

TO: Lutherock Leaders
FROM: Van Van Horne, Lutherock Program Director
RE: EXPECTATIONS

This summary of expectations is provided to be helpful in clarifying roles and making sure that adult leaders and Lutherock staff work as a team, ensuring the best week possible for all involved in the Lutherock program, especially our campers.

AUTHORITY: Unless otherwise specified, it will be assumed that leaders are “in charge” of the teaching sessions. 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 be involved in that decision. Counselors, Area Directors and leaders should work as a team to decide what is best for the camper. Lutherock staff will work to involve you in important decisions as well. **Please be aware that campers are NOT allowed to call home without permission from the Program Director. Area Directors do not have the authority to send or allow a camper to go home. That decision must be made in consultation with the Program Director.**

CAMP ACTIVITIES: Lutherock staff are “in charge” of campers’ activities when 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 participate in hikes, ropes courses, 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. We do ask that you not take your campers away from the adventure group except during scheduled teaching times. Encourage your campers to be a part of the group as much as possible.

LANGUAGE / SUBJECT MATTER: Please be aware that while other leaders are your peers, Lutherock 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 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 the Program Director know at least three 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 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/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.

PARENTS STAYING AT CAMP: We recognize that there are campers that have parents staying on site either as a leader for teaching or as a chaperone for the trip. We also recognize that this can be done successfully, but is not usually the best for the camper's experience. For each camper to have a good week it is vital that they "give themselves" to the Lutherock community. For folks that are missing home, it is especially important that we keep them busy so home/parents are not the first thing on their mind. This is much more challenging when there is a parent at camp. Campers see them at meals and activities. Camp is great, but we cannot "compete" with parents, your children just love you so much. If a parent is on site and it challenges the experience of that child or other children missing home and seeing other's parents we will work with the Program Director about making arrangements to have that child "signed over" back to the parent present. The child would need to stay with the parent and be under their supervision for the remainder of the week. Please call me if you have questions about this.

USE OF TOBACCO PRODUCTS: Lutherock staff and 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 Lutherock staff are not present.** Also, please note that **smoking is not allowed in any Lutherock building.** PLEASE dispose of cigarette butts in proper receptacles.

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. Lutherock summer staff agree to abstain from alcohol use while under contract and understand that failure to do so 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. 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.

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 God's own particular purposes. If you can share in the ministry of mentoring them while you are here, we would be especially grateful, and we know you will be blessed as well.