

## MISSION, CORE VALUES, & VISION

### MISSION STATEMENT

SON-Life Camp & Retreat Center exists to provide a setting where people can enter or enhance a personal relationship with Jesus Christ.

### CORE VALUES

We are a Christian organization, Biblically based, promoting the gospel of Jesus Christ, acknowledging the work of the Holy Spirit, and giving God the Father all praise and glory.

We believe in a camp setting, with an outdoor emphasis on God's creation.

We focus on spiritually impacting people for Jesus Christ.

We believe in relational ministry, where people are valued and personally cared for.

We uphold prayer as a vital tool in ministry, praying for each team member and camper.

We maintain that youth are an important focus in ministry.

We will remain fiscally responsible, being good stewards of all God has entrusted to us.

### VISION STATEMENT

To see ministry happening at camp everyday in multiple ways, leading people to Christ or bringing them to a deeper relationship with Him.

Summer Camp 2012



*"Changing lives through Christ"*

# 2012 Summer Camp Program Dates

## May Staff Bash<sup>1</sup> Staff Orientation<sup>1</sup>

Core Staff: June 4-16

Senior Counselors: June 6-16

Counselor's In Training: June 10-16

May 4-5

## Summerfest<sup>2</sup>

<b>Week 1:</b>	Day Camp I (1st-4th grade) Junior Escape I (2nd-4th grade)	June 16 June 18-22
<b>Week 2:</b>	Day Camp II (4th-7th grade) Primary Camp I & II (2nd-4th grade)	June 25-29
<b>Week 3:</b>	Family Camp	July 2-6
<b>Week 4:</b>	Day Camp III (1st-4th grade) Teen Extreme (7th-11th grade)	July 9-13
<b>Week 5:</b>	Day Camp IV (1st-4th grade) Junior Escape II (4th-7th grades)	July 16-20
<b>Week 6:</b>	Outpost (9th-12th grade)	July 23-27
<b>Week 7:</b>	Day Camp V (1st-4th grade) Junior Escape III (4th-7th grade)	July 30-Aug. 3

<sup>1</sup>Staff Bash is **required** for all team members

<sup>2</sup>Summerfest is a fundraiser for the camp. We invite the community, family and friends to come to camp for a pig roast, auction, and use of the waterfront. It is required of all team members to be present for that day to help with activities.

<sup>3</sup>Outpost Expedition includes two nights at camp and two nights camping in tents away from camp. Only senior staff are hired for this camp.

<sup>4</sup>Only Senior Staff and Core Staff will be hired for Family Camp

- Dispense all medications throughout the camp week.
  - Treat all illnesses and injuries in compliance with the camp standing orders that have been reviewed by our consulting physician.
  - Keep accurate records of all dispensed medicines, illnesses, or injuries.
  - Return all medications at the end of each camp session.
  - Keep all first-aid kits stocked and ready to use.
- Be aware of spiritual atmosphere of camp and work toward the camp's goals.
  - Follow the daily routine and encourage the campers to do so.
  - Do daily cabin inspections and give reports.

## Compensation

***SON-Life Camp believes staff members serve as missionaries to those who attend camp. But we recognize that many of our team members have financial obligations such as college and other expenses. So, in an effort to provide staff with an adequate salary and be good stewards SON-Life Camp's finances, we ask that staff raise a portion of their compensation through contacting your home church, friends, family, and other individuals. In that light, the following policy has been adopted:***

- A set amount is designated for each paid summer staff position.
- Each staff member would agree to contact his or her church's mission committee for financial support. If needed, staff members should make additional contacts to family, friends, businesses and others. The following items are available in assisting you with raising your support: support request letters, a promotional video, a brochure explaining the ministry of the camp, and quarterly newsletters.
- The Executive Director and Program Director are available to visit each staff member's church to provide a presentation on the ministry of SON-Life Camp to assist you with securing financial support.
- SON-Life Camp & Retreat Center agrees to pay two-thirds of the designated compensation for each staff member. Additional compensation given by SON-Life comes from support raised, up to 100% of full compensation. Excess funds raised could go to other staff members who attempted to raise their full share of the compensation but were unable to do so. The Executive Director will determine the use of excess funds.

### Compensation Scale

Counselor in Training	\$100 per week
Senior Staff (Counselor, Kitchen Assistant, etc)*	\$225 per week
Lifeguard Service	\$35 per week additional

\*Returning Senior Staff may receive additional \$20 from base rate for 1<sup>st</sup> returning year in the same role and \$10 per week for each additional year in same role.

Compensation for Core Staff Positions will be determined by experience and skill level.

\*Note: If a senior staff member returns to a new role, their pay would be the base rate of the new position or the same as last year's pay, whichever is greater.

### **Responsibilities include but are not limited to:**

1. Attend all pre-camp orientation meetings.
2. Be familiar with all waterfront policies and procedures.
3. Train all staff to be Aquatic Observers during orientation.
4. Oversee all aspects of the waterfront which include but are not limited to:
  - a. Inspect all equipment and make sure it is clean and in safe working condition: docks, rafts, boats, lifejackets, all lifesaving equipment, back board, Blob, water tubes, fishing poles, etc.
  - b. Schedule lifeguards and aquatic observers to ensure proper coverage for all aquatic activities and water emergencies.
  - c. Treat all accidents and injuries at the waterfront with the Health Officer.
  - d. Coordinate all waterfront activities.
5. Be aware of spiritual atmosphere of camp and work toward the camp's goals.
6. Follow the daily routine and encourage the campers to do so.
7. Be able to lead a young person to Christ and seek opportunities to do so.
8. Assist with cleaning duties throughout the week and at the end of each camp.
9. Perform any other duties as needed.

### **Lifeguard**

*Lifeguards will also serve as counselors or in another staff role. If you are interested in being a lifeguard, SON-Life Camp will reimburse you for half of your training fees (when you pass the course), and you will receive a pay increase for your certification. (see page 7).*

### **Qualifications:**

- Must possess a current ARC Lifeguard Training Certificate (with open water component), CPR for the Professional Rescuer & Standard First Aid Certificates.

### **Responsibilities include but are not limited to:**

1. Lifeguard during all assigned aquatic activities.
2. Be aware and focused on all campers while they are at the waterfront always keeping safety/camper well-being and fun in mind.
3. Be aware of and know all waterfront policies, regulations and emergency procedures.
4. Aid in instructing the basics of each activity as needed.
5. Assist with life guarding for retreat groups on weekends as needed.

### **Health Officer**

### **Qualifications:**

- Must be at least 18 years old.
- Must possess current ARC certification in CPR for the Professional Rescuer and Responding to Emergencies.

### **Responsibilities include but are not limited to:**

1. Attend all pre-camp orientation meetings.
2. Oversee all medical aspects of camp which include but are not limited to:
  - a. Check-in all staff and camper medications at the start of each session.

# **Summer Team 2011**

## **About SON-Life Camp**

SON-Life Camp is an interdenominational camp located in Wayland, Michigan— just south of Grand Rapids. We are set on 40 beautiful acres with plenty of room to have fun and enjoy God's creation. Our facilities include cabins, a retreat center building, dining hall, recreation fields and a waterfront area set on a beautiful lake.

We can host 74 campers per week, and hire a summer staff of around 15 individuals. With SON-Life Camp being smaller in size, we are able to give campers a more personal touch during their week of camp. Also with a smaller staff size, no one has to worry about getting lost in the shuffle. Our summer ministry team becomes a intimate and cohesive group building friendships that last long beyond summer camp.

SON-Life Camp's goal is to give campers a week of fun, memory-making activities while also challenging them to grow in their relationship with Jesus Christ. Each year, almost every camper leaves SON-Life Camp saying they have grown spiritually- making a first-time commitment to Christ, renewing a relationship that has drifted, or coming to know Him in a deeper way.

SON-Life Camp's summer camp program offers a wide variety of experiences for children as young as six to teens as old as seventeen. We strive to design our summer camp programs to be relevant and reach today's children and youth where they are.

## **Qualities of a SON-Life Summer Team Member**

Working at a camp can be incredibly rewarding. But it can also be one of the most taxing jobs a person does. So what qualities should a team member possess?

Team members should be energetic, enthusiastic Christians desiring to work with kids and make a difference in campers' lives. They should be role models who strive to live out their faith in a way that shows integrity and maturity. Attributes of patience, responsibility, adaptability, cooperativeness, creativity, nurturing, fun-loving, putting the needs of others before yourself, team spirit, and endurance are all needed by team members.

Because campers look up to and imitate team members, we expect our team members to be exemplary Christian role models for our campers. We ask that all team members be committed to growing in their relationship with Jesus Christ and actively seeking to live out His will for them daily. Our campers need to see real examples of people living out their faith. Advocating things like pre-marital sex, homosexual activities, or the use of drugs, tobacco, or alcohol in words or actions – either on or off duty – is not acceptable. We also desire to support parents in raising

their children and ask that all team members take a modest approach in their appearance while at camp.

## Job Descriptions

***All applicants must demonstrate a growing Christian commitment, a Christ-like attitude, and live an exemplary Christian life. They must possess a sincere desire to work with children and a genuine concern for others. Applicants must commit to an open, honest, and effective community that promotes understanding among all team members.***

### Counselor

#### Qualifications:

- Must be at least 18 years old.
- At least one year of college preferred.

#### Responsibilities include but are not limited to:

1. Cooperate with the other staff in coordinating the summer program.
2. Do everything possible to ensure the safety and well-being of all campers. Report any and all physical impairments and injuries to the Camp Health Officer/Nurse.
3. Attend ***all*** required team meetings and pre-camp orientation times.
4. Follow the daily-established routine and guide your campers in that routine, including participation in all planned activities.
5. Greet campers and parents as they arrive and assist campers as they settle into their cabins.
6. Get to know your campers and develop relationships with them.
7. Serve as an aquatic observer during waterfront activities.
8. Be able to deal with the personal and spiritual problems which may arise with campers.
9. Participate in leading worship, Bible Studies, and devotions with campers.
10. Strive for personal conversations with each of your campers regarding their spiritual life and their personal relationship with Jesus Christ.
11. Be capable of leading a young person to Christ.
12. Assist with cleaning duties throughout the week and at the end of each camp.
15. Perform any other duties as needed.

### Counselor in Training (CIT)

**The purpose of the CIT program is to challenge high school students to continue to develop their own personal relationship with Christ and grow in Christian leadership while serving others. In the process, they will learn more about themselves, their faith, and their abilities.**

#### Qualifications:

- Must have finished Junior year of high school or be 16 years of age.

#### Responsibilities include but are not limited to:

1. Attend ***all*** pre-camp orientation and required team and CIT meetings.
2. Greet campers and parents as they arrive and assist campers in finding their assigned cabins.
3. Get to know your campers.
4. Do everything possible to ensure the safety and well-being of all campers.
5. Assist counselors with campers, devotions, Bible studies, waking up campers, morning duties, bedtime routines, activities, waterfront supervision and other responsibilities as given.
6. Be aware of the spiritual atmosphere of camp and work toward the camp's goals.
7. Make every effort to build a sense of community and understanding among all team members.
8. Follow the daily routine and guide the campers in that routine, including participation in all planned activities.
9. Be able to lead a young person to Christ and seek opportunities to do so.
10. Assist with cleaning duties throughout the week and at the end of each camp.
11. Learn to be a Christian leader and how to share your testimony and faith with others.
12. Perform any other duties needed.

### Kitchen Assistant

#### Qualifications:

- Preferably 18 years old or older.

#### Responsibilities include but are not limited to:

1. Responsible for assisting Head Cook with total food program including, but not limited to:
  - a. Provide food for all structured camp, team meals, and snacks.
  - b. Cleaning of the dining hall - the kitchen, eating area, bathrooms, and kitchen equipment.
2. Be aware of the spiritual atmosphere of camp and work toward the camp's goals.
3. Follow the daily routine and encourage the campers to do so.
4. When need arises, assist in counseling or other areas.
5. Be able to lead a young person to Christ and seek opportunities to do so.
6. Do everything possible to ensure the safety and well-being of all campers.

### Waterfront Director

#### Qualifications:

- Must be at least 18 years old.
- Must possess current ARC certification in Lifeguard Training, Lifeguard Management, CPR for the Professional Rescuer and Standard First Aid.