

TO: Lutheridge Leaders
FROM: Pastors Mary & Tim Canniff-Kuhn, Lutheridge Program Directors
RE: EXPECTATIONS

This summary of expectations is provided to be helpful in clarifying roles and making sure that Campfirmation and C3ARE Leaders and Lutheridge Staff work as a team, ensuring the best week possible for campers.

AUTHORITY: Unless otherwise specified, it will be assumed that Leaders are “in charge” of the teaching sessions. Counselors and other staff may be expected to participate (or not, as you choose), and may be given leadership in certain areas as arranged with the area director (Please be clear about your expectations. Since each leader is different, counselors will not know what you expect unless you tell them). When campers are not in “teaching sessions” it is assumed that the counseling staff is “in charge” of campers’ activities and safety. This includes outings and other events where Leaders participate, unless arranged differently with the area or program director. Since adults, and particularly pastors, are authority figures to campers AND counselors please take care to be supportive of counselors’ decisions. Never undermine a counselor’s authority in front of campers. If a decision regarding a camper needs to be made (such as whether a camper can call home or needs to see the nurse, etc.) the counselor and/or area director needs to make that decision – with input from the leader. Counselors, area directors and Leaders should work as a team to decide what is best for the camper. Lutheridge Staff will work to involve you in important decisions as well. Please be aware that area directors do not have the authority to allow a camper to call home – AND they certainly cannot SEND a camper home (nor can you!) That decision must be made in consultation with the program director. Since campers are signed into our care, we are legally responsible for them. We respectfully ask that you allow us to make decisions regarding their welfare. Please be assured that we will ask for your help and advice.

CAMP ACTIVITIES: While Lutheridge staff are “in charge” of campers’ activities while they are not in teaching sessions, Leaders are welcomed and encouraged to participate in any and all of these activities. Staff will be excited to see you at the pool or arts and crafts, playing games, etc. Please do not feel that you are intruding by your participation. Our staff understands that camp affords unique opportunities to foster relationships between campers and caring adults.

LANGUAGE / SUBJECT MATTER: Please be aware that while other Leaders are your peers, Lutheridge Staff are not. You are role models for them, whether you want to be or not. Camp is certainly a place where you can be more relaxed and playful, but please be careful that all language is “rated-G” and that jokes cannot be mistaken as sexist or racist or that sarcasm is not misunderstood. (We ask our staff not to use sarcasm with campers, because it can be hurtful.)

PERSONAL INFORMATION: If you feel there is information about a camper’s home situation that needs to be communicated, please share that with the area director in private. The area director will determine how much of that information should be shared with the counselor, and will then be in a position to be supportive. If you know of a camper that will require special attention, please let Pastor Mary know by May 15th if possible, but at least by two weeks before the camp week. With advance notice, we can work to ensure that the camper is placed with a more experienced counselor and, if possible, that the cabin group is smaller.

Sometimes campers share information about home with counselors that we feel would be good for a pastor to know. If it is appropriate, you can expect that our staff will ask permission to share such information with you, or will encourage a camper to share him or herself. You can also expect that our

staff will not break a confidence if a camper does not want information shared. If abuse of any kind is suspected or reported, our staff is trained to report that in the proper manner, and the camper will be encouraged (but not forced) to share that information as is appropriate.

REQUESTING A STAFF MEMBER TO WORK WITH YOUR GROUP: We will do our best to assign specific counselors to work with your group. For that to happen, we need to receive that request by **MAY 15**. We begin creating summer schedules before staff arrive. Having this information by May 15 greatly increases the chances that we will be able to grant your request.

USE OF TOBACCO PRODUCTS: Because we want to discourage the use of tobacco products among campers, Lutheridge staff are discouraged from using it as well. Staff are allowed to use tobacco products only in designated areas after campers are in bed. Campers are not allowed to use tobacco products at any time. To be supportive, Leaders are expected to use tobacco products only when campers or Lutheridge staff are not present. Also, please note that smoking is not allowed in any Lutheridge building. **PLEASE** dispose of cigarette butts in cans.

USE OF ALCOHOLIC BEVERAGES: While we understand that socializing can be one of the highlights of the week for Leaders, we all agree that our ministry with campers is most important. Consumption of alcohol cannot be allowed to confuse or inhibit the ministry we share. Lutheridge staff (no matter their age) covenant together not to consume alcoholic beverages during the summer contract period. (Our staff understand that this is grounds for dismissal.) To be supportive, we assume that **Leaders will drink alcoholic beverages only in private, and will not have any further contact with campers or staff for the rest of the day/evening after having even ONE drink**. If necessary, please designate one person who will be available to staff and campers should an emergency arise. We also ask that Leaders take their own bottles or cans to the recycling bins, so that staff will not be influenced. (It changes the opinion of the staff about Leaders if they clean up large quantities of alcohol containers.) The goal here is to be good role models for campers and staff, and not to undermine the covenant the staff have agreed to for the summer.

Please let us know if you have any concerns or questions about these expectations. We want very much to hear your feedback and to share your expectations with our staff as well. These guidelines will be our expectations unless we hear differently from you.

THANK YOU for your help in making this ministry such a vital one. You **ARE** a role model in this community of Christ that gathers on the mountain. Your influence and attitude make so much difference. We give thanks that you care enough about our campers to give them your best gift: yourself! And we thank you for sharing that gift with our staff as well. We work hard to choose and train the best area directors and counselors we can find and we come to love each one of them. We also know that God brings them here for His own particular purposes. If you can share in the ministry of mentoring them while you are here, we would be especially appreciative.