Don't forget the little guy

2. Smile & Bounce

If you're doing this you're spreading positive energy. It's a totally different vibe.

3. What's Next: How Can I Help?

Be available. Step up.

4. Don't Get Too Emotional

When we get too angry, too sad, too disappointed, too excited, etc.... Camp's message gets lost. Keeping your cool will make you more effective. Be the grown-up.

5. Tell Campers where you learned things

You're not THAT amazing... You learned from someone else. Help Campers to see this so that they can seek people (including you if you do all these things) to learn from.

6. R.P.S. to Solve Problems

Use Paper Rock Scissors to guide Campers in making decisions or solving debate/conflict.

7. Culture of Needs & Wants

All of us have similar needs. How we express this is what's different between us. Campers will use different strategies to get what they want. Kids will act out to get what they want. See past the strategies to connect with more Campers and to teach Campers good and healthy strategies.

8. Go For A Walk to De-Escalate Conflict

Whether for your own self, or for Campers who are struggling. Just maintain Rule of Three.

9. IDK = Bad IDK, but... = Good

You won't know all the answers, but you should know how to find out the answers. Always find the answers for people, or send them to someone who will. This authenticity will go a long ways with Campers!

10. Talk with the Sun at the Camper's backs

Otherwise they are squinting and ignoring you

11. Face the Audience

Whenever leading or giving instructions

12. Think about Different Learning Styles

Audio, Visual, Kinesthetic, Reading & Writing

13. Use Examples

14. 4% of People Won't Connect with You

There will always be a kid who won't connect with you. Find someone else who can connect with them. No matter how awesome you are, you may just not connect. Don't own it if you don't need to.

15. Take Kids Aside

One on Ones or Camper Convos: Follow Rule of Three and/or be within site/hearing of others.

Positively:

A time to get to know individual Campers without the bigger group.

Great for those quiet Campers who don't usually get to speak.

Negatively:

When Campers are in trouble, take aside to avoid embarrassment.

Separate the player from the audience.

Teens will try to "save face" and you may look incompetent in the end.

Stand up when done so there is no arguing: It is finished.

16. State Positives

Don't say Don't.

Keep things in positive tones.

"Don't run." vs. "Let's all walk."

17. Deposits Only

AKA no discounts

Ephesians 4:29: "Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen."

Don't take away from people... only give to them.

18. Pick Your Battles

Let go of the small stuff. Don't micromanage.

19. Give Thanks

Encourage a practice of gratitude. Share with your Campers what you are thankful for.

20. Random Acts of Kindness

Help someone else's day be better.

21. Journal

Reflection brings happiness

22. Journal for Each Camper

Great for parent to see what kids did

23. Anything Can Be Awesome

One Frownselor was discouraged, "The kids don't want to do anything." Other Counselor said, "Do you guys want to go on a bathroom tour?!" Campers: "What...?" Other Counselor: "No kid has seen every toilet at Camp!" Gave Campers a detailed, energetic and fun tour of all the toilets. The Campers still remember this adventure. Find the thing to move from mundane, to fun.

24. IAMNY

In A Moment but Not Yet: Give Campers directions, but not to start.

25. Have a Bag of Supplies

Magic tricks, games, spoons, dice, ball, etc. Learn fast and easy things to pull out at any time!

26. If you see trash, pick it up

Keeps Camp clean and teaches the Campers to do it too. Shows respect for Camp, Others, & God.

27. Develop A Look

Steady, calm, non-smiling gaze that says, "This is not funny. This is serious."

Doesn't have to be mean or scary but lets Campers immediately want to change what they are doing.

28. Develop a Second Look

This is of praise. A smile or nod to show approval. Some Campers do not want to spotlight but will appreciate and thrive at this subtle acknowledgement.

29. Put Yourself in their Shoes

See things from their perspective. First day of Camp often has anxiety and not all the fun activities. It is often designed for adults' convenience and all the necessary things. Help Campers be goofy.

30. Transitioning

Be prepared with activities, conversations, etc. to keep boredom at bay in between scheduled activities. Boredom leads to problem behaviors.

31. Ask Campers for Help

Be honest with kids when you mess up. Kids love to be useful. Find ways for your cabin to serve.

32. Get on their Level

Don't talk down to them. Sit down and discuss as a group.

33. Use Camper's Names 3 Times

Helps you to remember them. Say their name three (3) times in the first few minutes of meeting them, in a useful way (not just repeating it). *"Welcome Charlie! Can I help you carry or unload any of your stuff Charlie? Gee I'm so glad you're here Charlie!"* Make it fun, inform the Camper, *"Hey Claire I'm saying your name a lot, Claire, because I'm bad at remembering names Claire."*

34. Take Off Sunglasses

At least when meeting Campers and Parents or having key conversations where they need to see you making eye contact so that they know you are listening and that you care. People need to see your eyes to incorporate trust. Disney employees are not allowed to wear sun glasses. Wearing your sun glasses is very informal and sends a message that you're "too good" for others.

35. Mirror Neurons

Matching Energy: You get what you give. Remember the Frownselor? When you smile your Campers will be more likely to smile. Model what you hope their actions and attitudes will be.

36. Control the Environment

You set the tone. If you allow negativity, it will thrive and spread. If you allow out-of-control emotions or behavior, it will only grow greater. It is better to keep a firm rein early and allow loosening up later...or else you will have "lord of the flies" as the week progresses.

37. Listen First

We all like to talk: Be intentional about listening first.

Hear the whole story before doling out punishment.

38. Everyone Has a Thang

Every kid is good at something. Some kid could probably talk about Nascar forever. Your listening first will help them think they are important. Learn something little about their thing, show interest, ask them about it. We all have a thing we want to talk about that someone else has probably looked bored at or told us to stop. Weird is not wrong. Don't make them feel like their thing is bad.

38. End the Day with Embers

Be sure to make time for reflection

39. Go First for Emotional Buy-In

You set the tone and the example. You are more likely to get the response you're looking for when you participate.

40. Don't Lead in Sarcasm

Campers don't know when to stop and it will escalate rapidly. Some people don't "get" sarcasm. What does this create?

41. Offer Limited Choices

Less choices makes for faster choosing.

42. You Don't Have Friends at Camp

Your time should be spent with Campers and not each other (or phones). Don't whine about time with Campers. No clumping in groups.

43. You've Got to Be Kidding Me!

Get over the fact that you will be teaching the Campers common sense stuff. They may not know how to make their bed, sweep, make friends, pay attention in worship... We are here to guide and teach them, expect to need to do so.

44. Debriefing

What Happened (just the facts)

So What (how did it feel)

Now What (how does it impact the world)

45. Bet You Can't Learn From It

Challenge your Campers to make a lesson from the activity. Can they go away knowing more?

46. Be Professional, not Boring

The Goofball gets zero respect.

The Old Boring Guy no one likes

Be fun, but not crazy

47. Kill It Before It Dies

End games before they stop being fun

48. Watch Your Face

Facial expressions are hard to miss.

Campers and their parents notice them right away.

49. Under Promise/Over Deliver

Be willing to go big. People remember the big stuff.

Don't make promises you can't keep. Maybe don't make promises.

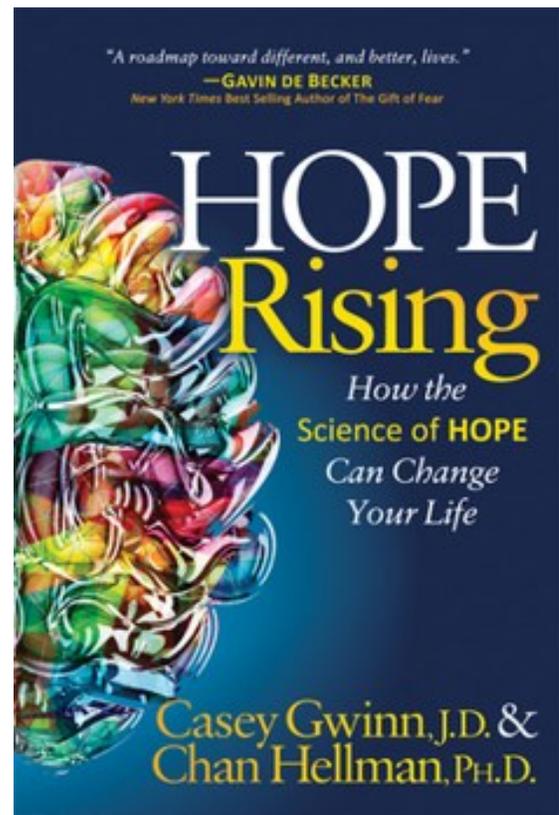
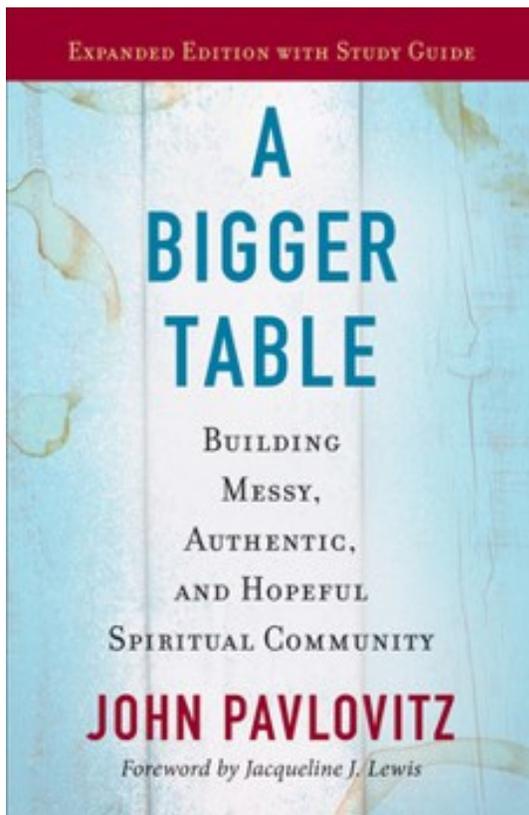
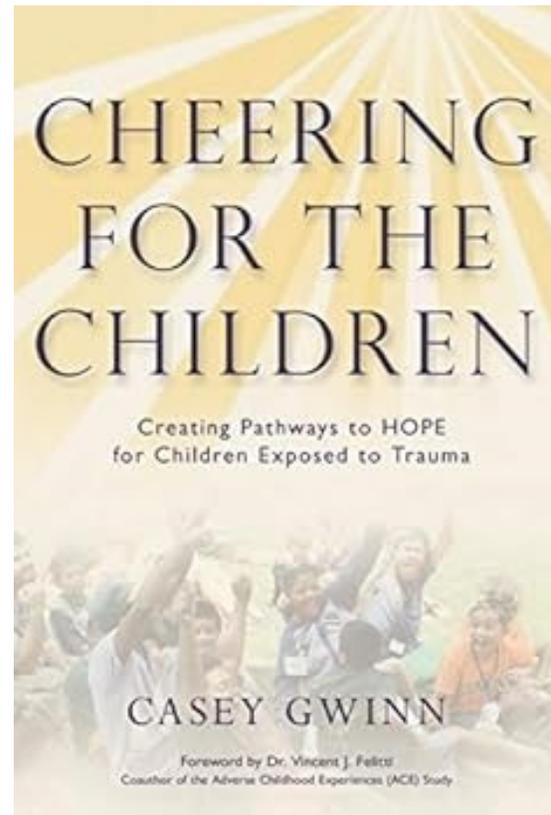
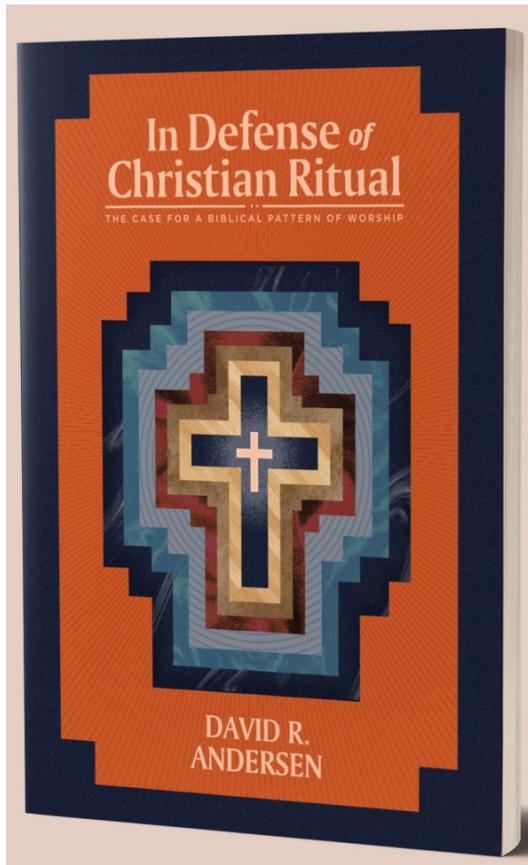
"I'd love for that to happen too. Let's see what we can figure out." "I'll try my best."

"I don't make promises because something out of my control may prevent me from keeping them."

50. Talk About What's Coming Up

Tell the Campers about upcoming things at Camp...Help keep them plugged in. Recruit them for other programs, for staff positions. Having something to look forward to grows hope. Will you be there? See #49.

CoreyD's Recommended Readings:



Understanding Developmental Characteristics

Human beings develop physically, emotionally, spiritually and cognitively throughout their life span. One way you can express love and care for young people and build their sense of worth as children of God is to expect behavior of them that is appropriate for their ages. The opposite side of this is to show your love by not expecting behavior that is expected only of older (or younger) children. Remember, they are all still navigating and discovering who they are.

Younger Children (ages 7-9) can be characterized in the following ways:

They learn best by doing, and they have very short attention spans. They think in concrete terms about things they can see, hear, taste, smell or touch. Most cannot think about abstract ideas such as truth, love, sin, and so on. They have a great need for adult role models of the same gender. They seek out heroes. Their faith is very literal. Because they are unable to think abstractly and because they seek out heroes, they enjoy the stories of the Bible and hearing about the people in the stories. They want to master many skills, but they still need to be cherished for themselves, not their performance. They are very active, but are often unable to manage their own need for rest. They need rest time and a clear bedtime. They are beginning to define themselves outside their families and look to their peer groups for acceptance. They have a very silly sense of humor.

Physical Characteristics

- minimal upper body strength
- mastering bowel control
- energetic, but tire easily
- developing body coordination

Social Characteristics

- learning to live apart from family & friends
- outgoing and loving
- prone to hero worship
- mirror the behavior and actions they see in adults

Mental Characteristics

- concrete, literal thinkers
- rule-based morals
- short attention spans: learn best through senses and activity
- easily frightened

Spiritual Characteristics

- concrete understanding of God
- varying degrees of biblical knowledge
- may ask a lot of questions
- may only remember the highlights

Older Children (ages 10-12) can be characterized in the following ways:

They are very active but need help slowing down for rest. They have a deep need for fairness and characterize everything as right or wrong. They thrive within same-gender friendships. They are reluctant to relate to, and especially to touch, the other gender. Girls mature much earlier than boys and may be menstruating and wearing bras by this time. They still have a need for same-gender role models. They are beginning to question everything, but do so more out of wonder than out of doubt. Their faith is very literal and reflects the faith of their parents. They are beginning to learn the fundamentals of abstract thinking.

Physical Characteristics

- girls maturing faster than boys
- greater self-control when performing motor activities
- beginning to develop sexually
- high energy, but may complain of being tired

Social Characteristics

- learning to live apart from family and friends
- boys often relate to others in contests of strength
- girls will often develop crushes
- boys beginning to relate to girls

Mental Characteristics

- beginning stages of abstract thinking
- beginning to challenge the answers adults give
- strong sense of right and wrong
- strive to complete projects and to do them well

Spiritual Characteristics

- developing a more personal faith
- begin to grasp bigger issues
- strong memorizing skills
- may start to rebel from what they were first taught

Younger Youth (ages 12-14) can be characterized in the following ways:

They are in the midst of a great deal of change: physically, emotionally, and socially. Boys experience growth spurts, voice changes, hormonal swings, and sexual changes. Girls tend to be more mature emotionally, socially, and physically than boys their same age, and therefore begin to date boys one or two years older. They swing back and forth between adult and childlike behavior. They need to be accepted and belong and will do almost anything to do so. They may have experimented with drugs, cigarettes, sex, and alcohol or be thinking about it, and may need a nonjudgmental person with whom to discuss their choices. They focus on the “now” and have very little ability to think about the future implications of their actions. They need very clear boundaries that allow them a sense of freedom and help them develop skills for responsibility. They are developing abstract thinking skills but may still prefer to think concretely. They are very idealistic.

Physical Characteristics

- deepening of male voices
- concerned with personal appearance
- females begin to menstruate
- awkward due to incredible growth spurts

Social Characteristics

- fear of embarrassment
- urgent need to belong
- dealing with strong sexual feelings
- desire and respect strong adult leadership

Mental Characteristics

- idealistic: may come across as negativity
- starting to be able to put themselves in another person’s “shoes”
- decision-making process focuses on the present
- competitive

Spiritual Characteristics

- making their own faith decisions
- prefer to discuss issues
- may tie their faith into social issues
- may question the content of the Bible study

Older Youth (ages 15-18) can be characterized in the following ways:

They are seeking to form an identity separate from their families. They can use abstract thinking skills that enable them to think about concepts and perspectives other than their own and about the consequences of their actions. They are beginning to form a statement of faith that is separate from their parents’. They are questioning the authority of Scripture, church leaders, and their parents. They are almost fully developed physically but are still very self-conscious about appearance. They are very concerned about weight. This concern, particularly in girls, may develop into eating disorders. They still need lots of rest and sleep, but do not usually plan it into their day without reminders. Many have probably experimented with drugs, smoking, sex, and alcohol. They need to be able to discuss their choices in a nonjudgmental atmosphere. They are under tremendous pressure to succeed so that they can get into college or get a job. They want to belong.

Physical Characteristics

- largest and strongest campers at camp
- physical appearance and attributes are a major concern
- need privacy
- need more sleep

Social Characteristics

- urgent need for acceptance or attention
- increasing peer pressure to engage in drinking, smoking, drugs, and sex
- question authority
- able to take on responsibility

Mental Characteristics

- abstract thinkers
- specialization in selected skills
- experience strong feelings and emotions
- critical of self

Spiritual Characteristics

- begin questioning their own salvation
- making their own decisions about church attendance
- able to carry the whole discussion on their own
- struggling with social pressures in light of their faith

FRIDAY CABIN DEVO

These devotions are designed to be conversational, followed by a brief prayer experience. Devotions are divided into "Conversation Prompts" and "Prayer Suggestions." Use these as they best fit your campers, but remember that your intentionality and ability to be completely present for these devotions will be the biggest factor in engaging campers. "Set the mood": Start winding the energy down, give Campers a heads-up that you are going to be doing the Cabin Devotional in a few minutes. Help Campers transition smoothly from fun and energetic time, to a slowing down, thoughtful, meditative time. Help everyone to get in the right head-space, whatever that looks like. Light a flashlight as a candle and place it in the center of the room; gather around the flashlight. Encourage Campers to share, but never force them. Create the environment where they are welcome but not shamed or made to by guilt. Gather Campers in a circle-ish type gathering, on the floor, or however works for your cabin. Give each other space to be near, but not distracting or uncomfortable. Turn off or dim the other lights. Lead everyone in breathing in unison, slowly, with eyes closed, and just being silent for a few moments.

What is something that brings you joy?

When is a time that you have been chosen for something special?

It doesn't necessarily have to be something over the top, it could be something small that left a big impression.

Reflect on the story of David from worship today (1 Samuel 16).

As a cabin, work together to recall and retell the story of David being anointed as the future King.

What is something that stood out to you from the story?

What emotions did you see in today's story?

Read Psalm 139:13-14

How does it feel to know that, like David, you are uniquely special to God?

With all of this in mind, what can you give thanks for tonight?

A Prayer: God in Heaven, thank You for bringing us all this place this weekend. Thank You for preparing this place and preparing our hearts for what you would have us learn. You created us each uniquely special. Help us to see in ourselves and our friends the beauty of who You made us to be so that we can encourage and lift one another up. Give us rest and peace as we prepare for tomorrow. In Jesus's name, Amen.

SATURDAY CABIN DEVO

These devotions are designed to be conversational, followed by a brief prayer experience. Devotions are divided into "Conversation Prompts" and "Prayer Suggestions." Use these as they best fit your campers, but remember that your intentionality and ability to be completely present for these devotions will be the biggest factor in engaging campers. "Set the mood": Start winding the energy down, give Campers a heads-up that you are going to be doing the Cabin Devotional in a few minutes. Help Campers transition smoothly from fun and energetic time, to a slowing down, thoughtful, meditative time. Help everyone to get in the right head-space, whatever that looks like. Light a flashlight as a candle and place it in the center of the room; gather around the flashlight. Encourage Campers to share, but never force them. Create the environment where they are welcome but not shamed or made to by guilt. Gather Campers in a circle-ish type gathering, on the floor, or however works for your cabin. Give each other space to be near, but not distracting or uncomfortable. Turn off or dim the other lights. Lead everyone in breathing in unison, slowly, with eyes closed, and just being silent for a few moments.

What is something you are fearful of?

What are some "giants" you face in your life?

"Giants" being things that often seem too big to overcome. Maybe something that scares you or fills you with trepidation.

Reflect on the story of David from worship today (1 Samuel 17).

As a cabin, work together to recall and retell the story of David facing Goliath.

What is something that that stood out to you from the story?

What emotions did you see in today's story?

Read Psalm 46. As a cabin name the different ways God is described.

What image of God in the Psalm do you like best?

What about God are you most thankful for tonight?

A Prayer: Dear God, thank you for an amazing day here together with our Camp Family and with You. Help us to remember to keep You at the center of our actions and thoughts so that we can be like David when dealing with the giants in our lives. Thank you for the examples we read in the Bible, and the examples of our families and leaders and friends, that show us how to stand strong and to overcome. May we also be just and show Your love in our actions, words and thoughts. In Jesus's name, Amen.

SUNDAY CABIN DEVO

These devotions are designed to be conversational, followed by a brief prayer experience. Devotions are divided into "Conversation Prompts" and "Prayer Suggestions." Use these as they best fit your campers, but remember that your intentionality and ability to be completely present for these devotions will be the biggest factor in engaging campers. "Set the mood": Start winding the energy down, give Campers a heads-up that you are going to be doing the Cabin Devotional in a few minutes. Help Campers transition smoothly from fun and energetic time, to a slowing down, thoughtful, meditative time. Help everyone to get in the right head-space, whatever that looks like. Light a flashlight as a candle and place it in the center of the room; gather around the flashlight. Encourage Campers to share, but never force them. Create the environment where they are welcome but not shamed or made to by guilt. Gather Campers in a circle-ish type gathering, on the floor, or however works for your cabin. Give each other space to be near, but not distracting or uncomfortable. Turn off or dim the other lights. Lead everyone in breathing in unison, slowly, with eyes closed, and just being silent for a few moments.

Have you ever had to ask for forgiveness?

Why is it so hard to admit when we have done something wrong?

What emotion(s) do we feel?

Reflect on the story of David from worship today (2 Samuel 12).

As a cabin, work together to recall and retell the story of David's wrong and his regret.

What is something that that stood out to you from the story?

What emotions did you see in today's story?

Read Psalm 51:1-2, 10-12. This is a Psalm written after David's encounter with Bathsheba and after he sought out God's forgiveness.

How does it feel that to know that God's love is so big, and God's forgiveness is so vast?

A Prayer: Oh, God, thank You so much for loving us more than we can imagine! So much that your forgiveness is so much bigger than we can imagine! We want to rest in knowing that no matter what we have done and no matter how we are feeling, Your love is still generous and full. Wow! May we remember this fact as we move in our daily lives, that we would be strengthened enough to forgive ourselves, to forgive others, to live our life fully, and to overcome any giants in our path. Thank You Jesus! Amen.



2025 EVENTS

April 5
Spring
Fundraiser
Begins!

April 11-13
Women's Retreat!
(registration closes
March 28)

April 15
AWSOM Internship
Application Deadline

May 3
SPRING VOLUNTEER
WORK DAY
9:00AM-4:00PM
Bring Gloves!
Please RSVP!!!

May 31
Camp Arrah
Wanna Annual
Open House

**July
14-18**
SUMMER
CAMP!

(registration closes
June 23)

**August 29 to
September 1**
Friends &
Family Camp
(registration closes
August 15)

**September
19-21**
Contemplative
Retreat
(registration closes
September 5)

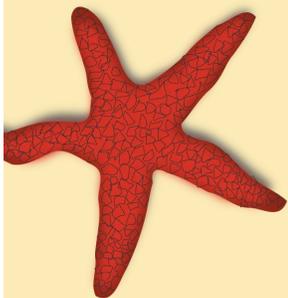
**October
18**
Fall
Fundraiser
Event

SAVE THESE DATES AND
HELP MAKE SURE ALL YOUR
FRIENDS, FAMILY AND
CHURCHES KNOW THEM TOO!

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Camp Arrah Wanna

2025 Friends & Family Camp

August 29--September 1



Check-In Friday (8/29): 4:00-6:00 PM
 Check-Out Monday (9/1): 12:00-1:00 PM

Come for one night, or stay for all three!
 Choose your lodging and which meals to enjoy with us.
 Prices vary based on these choices.
 Children 4 and below are FREE but please do register them
 for planning and documentation purposes.

Registration Open:
February 14--August 15 (11:30PM for both)
www.camparahwanna.org

High/Low Ropes Course! Archery! Family Worship! 9Square! Beach Day
 Theme! GaGa Ball! Pool Movie Night Featuring "JAWS" (50th Anniversary!)
 Giant Jenga, Cornhole & Volleyball Tournaments!

Scholarship Applications Available @
www.camparahwanna.org
 For more information, contact Corey:
program@camparahwanna.org



2025 Volunteer Applications NOW AVAILABLE! APPLY TODAY!



Camp Arrah Wanna
Summer Camp
"Into the Wardrobe"
July 14-18, 2025

Check-In Monday (7/14):
12:00-1:00 PM
Check-Out Friday (7/18):
1:00-2:00 PM
Grades 1-12: \$300

www.camparrahwanna.org

REGISTRATION CLOSING JUNE 23.

Scan QR code to
register today!



High/Low Ropes Courses! Arts & Crafts! Group Worship & Age-Level Discussions!
Archery! Outdoor Pool Time! GaGa Ball! So Much More!
Scholarship Applications Available @ www.camparrahwanna.org
For more information, contact Corey: program@camparrahwanna.org

Tough Topics that will take your Campers beneath the surface

These questions and conversations could be useful when you have time to use up and/or you just want to spark some good conversation and get to know one another better. We want to encourage healthy and safe dialogue and conversation that is age appropriate. Be sure to use wisdom in adapting for the age group you are serving. Remember that our Campers and follow Volunteer Staff all come from a variety of perspectives. Respect and honor one another and model this for the Campers. Be sure you are prepared for whatever answers or conversations may spring up before asking any specific question. You set the tone for your Cabin.

Which would be **WORSE**? Eating a bowl of granola without milk **OR** chewing a piece of aluminum foil?

Which would be **BETTER**? Playing miniature golf **OR** bowling?

Which would be **WORSE**? Being alone all the time **OR** lying to hold on to your friends?

Taking It Deeper [A Thought to Consider]

It's sad but true that some people lie or pretend to be something they are not just to have friends. Remember that God's promise to Joshua is a promise to us today. God will never leave us if we're trying to walk obediently in his steps (Joshua 1:7-9).

If you are inauthentic and untrue with your friends, how long will those friendships be? What will be the quality of those relationships?

Which would be **BETTER**? Having a hot drink on a cold day **OR** a cold drink on a hot day?

Which would be **BETTER**? Having five minutes to make an important decision with many expert advisors to help you **OR** having 24 hours to make the same decision by yourself?

Which would be **WORSE**? Getting a speeding ticket **OR** a really bad haircut?

Which would be **BETTER**? Selling real estate **OR** cars?

What if...?

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...you could fly?

...you developed a vaccine that could cure all diseases?

...you could change the shape of your body instantly?

...you could be any person from the Bible's Old Testament?

...you could influence people's minds?

...you had unlimited resources to protect your home?

...you forgot to reserve a tuxedo or buy a formal dress for the senior prom?

...you didn't need to sleep?

...you could defy gravity?

...there were no laws?

...there were no consequences for breaking the law?

...food had no smell?

...everybody looked identical?

Have you ever...?

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...gotten straight A's on a report card? What grade were you in? How did you do it? How did you feel? What did your parents do?

...walked out of a movie because it was awful? What was the movie? What made it so bad? Who was with you? How did you feel? Would you do it again?

...donated blood? Why? When? How did it happen? How did you feel? Would you do it again?

...ordered room service in an expensive hotel? What hotel? Where? Why were you there? What did you order? How did you feel? How was the food?

...wanted to be more organized? Under what circumstances? Why? How did you try to accomplish it? Did you succeed? What does it mean to you to be well organized?

...eaten raw oysters? Why? Where? When? What did they taste like? Would you do it again?

...looked through a telescope? What did you see? What thoughts crossed your mind? Would you like to own one? Why?

...witnessed a crime? Why were you there? What was the crime? What did you do? How did you feel?

...had a hero? Who was it? What made that person a hero to you? How do you want to be like that person? What steps could you take to be like him or her?

Bible Trivia

These questions and conversations could be useful when you have time to use up and/or you just want to spark some good conversation and get to know one another better. We want to encourage healthy and safe dialogue and conversation that is age appropriate. Be sure to use wisdom in adapting for the age group you are serving. Remember that our Campers and follow Volunteer Staff all come from a variety of perspectives. Respect and honor one another and model this for the Campers. Be sure you are prepared for whatever answers or conversations may spring up before asking any specific question. You set the tone for your Cabin.

What king was known around the world for his wisdom?

- A. Solomon**
- B. Nebuchadnezzar
- C. Agrippa
- D. Burger King

1 Kings 4:24-29: Solomon was also a science teacher! In 1 Kings 4:33, the Bible says he “described plant life, from the cedar of Lebanon to the hyssop that grows out of walls. He also taught about animals and birds, reptiles and fish.” Solomon was so interesting that people came from all over the world to listen to him.

What is the name for the stories Jesus told to teach people about God’s kingdom?

- A. miracles
- B. parables**
- C. oracles
- D. Lunchables

Jesus’ story about the Good Samaritan was a parable (Luke 10:30-37).

What problem was the brave army commander Naaman healed of?

- A. blindness
- B. leprosy**
- C. fever
- D. a hunched back

Most people think of leprosy as a disease of the skin—but it can also affect the lungs and even cause blindness.

What did the people of Malta say about Paul when a snakebite didn’t kill him?

- A. that he was lucky
- B. that he was a demon
- C. that he was a god**
- D. that he was really tough

Malta is an island in the Mediterranean Sea...and it has a place called “St. Paul’s Bay”.



ABC+CPC American Baptist Churches of the Central Pacific Coast



While many of the Volunteers and Campers involved in our faith-based Program Camps are associated with the American Baptist Churches, we welcome and love to include anyone who chooses to participate. The history of Camp Arrah Wanna is rooted in the heritage of our founding American Baptist Churches and the generations of families who followed them. Here is some helpful information about the American Baptists so that you can further understand where Camp Arrah Wanna started.

American Baptist Churches of the Central Pacific Coast Focus Statement

American Baptist Churches are healthy missionary churches that nurture devoted disciples of Jesus Christ who live their lives in mission and ministry for the healing of the world through the love of God.

American Baptist Churches of the Central Pacific Coast Mission Statement

American Baptists are a Christ-centered, biblical grounded, ethnically diverse people called to radical personal discipleship in Christ Jesus. Our commitment to Jesus propels us to nurture authentic relationships with one another; build healthy churches; transform our communities, our nations and our world; engage every member in hands-on ministry; and speak the prophetic word in love.

As a people of prayer, purpose, and passion, we are in the forefront of creating a community of faith where people of every race, nationality and culture gather as one in worship, service and work.

The heart of the gospel is God's redemptive love. In our life together, the world will see the power of forgiveness to overcome alienation, the strength of love to transform hate, the power of grace to break the bonds of guilt, the triumph of hope over despair, and the victory of faith over doubt.

Through the cross of Christ we embrace the world as neighbor. Our vision for mission energizes a multitude of servant ministries of evangelism, discipleship, leadership, new churches development, social justice, healing, peacemaking, economic development, and education. Empowered by the Holy Spirit, we work together in mutual submission, humility, love, and giving that the gospel might be preached and lived in all the world.

"Write the vision, make it plain..." Habakkuk 2:2

The 1.3-million members and over 5,200 congregations of American Baptist Churches USA share with more than 42 million Baptists around the world a common tradition begun in the early 17th century. That tradition has emphasized the Lordship and atoning sacrifice of Jesus Christ, believers' baptism, the competency of all believers to be in direct relationship with God and to interpret Scripture, the importance of the local church, the assurance of freedom in worship and opinion, and the need to be Christ's witnesses within society.

10 Facts You Should Know About American Baptists

1. American Baptists believe that Jesus Christ is Lord and Savior, and that the Bible is the divinely inspired word of God that serves as the final written authority for living out the Christian faith. American Baptists celebrate the fact that belief in Jesus Christ assures salvation and eternal fellowship with a loving God. The events of the first Easter week are the cornerstones of our faith: the death of Christ, in which He took upon Himself the sin of the world, and the Resurrection, which gave proof of His triumph over sin and death. Holy Scripture always has been for American Baptists the authoritative and trustworthy guide for knowing and serving the God who is revealed as Creator, Savior and Advocate.

2. For American Baptists the local church is the fundamental unit of mission in denominational life. Baptist roots date back four centuries to a people seeking the opportunity to worship God as individual members of freely organized and freely functioning local churches. Baptists always have maintained the need for autonomous congregations, responsible for articulating their own doctrine, style of worship and mission.

3. American Baptists partake of two ordinances: believers' baptism and The Lord's Supper. Baptism, an act of full immersion following Christ's example, is undertaken by those spiritually mature enough to understand its profound, symbolic significance: resurrection to new life in Christ. Through The Lord's Supper, or Holy Communion, the bread and cup that symbolize the broken body and shed blood offered by Christ recall God's great love for us—just as they did for the disciples on the eve of Christ's crucifixion.

4. American Baptists believe that the committed individual Christian can and should approach God directly, and that individual gifts of ministry should be shared. American Baptists hold that all who truly seek God are both competent and called to develop in that relationship. They have rejected creeds or other statements that might compromise each believer's obligation to interpret Scripture under the guidance of the Holy Spirit and within the community of faith. American Baptists also celebrate the special gifts of all believers, testifying that God can use each of us in ministry.

- 5.** American Baptists take seriously the call to evangelism and missionary work. American Baptist worldwide mission work is a response to Christ’s call to “make disciples of all nations.” Through the efforts of our missionaries in partnership with others, ministries of evangelism, healing, education and development have made Christ’s love known in the U.S. and around the world.
- 6.** American Baptists support religious freedom and respect the expressions of faith of others. As a people whose forbears came together in response to intolerance, American Baptists have cherished freedom and pursued it for millions around the world. Manifestations of that ideal include supporting separation of church and state, advocating for people everywhere to be guaranteed the right to worship free from discrimination, and lifting up respectful dialog as a healthy means to understanding.
- 7.** American Baptists acknowledge that God’s family extends beyond our local churches, and that God calls us to cooperative ministries. Early Baptists saw that the effectiveness of their ministries would be greater through cooperation with other believers. Today within our American Baptist regions, churches work with each other and with denominational staff and in local and regional ecumenical arenas to increase the vitality and scope of their ministries. That outreach extends worldwide through our relationships with the Baptist World Alliance, the National Council of the Churches of Christ, the World Council of Churches and other groups.
- 8.** American Baptists have been called to be Christ’s witnesses for justice and wholeness within a broken society. American Baptists have been led by the Gospel mandates to promote holistic change within society, as witnessed by their advocacy of freed African Americans following the Civil War, the Civil Rights Movement, women in church and societal leadership, ecological responsibility, and many other issues. While not all of one mind as to how to deal with challenges, American Baptists do affirm the need to follow Christ’s example by being actively involved in changing society.
- 9.** American Baptist Churches USA celebrates the racial, cultural and theological diversity witnessed within its membership. American Baptist Churches USA today is the most racially inclusive Protestant body. Represented in our churches are equally diverse worship styles, cultural mores and approaches to Scriptural interpretation. The resulting challenges and opportunities have made us stronger—through fellowship, respect, mutual support and dialog, all based on a belief that unity in Christ involves growth and understanding.
- 10.** American Baptists heed the biblical call to renewal and the need for a vital witness in a new millennium. As people of faith, American Baptists seek renewal and revitalization. Informed by their history and tradition, motivated by contemporary needs and challenges, and strengthened by God’s leading and the example and sacrifice of their Savior, American Baptists seek to bring a transforming witness to an uncharted future.

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