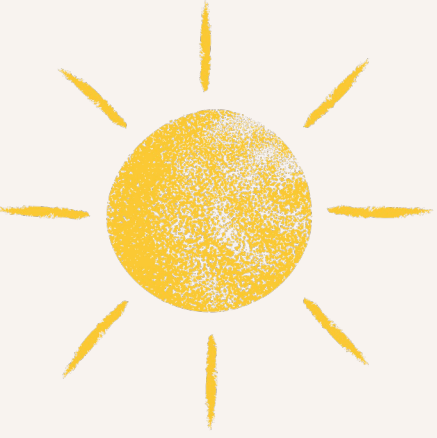




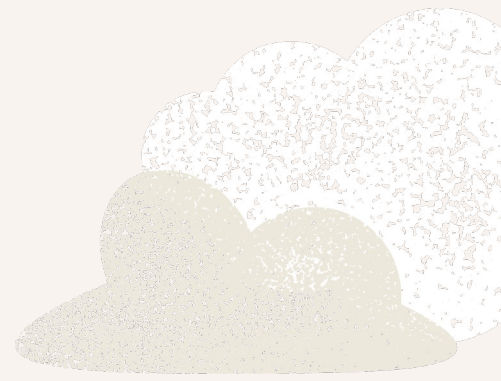
# LEADER TRAINING

**Our vision :  
“To demonstrate God’s love  
to all who come to camp”**





# The three S's



**Be SAFE**

- At all times it is important that everyone at camp is physically, emotionally and spiritually safe.

**Be SEEN**

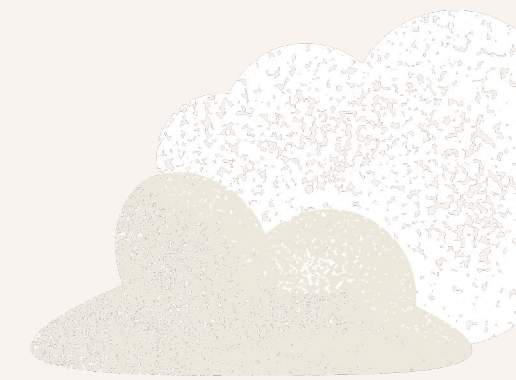
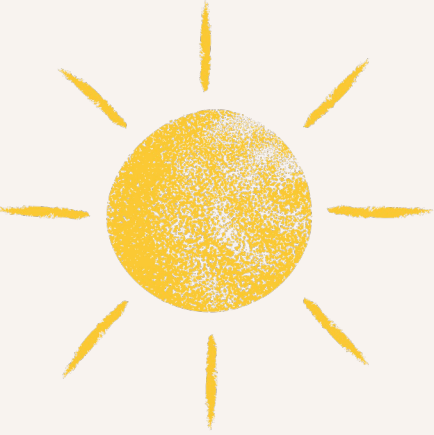
- Leaders must always be visible to others when they are interacting with campers (always have 3 people wherever you go (bathrooms etc)

**Be a SERVANT**

- As Jesus taught us; we must serve other above ourselves. This is the love he demonstrated to us and how Christians are called to live.







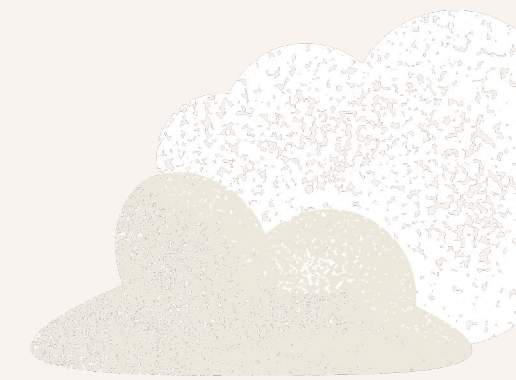
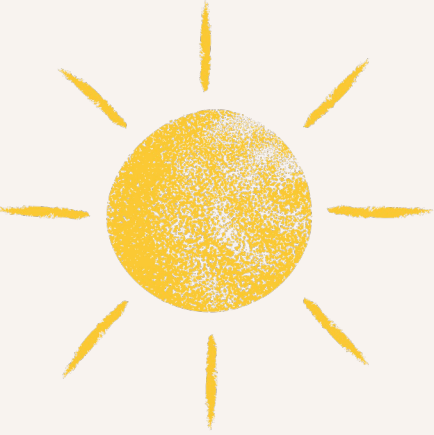
**Be SAFE**

**Be SEEN**

**Be a SERVANT**







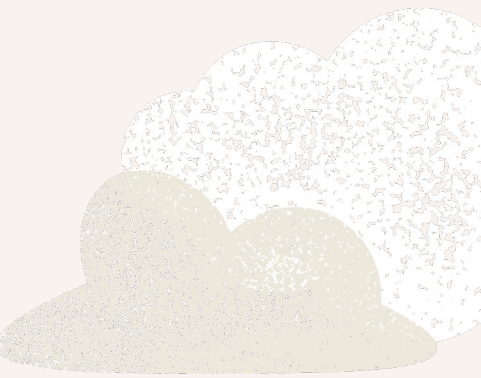
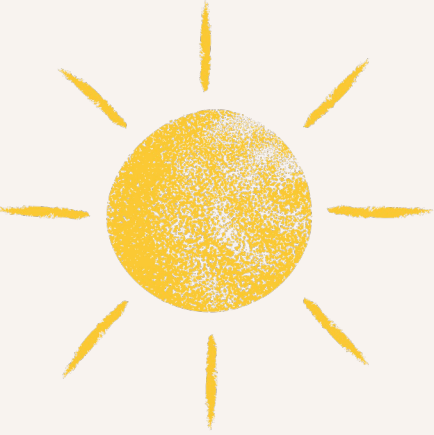
**Be SAFE**

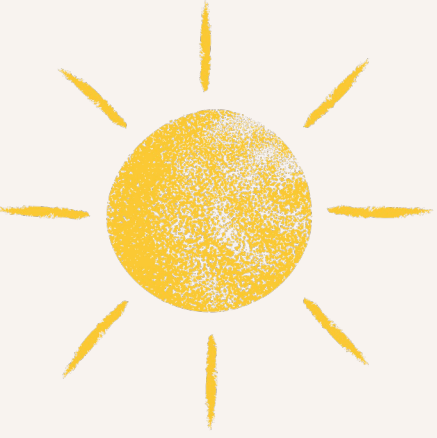
**Be SEEN**

**Be a SERVANT**

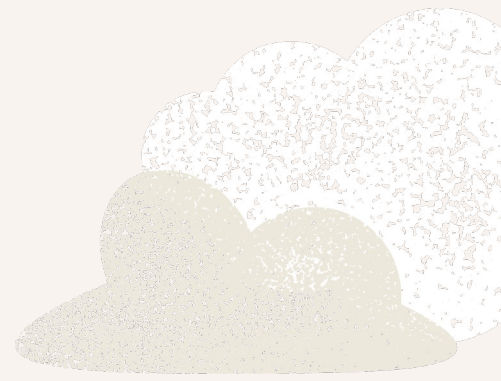








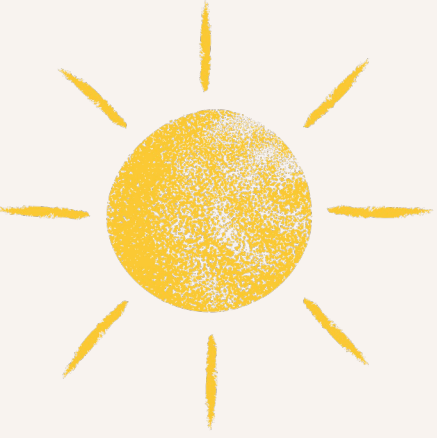
# Code of conduct



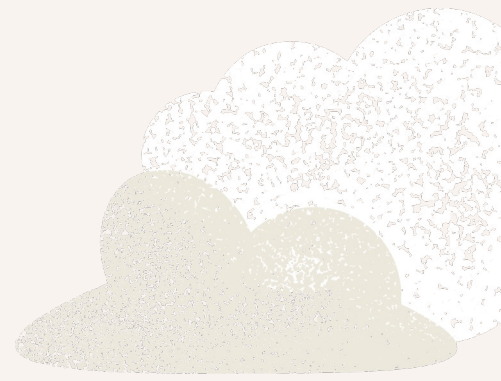
- All visitors must sign in on arrival
- Behaviour should be consistent with that of Bible Believing Christians
- Any vehicles on site must be driven in a sensible and law-abiding manner.
- No PDA 🤮
- No campers are allowed in bed with a PA, Leader, Jr Leader or fellow camper.
- Minimum 2 Leaders per cabin
- Camp is smoke, drug and alcohol free.
- Cell phones must be handed in
- Failure to meet these, could result in being asked to leave.





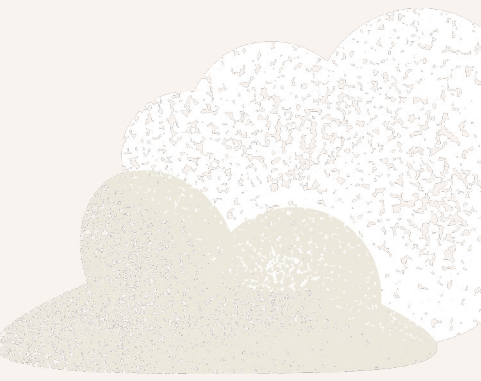
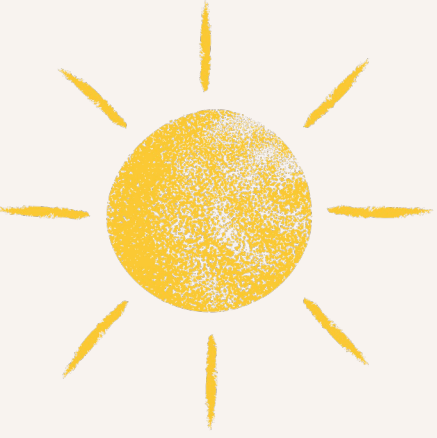


# Lost Items



- 1st, check again! And again! It's probably in their bag, calmly have a look with them.
- Still worried? Talk to camp parents or staff.
- Cell phones should be left at home but if brought can be locked in the office.
- Kids can borrow things and forget to return it – so ask who had it last?
- The best way to not lose things is to ask





# Nurse

Main Roles :

- Medication
- Injuries that happen at camp that you can't deal with solo

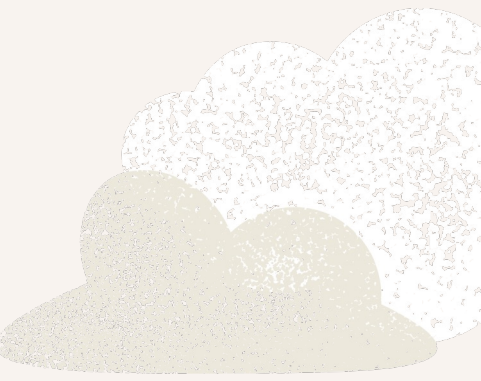
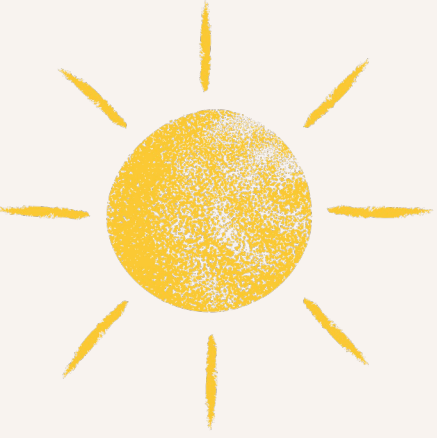
## Near misses...

When something could have been an accident but didn't quite happen...

- Please let us know!



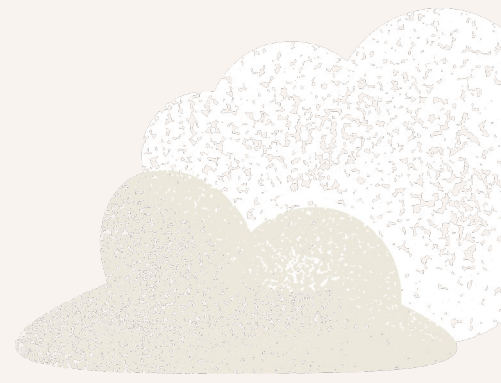
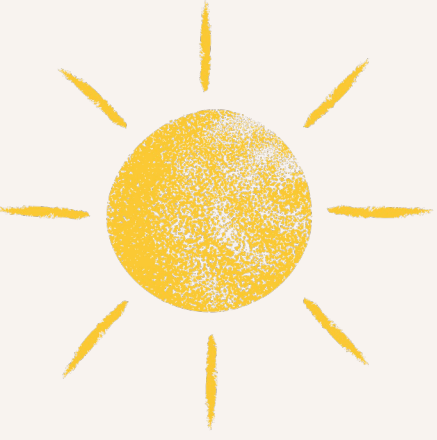




# Meal times

- Hands need to be washed on way to dining room
- Grace in lines outside dining hall
- Hands sanitized on way in
- Dining Hall is for sitting in NOT walking/running around
- Wait for seconds to be announced
- Plates scraped and rinsed then stacked for Duty Team
- Role play what this looks like



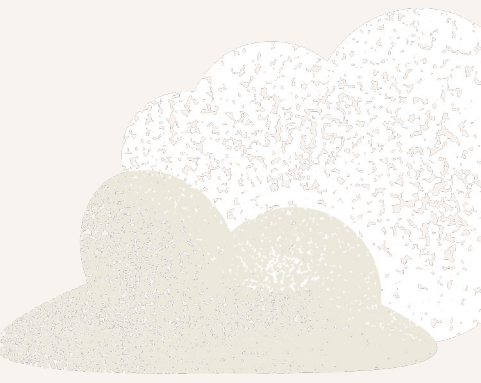
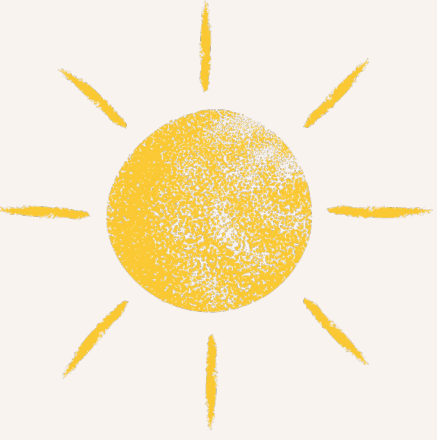


# Disclosures

- Due to the close relationships, we develop with our campers there is a chance that **a camper may disclose that unsafe things are being done or are happening to them at home. While this is unlikely it is important that we are prepared and know what to do if it does happen.**
- If a camper discloses something unsafe is happening to them, it is important you try to avoid any knee jerk reactions (e.g. gasping / looking shocked) and that you **listen carefully to what they are telling you.** After they have told you it is important to reassure them that they did the right thing and that they are safe.
- **Don't ask any questions** or try to lead the conversation. e.g "Why do you think your dad did that?" or "What happened after that?"
- **Notify Camp Coordinator and/or Camp Manager immediately.**
- This **process also applies for** if another **leader** discloses something unsafe happening to them.
- If something unsafe is happening to you please reach out to us, we would love to help.



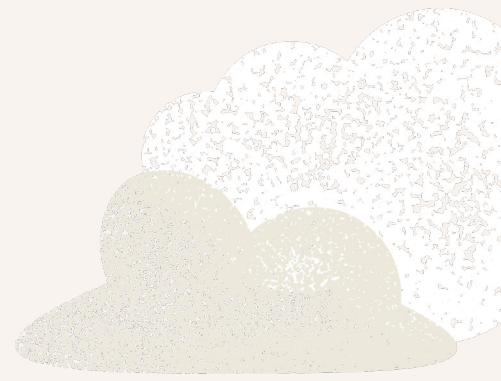
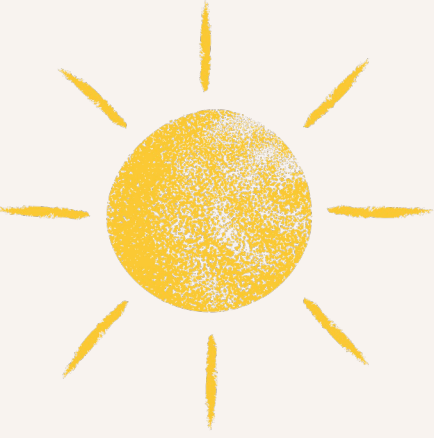




# Creating positive team culture

- You as leaders set the culture of your team. How you act towards your co-leaders, other helpers and campers is generally the behaviour that will be mirrored. Set expectations early.
- Encourage positive behaviour
- Continued Unwanted Behaviour: Leader > Senior Leader > Levi/Melissa/Dave
- We want to see kids who are behaving negatively as soon as possible (even if that means skipping a few levels)
- Reasons to go straight to Levi / Melissa / Dave include serious physical violence, deliberate serious damage to property, racial or sexually explicit comments, child leaving site / running away.





The initial stage where the group comes together and starts to form. During this phase, team members are often polite, positive, and focused on understanding their roles, goals, and the tasks at hand.

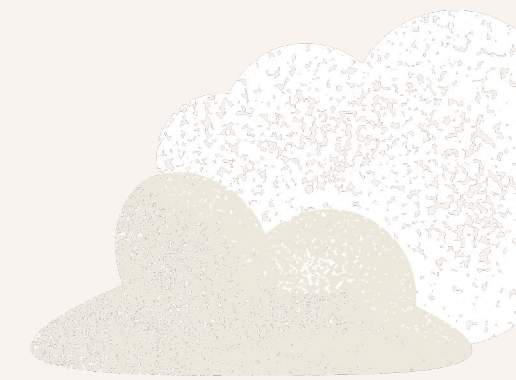
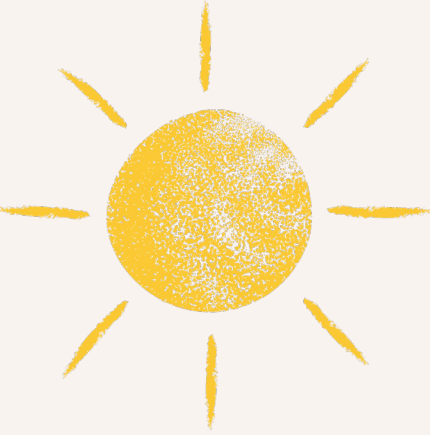
Conflict and tension arise as team members start to assert their ideas, leading to potential disagreements and power struggles. This is a critical phase where many teams fail if they cannot resolve conflicts.

Teams start to develop cohesion as they resolve differences, establish norms, and begin to understand each other's strengths and weaknesses. Mutual respect grows, and team members accept their roles and responsibilities.

The team reaches a high level of performance, operating efficiently toward common goals. There is a clear structure, trust, and flexibility in how the team works together.







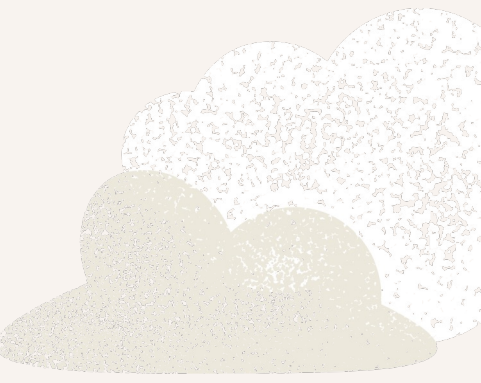
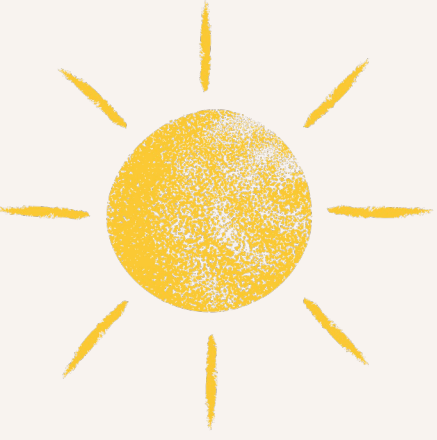
# Gossip / bad chat

- Ephesians 4:29 – “Do not let any unwholesome talk come out of your mouths, but only what is helpful for building up others according to their needs, that it may benefit those who listen.”
- Camp is not a place for gossip or unwholesome talk of any kind about anyone
- Ensure discussions about bad behavior are about the behavior and not the camper, hate the behavior but love the person e.g. “Gregg keeps swearing at other members of the group, it’s really frustrating” vs “Gregg is the worst camper in our group, he’s an idiot”
- Keep talk in the leaders lounge camp appropriate, if you wouldn’t talk about it in front of your campers don’t talk about it all.

What kind of convo  
do we want?

HINT





# Appropriate clothing

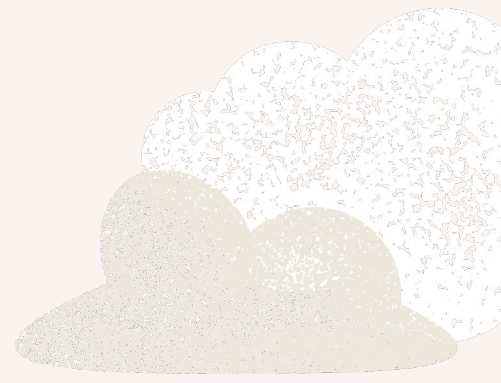
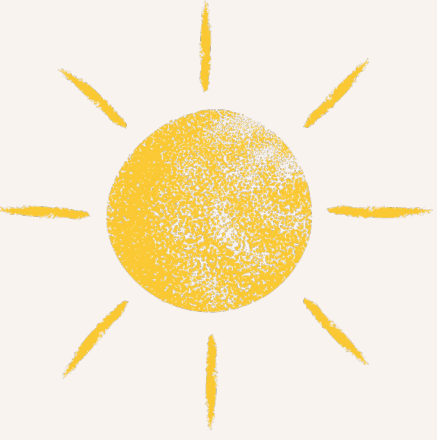
- Ensure as a leader that you are always wearing clothing that is appropriate to camp
- If its cold / wet Wear a hoodie and jacket. You can't expect campers to do it if you won't!
- Closed toed shoes for instructed activities
- Sunscreen on hot days
- Ensure your clothing is modest and not too revealing



sick fit but not at  
camp

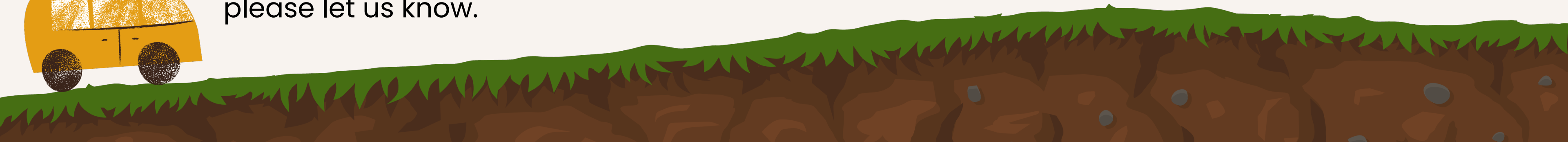


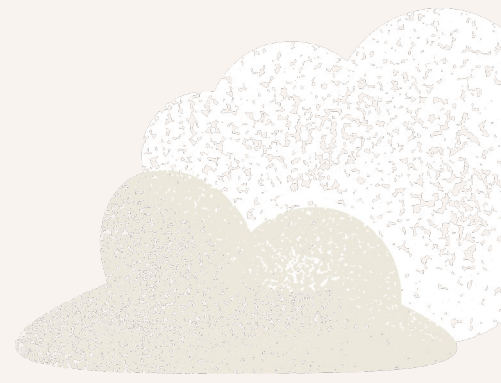
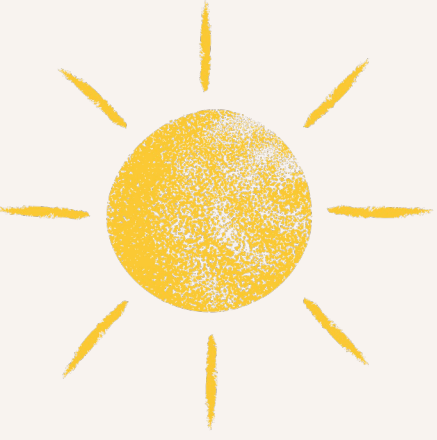




# Camp & social media

- It is not appropriate to add or follow campers on any form of social media. Facebook, Instagram, Tiktok, Snapchat, Messenger etc. It is also not appropriate to accept requests or messages from campers.
- There is a camp leaders group chat and Facebook page. Treat this chat the same as you would a conversation at camp. No gossip, inappropriate chat etc. Do use it for prayer requests and to organise social events!
- It is an expectation that leaders at Camp Columba uphold their Christian values on their social media. Anything deemed as being detrimental to the reputation of Camp Columba on any volunteers' social media will result in discontinuation of their involvement at camp. For example, getting drunk on an Instagram story.
- Ensure any social media interaction with other leaders / volunteers is appropriate, respectful and loving.
- If someone is behaving towards you or someone else in an inappropriate way on social media, please let us know.



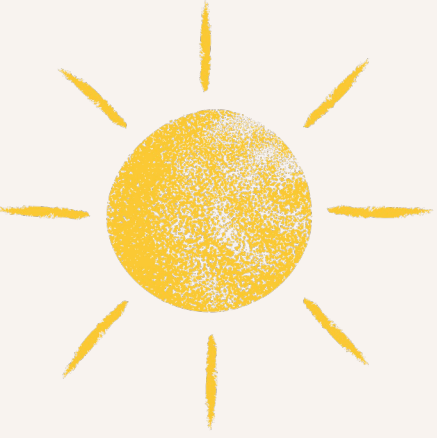


# Dating at camp

- Camp is not the place for dating, looking for someone to date or building on a romantic relationship. We come to camp to serve our campers and go closer to God.
- Cuddling regardless of gender is not appropriate. This also applies to leaders' meetings and breaks. 🤮
- Flirting is not appropriate
- We understand that due to the nature of camp some of you may enter a relationship with someone who also attends camp or may already be in one. We are not against this but if that person is your motivation for coming to camp we suggest you reevaluate and reflect on whether you should be coming to camp.

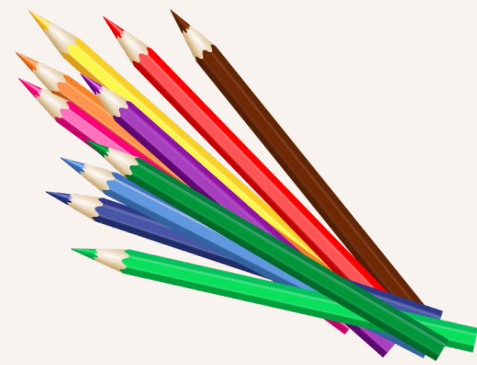






# Activities

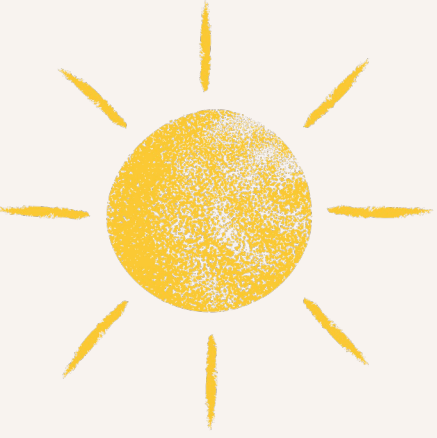
- Participation – you can't tell a kid to participate when you're not.
- Knowing when to let a kid win and when not to!
- Knowing when it's okay to challenge kids if they're scared to do something
- Being prepared (warm clothing, proper shoes etc.)
- Options if an activity runs short (games, boardgames, colouring etc.)



## Free time

- Structured Free Time
- Keeps them busy in the areas we want them to be
- Allows for time to hang out with other campers and leaders (please don't clump up in leader groups - interact with the kids!!!)





# Growing each other into better leaders

- Holding people accountable
- Encouraging others when they are doing well and when they are tired
- Giving each other tips
- Praying for one another



## Breaks

- Introvert vs Extrovert
- Naps, Quiet Time, Socialising with friends
- Keeping Leader Lounge Tidy – Your stuff lives in your room
- If you are struggling and need an extra break let us know!

