



Camp Hope Ministry Team

Camp Hope cannot succeed without a team of dedicated adults to oversee this ministry!

Building a Ministry Team is Essential

Ministry teams matter! Maybe you are feeling a little like I did as we kicked off our first Camp Hope:

I was shocked and terrified that the church council approved my “Camp Hope Proposal.” What were they thinking? As much as I wanted to try Camp Hope, I was sure that the cautious stewards of our congregation would look at my wild plan of turning teenagers loose in the building with our children and just say no! In my usual entrepreneurial approach to life, I have often counted on more reasonable people than myself to keep me from risking too much. However, they not only endorsed my vision, but also invested some money to get things moving.

I’ll never forget that first year of Camp Hope. I was computer illiterate and the staff-training event was mainly decorating the gym and passing out the piles of photocopied handwritten notes we confidently called curriculum. There were twelve campers, four teenagers, and four moms (the moms of the twelve kids and four teenagers). As it turned out, amazing things happened that summer, almost in spite of our leadership.

By the next year we were clear about training staff and the skeleton of training resources began to emerge. Still, the whole thing almost died when I left this congregation because we didn’t have a Ministry Team. Sure there were tons of volunteers, but they thought their job was to help me, the paid church staff person. Big mistake! Even though we averaged seventy campers each week and had a great staff, there were no core leaders to hold things together. The big surprise was that the seeds had been planted in a group of children who wouldn’t let Camp Hope die. After a three-year break, a group of junior high youth showed up at the church council meeting requesting that Camp Hope come back to their church! You see, they were finally old enough to be on the staff that next summer and they wanted to serve! –Peggy Hahn, Executive Director, LEAD

The moral of this story is DON’T DEPEND ON ONE PERSON TO DEVELOP CAMP HOPE IN YOUR CONGREGATION.

This is typical in many churches. Let’s face it. Sometimes it’s just easier to do it ourselves rather than taking the time to grow other adult leaders. It’s also hard for many of us to let go of control. When we invite other adult leaders in, we have to give up control because they may not do things the way we do them. However, we must remember that God has called us to serve the community. To be faithful to that call, we must build a ministry that will last long after we are gone. Building a Ministry Team is essential in laying a foundation for Camp Hope that will last for future generations.

We know that when there is a strong Ministry Team, Camp Hope is actively living out its mission, vision, and values. Conversely, where Camp Hope is the pet project of an individual or small group, the congregation and neighborhood do not reap the full benefits of their investment. Building a solid Ministry Team every year is vital! Like any leadership community, it is essential to bring new people in and shift experienced leaders to serve in other places in the congregation. Some congregations even set term limits on their Ministry Team positions to ensure movement of leadership. However you do it, be sure to include youth, young adults, and elders around the table for a cross-generational leadership team.



Camp Hope Ministry Team Roles

The following positions are helpful on your Camp Hope Ministry Team. One person can assume more than one position depending on their gifts, time and passion. Everyone is part of planning, evaluating, and celebrating this ministry however some work behind the scenes while others are mentors for staff members.

These mentors are part of a larger group of adults in the congregation called the Mentor Ministry Team. Everyone on your staff should have an adult mentor! As we have mentioned before, Camp Hope is a cross-generational ministry of the entire congregation. Sunday mornings during Camp Hope are a time of worship and celebration for everyone.

Team Leader

- Oversees ministry areas according to timeline
- Supports all areas of camp life as needed
- Mentors Camp Manager
- Manages the budget and all ordering
- Sets the standards for safety, quality, and integrity
- Calls the church community to pray for camp

Administrator (Registrar / Treasurer)

- Receives Camper Registration Forms & Staff Applications
- Records data
- Records money and gives it, with proper accountability, to the person who will make the deposit
- Creates a financial statement for families

Communication Coordinator

- Promotes camp in the congregation and community
- Develops ways for the camp to interface with the congregation
- Provides Family Connections & Camp Newsletter pieces

Design Coordinator

- Plans the visual backdrop for the weekly theme
- Coordinates preparation of “special effects” and volunteer set up

Volunteer Coordinator

- Identifies volunteer roles within the camp season
- Extends the invitation to volunteers
- Manages volunteer service

Mentor Team Leader

- Identifies adult mentors within congregation, with the support of congregational leadership
- Train mentors using the Training Outline (*Found in Building a Mentor Ministry resource*)
- Match youth leaders with adult mentors
- Collect signed covenants from all mentors (*Found in Building a Mentor Ministry resource*)
- Meet with Mentors each week in “Covenant Meetings” to see how things are going and hold mentors accountable to their signed covenant



Imaginarium Mentor: *Imaginarium is a rotation where campers imagine what it would have been like to be living at the time of each bible story through their senses, drama, and music.*

- Develops songs to support daily scripture, goals, and summer theme
- Creates a songbook for the staff with copyright permission
- Supports the Imaginarium Director during the program

Game Mentor: *Games is a rotation where campers discover more about the bible story through games and group building activities. Note: Tuesdays and Thursdays are outside “splash days”.*

- Develops games to support the daily scripture, goals, and summer theme
- Creates a game book for the staff
- Supports the Game Director during the program

Explore Mentor: *Explore is a rotation where campers discover more about the bible story through crafts and science projects.*

- Develop crafts and supplies to support the daily scripture, goals, and summer theme
- Creates a supply list for the staff
- Orders craft and science experiment supplies in May & June
- Organizes supplies for each week
- Supports the Explore Director during the program

Snack Mentor: *Snack is a rotation where campers discover more about the bible story by making a snack that connects to the story or lesson for each day.*

- Develops food ideas to support the daily scripture, goals, and summer theme
- Creates a food list for the staff
- Orders and/or shops for food supplies
- Organizes food supplies as needed
- Supports the Snack Director during the program

Disciple Camp Mentor: *Disciple Campers are 5th and 6th graders. These campers learn by helping others in rotations (Imaginarium, Games, Explore and Snacks), doing a service project, and a special event each week.*

- Develops Disciple Camp program to support the daily scripture, goals, and summer theme
- Seeks out service projects and mission opportunities for Disciple Campers
- Supports the Disciple Coordinator during the program

BC/AD Mentor or Director: *BC (Before Camp) and AD (After Day) are extended care for Camp Hope, which runs from 9:30-3:30. Note: Some camps hire a youth as a BC or AD Director while others only hire staff members who are overseen by this adult leader.*

- Develops extended care to support the daily scripture, goals, and summer theme
- Creates an overview for staff
- Plans for an afternoon snack
- Considers staffing needs
- Plans for service work
- Supports staff as needed during the program

Prepare – Act – Reflect - Celebrate

Build a solid foundation for Camp Hope by involving people from the beginning of the Camp Hope planning cycle. Remember that members of the Ministry Team can invite others to help them in getting ready for camp. It's never too late to ask people to get involved! The more people involved, the greater your foundation and your celebration in Sunday worships during camp.

Start early in the school year! Seek out individuals with the gifts listed above and invite them to serve on the Ministry Team in the fall. You will want to have your Ministry Team together by January 1st. You can see this in the resource *Timeline for Success*, which outlines what needs to happen each month for you to PREPARE for a successful Camp Hope.

After camp, you will need to have your Ministry Team come together in order to REFLECT. Three great questions to ask are:

- **What?** What happened that stands out in your mind? What was your experience like? What worked or didn't work?
- **So What?** What does this mean? Why did this occur and what would need to happen in order to improve Camp Hope?
- **Now What?** What actions need to take place in the coming year? Who will be responsible in seeing that these actions happen?

Finally, don't forget to CELEBRATE! This can be with your Ministry Team as well as with the whole congregation. Raise up the wonderful stories of how Camp Hope has impacted the lives of campers, staff members, parents, and adult mentors.

**People
Support What
They Help
Create!**

10 Essentials for Successful Volunteer Leadership:

1. Pray for your people, the ministry, and the opportunity to share leadership.
2. Know your people. Sit with them, one on one, listening to their hopes, dreams, passions, concerns, etc.
3. Discover the gifts of the people in your congregation.
4. Identify the needs you are trying to fill.
5. Communicate clear expectations regarding time and length of commitment.
6. Align the needs with the gifts.
7. Coach leaders as they take on responsibility.
8. Care for leaders as they serve.
9. Evaluate with leaders after they serve.
10. Thank leaders after serving.