



Community Life Handbook

The contents of the Community Life Handbook contain the community guidelines and other types of information that affect the staff personally.

**Updated June 2010*

INTRO TO PHANTOM RANCH SUMMER CAMP

HISTORY

Phantom Ranch is owned and operated by Midwest Bible Church of Chicago. Its ministry is year-round with traditional summer camps, summer rental groups, fall, winter, and spring retreats, outdoor education during the school year, off-site adventure camping for Christian organizations, and various horsemanship programs.

Since 1954, there have been seven men who have been faithful in directing the ever-growing ministry at Phantom Ranch.

Richard Wager	1954-1960
Charles Nichols	1961
Russell Keller	1962-1967
David McKinley	1968
Brian Hayes	1969-1970
Peter Yeh	1971-1976
Roy Tanner	1977-Present

The campground was originally owned by the Hot Point Corporation for use by their employees. It was later a Jewish girls' camp. In 1954, Midwest Bible Church purchased the original 25-acre campsite. Phantom Ranch presently owns 111 acres of land. Phantom Ranch is located 30 miles southwest of Milwaukee and an hour and a half from the Illinois border.

An executive board, consisting of at least 10 individuals, is charged with the responsibility of setting policies for the operation of the camp. The board members are no longer required to be members of Midwest Bible Church, except the chairman, who must be a member of the Church Board.

MISSION STATEMENT

The ministry of Phantom Ranch Bible Camp is to assist individuals, church groups, and organizations in sharing the Gospel of Christ and teaching God's Word for daily living, while enjoying God's creation in our unique setting.

PHILOSOPHY AND GOALS

“To Know Christ and To Make Him Known” -- There are two parts to this vision. The first is “to know Christ” as our personal Lord and Savior and to enter into a right relationship with God. The second is “to make Christ known” to the world through the ministry of Phantom Ranch.

“Knowing Christ” -- This is Phantom Ranch’s primary reason for existing – to help people come to a better and closer relationship with God. Camp is one of the best ways in our society to model the methods Jesus used to teach and minister to the masses and his disciples. Jesus spent approximately 3 years with his disciples. Although much of his time was spent in public preaching and teaching ministry, he still emphasized the importance of small group ministry with his disciples. The disciples were able to see how Jesus reacted to real life situations and how he dealt with a variety of issues. Phantom Ranch provides a similar small group setting, in that campers get to see their counselors imitate Christ as they deal with and react to a variety of situations and issues for an entire week.

“Making Him Known” – Phantom Ranch is a refuge from worldliness and a place of spiritual rehabilitation. People should find Phantom Ranch as a place where they can let down their guard, open up, and praise God through worship, the study of His Word, and fellowship with other followers of Christ. They are able to experience God in a place where there is no ridicule or scorn. Young people can come here knowing that they will not be surrounded by worldliness but by godliness. In this environment, believers become better equipped to stand firm against temptation and to share the Gospel of Jesus Christ.

SUMMER CAMP

The summer camp capacity is approximately 120 boys and girls per week. This allows a camper counselor ratio of 12:2; 12 campers and 2 counselors per cabin. Phantom Ranch's summer camp program is prefaced by staff training for the purpose of equipping the counselors and other staff with the necessary skills to be effective Christ-like role models. Training is followed by 4 weeks made up of 9 sessions. These sessions include:

Youngteen (coed 7th - 9th)

Adventurers (girls 3rd - 6th)

Outdoorsmen (boys 6th - 8th)

Roughriders (boys 3rd - 6th)

Discoverers (girls 7th - 9th)

Boundary Waters (boys 6th- 8th)

Superteen (coed 9th - 12th)

Triple W-I & II

(girls horsemanship 6th - 9th)

Advanced W

(girls horsemanship 9th - 12th)

PHANTOM RANCH DISTINCTIVES

Phantom Ranch is unique in that it uses nature and the close relationship of a counselor to penetrate into the life of a camper for Jesus Christ. Away from the noise and busyness of life, the camper has time to think over their relationship with their Creator. Guided by their counselor, the camper will leave with a clearer perspective of what God's will is for their life.

Phantom Ranch Bible Camp provides opportunities for:

1. Dealing with campers as individuals and counseling them in the areas of their spiritual needs. (John 3-5)
2. Encouraging definite spiritual decisions at the level of the camper's readiness. (John 3-5)
3. Helping to establish good habits of Christian living: prayer, Bible reading and study, personal devotions, witnessing, and participating in their local church. (2 Timothy 3:14-17; Acts 1:8; 2:24)
4. Gaining practical experience in leadership, service, witnessing, and the application of spiritual truth to daily living.
5. Establishing healthy habits: cleanliness, adequate rest, proper diet, wholesome exercise, and a respect for one's body as God's temple. (1 Corinthians 6:19-20)
6. Using leisure time in a manner that is both wise and profitable. (Ephesians 5:15-16)
7. Learning outdoor skills as a means of developing character and as training for possible full-time Christian service. (1 Corinthians 9:19-27)
8. Developing the ability to get along with others unselfishly. (1 Corinthians 13)
9. Learning effective leadership skills. (Exodus 35:30-35)
10. Learning responsibility for one's own decisions. (Galatians 6:4-9)

DOCTRINAL STATEMENT - WHAT WE BELIEVE

(condensed from Midwest Bible Church's Constitution Doctorial Statement)

1. We believe in the scripture of the Old and New Testaments as inspired of God and inerrant in the original writings and that they are of supreme and final authority in faith and life.
2. We believe in one God, eternally existing in three persons, Father, Son, and Holy Spirit.
3. We believe that Jesus Christ was begotten by the Holy Spirit and born of the virgin Mary and is true God and true man.
4. We believe that man was created in the image of God, that man sinned and thereby incurred not only physical death, but also spiritual death which is separation from God and are, therefore, under just condemnation.
5. We believe that the Lord Jesus Christ died for our sins according to the scriptures as a representative and substitutionary sacrifice, and that all who believe in him are justified on the grounds of his shed blood and resurrection.
6. We believe in the resurrection of the crucified body of our Lord, in his ascension into Heaven, and his present life there as a High Priest and advocate.
7. We believe in "That Blessed Hope," the personal, pre-millennial and imminent return of our Lord and Savior Jesus Christ.
8. We believe that all who receive by faith the Lord Jesus Christ are born again of the Holy Spirit and thereby become children of God.
9. We believe in separation from all worldly practices, and in wholehearted devotion to the cause of Christ as the only scriptural basis for a happy and useful Christian life.
10. We believe in the bodily resurrection of the just and the unjust.
11. We believe that Christian baptism in the immersion of water of a believer "in the name of the Father, Son, and Holy Spirit," as a public testimony of one's salvation.
12. We believe that the Lord's Supper is a memorial service and the setting forth, in a sacred and symbolic manner, the death of the Lord Jesus on our behalf.
13. We believe that every one of the redeemed, once saved, is kept by God's power and is thus secure in Christ forever.
14. We believe that the gift of tongues in its public usage was primarily to be a sign to unbelieving Jews (1 Corinthians 14:21), that historically tongues accompanied the expansion of the early church and then died out.

FULL TIME STAFF

Roy & Anne Tanner & Family – Executive Director (Roy)

Roy became a Christian at Midwest Bible Church's Awana club at age 12 and spent his summers as a camper. He started working on summer staff in high school and college. Roy was hired as the Assistant Manager in 1976 and in 1977 he became camp's 7th Executive Director. Anne joined summer staff as a tripper in 1976, met Roy and fell in love. They were married in March of 1980. Since then, five adopted children, Brian, Zachary, Dion, Amanda, and Isaac, have brightened the Tanner household along with over 40 foster children. Anne is working as a local Real Estate Agent. The Tanners currently live off grounds and attend Fox River Christian Church.

Olen & Amy Johnsen & Family – Associate Director (Olen) – Part-time Cook (Amy)

Before joining Phantom Ranch full time, Olen attended Trinity Western University where he received his B.A. in Biblical Studies in 1989 and worked as a Trip Guide during the summers. It was during the summer of 1988 when Olen met Amy, whom he refers to as "the perfect wife," while they were both working as Trip Guides. Amy could not resist her handsome boss with a charming personality and would not rest until she caught him. Amy stays busy – working weekends as camp's part-time cook, nights as a waitress at a gourmet restaurant, and caring for her five children Kelsey, the twins (Hannah and Haley), Erik, and Olen. Olen specializes in fundraising, website management and development, and advertising. The Johnsen family lives on grounds and attends East Troy Bible Church.

Josh & Jessica Peterson & Family – Adventure Trip Director & Retreat Coordinator (Josh) – Food Service Director (Jessica)

Josh has worked summers since age 14, and started working full time in 2001. He is a graduate of Bethel University with a business degree. He met Jessica while working at Expeditions Unlimited from 2004 to 2006 and then returned to Phantom Ranch. They were married in March 2006 and Jessica came on part time as the food service director. Jessica is a graduate of Wheaton College. They have a baby girl named Bailey and they live on grounds.

Dan & Krista Mayer & Family – Program Director (Dan) – Part-time Horsemanship Consultant (Krista)

Krista started working in the summer of 1998 as a counselor and wrangler. She was hired on as the full time Horsemanship Director in September of 2003 upon graduation from State University New York, Morrisville with a degree in Equine Science and Management. Krista currently teaches riding lessons to community kids. Dan grew up in Upstate New York and graduated from the Moody Bible Institute in 2003 with a degree in Youth Ministry and is now pursuing a Masters in Youth Ministry Leadership at Huntington University. Krista and Dan were married in May of 2005 and have 2 children, Aedan and one that will be born in December. Dan was hired in September of 2005. He oversees the summer and winter camps as well as schedules volunteers for weekend retreats. They live on grounds and attend East Troy Bible Church.

Kim Littlefield – Office Manager

Kim and her husband, Winston, moved to Wisconsin from New Jersey in 1992 along with their sons Adam and Ryan. Kim joined the Phantom Ranch staff in November of 2000. She and her family are active members at Fox River Christian Church, where they first heard of the ministry at Phantom Ranch. Kim and Winston live off grounds and are still active members at Fox River Christian Church.

Grant Gunderson – Cook and Maintenance

Grant was brought to camp through Krista (his sister), at the end of the summer of 2007. He has a degree in Culinary Arts and is a fantastic chef. Grant cooks on weekends and assists Mike with maintenance during the week. In his down time, he “hunts” woodchucks, squirrels, and ground hogs. He has cooked and eaten a squirrel. He has an Alaskan Malamute named Ada. Grant lives on grounds and owns a gillie suit so beware of any new shrubs that are lying around.

Mike Doud (HB) – Maintenance Director

Mike has been on staff since he was 15 years old. He became the full time director at 18, due to his apprenticeship with former maintenance directors. He has his degree from New Tribes Bible Institute in biblical studies. Mike currently lives off grounds, but he is at camp more often than he's at home.

Bethany Peelman – Horsemanship Director

Bethany is from Kokomo, Indiana and graduated from Mount Vernon Nazarene University with a degree in marketing. She was hired in the fall of 2009 and before that did a year long internship with Camp Timber-Lee. She has worked at 2 other camps and one time rode her bike 2,200 miles through California and Arizona. She lives off grounds and attends East Troy Bible Church where she shares her piano skills for offertories and preludes.

** Special Note about Staff that Live On Grounds:*

The on-grounds staff tends to be very inviting of summer staff into their homes. Please do them the courtesy of asking and knocking before entering their homes. Thank you.

SAMPLE DAILY SCHEDULE

Time	Camper	Summer Staff
7:00	Wake Up	Wake Up + Time with God
7:50		Morning Prayer
8:00		Breakfast
8:15	Breakfast	(finish getting ready for the day)
9:00		Area Devotional and Prayer
9:15	Chapel + Cabin Devos	
10:15	Large Group Activity	(hard) Work
11:15	Cabin Activity	
12:15	Lunch	Lunch
12:45	Counselor Meeting	
1:00	Relax Time	
2:00	Afternoon Activity [clinic]	
3:00	Camper Choice	(more hard) Work (for Jesus)
5:20	Flag Lowering	
5:30	Supper	Supper
6:30	Evening Activity	Off unless scheduled
8:30	Chapel	Intercessory Prayer
9:30	Night Activity	
10:00	Night Devotionals	Off unless scheduled
10:45		
11:00	Lights Out	In Staff Cabin (latest)
12:00		Lights Out (latest)

TERMS OF EMPLOYMENT

The following terms apply specifically to salaried staff:

1. **Staff will be paid Bi-weekly on Monday.**
2. Staff has time off from Saturday noon until Sunday noon, and/or other times indicated by the Executive Director. Generally, staff work six days a week.
3. Workmen's Compensation covers work related accidents while in the employment of Phantom Ranch Bible Camp.
4. Phantom Ranch has **secondary insurance** coverage for non-work related accidents, while on the campgrounds for staff members. Medical bills must first be submitted to the parents'/the individual's insurance company. The remaining balance will then be submitted to our insurance company for review. Maximum coverage is \$5,000/person per accident.
5. Illnesses are covered under staff member's personal insurance.
*See Medical Information.

SCHEDULED ACTIVITIES

1. All staff are required to attend a pre-breakfast prayer gathering unless excused by the Health Supervisor or by a Staff Supervisor, Morning gathering will begin at approximately 7:50 Monday - Friday. The morning gathering consists of a staff member sharing a verse for the day, taking any prayer requests not on the white board, praying over the day, and dismissing for breakfast.
2. All non-counseling staff are required to attend a weekly evening small group Bible Study. You get to choose the small group you would like to be a part of and times that group meets are posted in the summer staff dining room
3. There will also be occasional staff lead Sing-n-Shares throughout the summer. This is a time for staff to sing to God and share personal teachings from God.
4. Staff must attend and be prompt for all meals. The Health Supervisor or Staff Supervisors may exempt a staff member in the case of illness. During meals, non-counseling staff eat in the Small Dining Room; counseling staff eat in the Main Dining Room.

RANCH GUIDELINES AND PROCEDURE

The following rules and guidelines are in place in an earnest desire to make camp a positive living and work experience for every staff member, to maintain modesty, to protect the camp's reputation, to meet insurance and legal regulations, and to uphold the Biblical concept of Christian separation from the world:

We understand that all individuals may not agree with each of these rules, but please understand that by agreeing to be a Phantom Ranch Staff Member you are stating your agreement to uphold these regulations despite your personal feelings. These rules and guidelines should not be construed as being all of the rules which Phantom Ranch Summer Staff will need to abide by. Failure to adhere to these rules and guidelines may merit dismissal from being a Staff Member.

Community Standards

Because of the questionable nature of the following activities, Phantom Ranch staff are required to refrain from attending dances or clubs, and from the use of alcoholic beverages, tobacco in all forms, drugs, and gambling.

This applies to the entire time a staff member is employed by camp, whether on grounds or off, including days off.

Camp is a special place. Please help us keep it special by elevating your standards so as to be above reproach. What you may think or see as innocent, campers and/or parents may see as inappropriate. Guidelines like these are about accountability, not restriction. The purpose is to help parents and campers maintain an image of camp as being safe, having integrity, and commitment to God's Word.

"Why do there have to be rules for everything? It's gotten to the point that rules dominate just about every aspect of our lives. In fact, it might be said that rules have become the foot-long sticks of mankind."

- Jack Handey

Guidelines Concerning Dating Relationships:

Phantom Ranch administration wants all relationships, not just dating ones, to be built on communication, connection, and commitment to God, and not just physical attraction. We highly value the purity of our staff, and want the actions of all staff to be honoring to both God and other staff members.

1. No staff person 21 years or older may have a dating relationship with a minor (17 years or younger) without written approval from the parents of the minor.
2. No staff person 18 years or older may have a dating relationship with a staff member who is 15 years or younger without written approval from the parents of the minor.
3. Summer staff of any age may not pursue or engage in a dating relationship with a camper or a High School Mission Team member.
4. Counselors in a dating relationship should not allow a camper to be aware of their relationship. **If it is evident to a camper, it is too evident.** This is to help reduce teasing and prying.
Answer to the good example argument: Anyone can role model good manners toward the opposite sex without being in dating relationship. Let campers see you treating everyone with respect.
5. Coed back rubs, embracing, and kissing, or any other display of affection, public or private, are not allowed among single Summer Staff. Unmarried couples, dating or not, are permitted to hold hands only when campers are not on grounds.
6. Unmarried couples, dating or not, must be accompanied by other staff or in plain view of other staff while together on campgrounds. Be careful with how much time, in general, is spent with a member of the opposite sex.

Policies Regarding Behavior of an Intimate or Personal Nature:

1. Any behavior that can be construed as bullying or sexual harassment including language, physical contact, and or body language is not acceptable and is grounds for dismissal.
This is not limited to co-ed or staff situations only.
Physical contact includes but is not limited to, nipple twisting, groin contact, tickling.
2. During the normal course of changing and showering, exposure to others in the cabin may occur and is considered appropriate with the following guidelines:
 - Counselor should take extra precautions to limit exposure to campers
 - Under no circumstances, in any environment, is purposeful, lewd, or joking exposure acceptable.
3. Skinny dipping is not allowed.
4. Purposeful nudity between adults and minors could be construed as a violation of local child laws.
5. If a camper sees a staff member naked, the staff member needs to let Associate or Program Director know immediately. This is to ensure the safety and image of the staff.

Dress Code:

1. Shirts that advertise inappropriate material may not be worn while representing camp or while on camp grounds. Please consider wording on T-shirts before wearing them. You will be asked to change any inappropriate clothing. Shirts are to be worn at all times while at the Ranch except at the beach. This includes all sports games not at the beach.
2. Non-ear piercing approval tends to be case by case, but please consider a clear retainer for your non-ear piercings.
3. We prefer that swimsuits not be worn at meals. However, we understand that because of scheduling, waterfront staff will sometimes have to wear swimsuits at meal times. In this case, we require a beach cover-up and shorts be worn over tight swimsuits. (A towel around the swimsuit is not considered adequate covering.)
4. Females – because of the wide range of swimsuit styles please choose suits which reflect a modest appearance. For this reason, we require the following swim-wear guidelines:

- ◆ Acceptable swim wear includes modest one pieces and tankinis with no midriff.
 - ◆ No revealing open areas, bikinis or monokinis.
 - ◆ Swimsuits need to have a modest cut. They should not extend above the hip joint.
 - ◆ Swimsuits need to be fully lined.
5. We expect staff to wear modest clothing. The following are guidelines for the explanation of modest attire:
- ◆ The scoop neck on a tank top should not exceed 3 inches from the base of your neck.
 - ◆ Tank tops should be loose in fit and not revealing.
 - ◆ Tank top straps need to be at least 1- inch wide.
 - ◆ All tops must cover the mid section/stomach area. The stomach area should not be exposed.
 - ◆ No underwear may be showing, this includes guys on staff.
 - ◆ Shorts must have a 3-inch inseam length.
 - ◆ Jeans, pants, & shorts must be in decent condition. Tearing around the knees is acceptable; revealing tears around the upper thigh is not.
 - ◆ The waist of jeans, pants, & shorts may not hang below the hips.
 - ◆ Female wranglers must wear a sports bra as an under garment while riding the horses.

*** Phantom Ranch reserves the right to deem
any style of clothing as inappropriate.**

*“The finest clothing made is a person’s skin,
but, of course, society demands something more than this.”*

- Mark Twain

Procedures for Leaving the Grounds:

1. Staff under the age of 18 must have the “Parents Consent to Leave Grounds” section of their agreement filled out and signed, if they want to leave the grounds on a non-staff activity.
2. Staff under the age of 18 needs to have consent from Camp Administration, which includes appropriate Staff Supervisor, in order to leave the grounds for any non-staff activity.
3. All staff, including those with consent from Camp Administration, must notify the appropriate Staff Supervisor, and sign out on the posted form in their staff cabin. If the Staff Supervisor cannot be found, notify the other Staff Supervisor and sign out.
4. Minors wishing to drive or ride with other minors MUST submit written consent forms from the parents of all involved minors. If consent is given by the parents verbally, it must be given over the phone directly to Program Director or Associate Director.

Procedures for having a Vehicle on Camp Grounds:

1. Staff under the age of 18 must hand over their keys to the appropriate Staff Supervisor upon arrival.
2. All staff vehicles must be parked in the field above the office.
3. The speed limit coming into camp is 20 mph and decreases to 5 mph as the road approaches the office building.
4. Staff driving in excess of 5 and 20 mph will be warned to drive slower. A second warning will result in the driver losing on-ground driving privileges until notice from the Executive Director. A \$50 fine may be incurred as well.
5. Vehicles are permitted to drive past the main parking lot for loading and unloading only. Vehicles are not to be driven on service roads leading to cabins.

Guidelines for Movies:

1. Please refrain from watching rated R movies.
2. Movies may be watched on personal viewing devices. The projectors in the meeting rooms are not personal viewing devices. Please use headphones while watching.
3. We ask that all non-counseling staff support the counseling staff by not attending movie theaters during our 4 counseling weeks, June 27- July 24. Feel free to attend the theater on Saturday during time off.

Guidelines for Recreational Music:

1. Staff is allowed to listen to appropriate music during non-working hours and in their staff cabin. Staff Supervisors and Camp Directors reserve the right to confiscate inappropriate music.
2. Staff should use headphones to listen to music if asked by any other staff in the cabin. Playing devices must be turned off at lights out, unless being used with headphones.
3. Music and talk radio is not allowed to be played for general enjoyment purposes throughout the rest of the camp, unless authorized by Camp Administration.

Note: Staff members have a responsibility to Phantom Ranch and the parents of the campers to be good examples of Christian conduct. More significantly, they have a responsibility to God for their time and how they spend it. Staff members need to evaluate what type of music and “talk radio” they should be listening to.

Guidelines for Camera Use:

1. Inappropriate use of cameras (i.e. video, digital, phone), such as taking pictures of people changing or undressed may result in the notification of law enforcement and is cause for immediate dismissal.
2. Staff is strictly responsible to adhere to the Phantom Ranch privacy policy, which in part states that images of minors, campers or staff may not be posted on a website without written parental consent. Phantom Ranch has already received permission for use on our website and other promotional material.
3. Phantom Ranch is not responsible for loss or damage to personal equipment even if using it for camp purposes.
4. Phantom Ranch would appreciate a copy of any pictures that can be used for promotional purposes.

Guidelines for Internet Use:

1. By accessing the internet through a Phantom Ranch hot spot, you are agreeing to have your internet traffic tracked and logged.
2. Phantom Ranch employs a content filtering system in a variety of categories that will notify you and Administration staff of the offensive site.
3. Staff are not permitted to post photos or information of any minor that contains the minor's contact information.
4. Personal internet use during work hours is not acceptable.
5. Excessive use of bandwidth may be limited at Administration Staff's discretion.

Guidelines for Mobile Phone Use:

1. Non-Counseling staff are allowed to carry their mobile phone, but may not make personal calls or texts during working hours.
Note: if a personal call or text is received, politely let the caller know that you are working and that you will contact them later, or push them to your voicemail.
Please do not carry on a conversation via text.
2. Some staff will be asked to use their mobile phone for Phantom Ranch business purposes. Phantom Ranch will reimburse camp business calls, if you exceed your allotted minutes and can document number of minutes used for Phantom Ranch business. For reimbursement see Executive Director.
3. Mobile phone usage during work and non-work hours should be limited when in view of campers.
4. Phantom Ranch is not responsible for loss or damage to personal mobile phones even if being used for camp business.

Guidelines for Phantom Ranch Business Telephone Use:

1. Staff may receive phone calls on the kitchen line (262)363-6943 and office line (262)363-6940. All incoming calls should be limited to ten minutes.
2. The kitchen line is long distance disabled. Anyone making a long distance call must use a personal calling card or call collect. All calls must be limited to ten minutes.
3. Incoming calls can be made to the office (262) 363-6940 during office hours (9-12, 1-4:30). An attempt will be made to page the individual; otherwise a message will be taken.
4. Other telephones are only to be used by permission of camp administration.

*It's not what we do once in a while that shapes our lives,
but what we do consistently. - **Tony Robbins***

OTHER AVAILABLE SERVICES

- There are washers and dryers available to staff during their free time. The cost is \$.50 per washer load and \$.50 per dryer load. Phantom Ranch does not provide laundry soap. Clothing must be removed from the laundry room promptly. Phantom Ranch is not responsible for clothes lost or damaged if left in the laundry room. Dryers will be turned off at the posted time and therefore laundry must be done by that time. The washer and dryer located in the dining hall basement are for camp use and resident (full-time) staff personnel use only.
- Staff excursions to local stores will be available during time-off, for those who do not have a car. Staff Supervisor's will post scheduled trips to Wal-Mart. We expect that the staff will take the opportunity of their time-off to complete personal errands.
- Staff trips and activities will be planned for the staff on a semi-regular basis. Look for posted schedules and signup sheets.
- Waterfront and water-skiing are available to the staff - per Waterfront Guidelines.
- Horseback rides will be available to the staff on various occasions - per Horsemanship Guidelines.
- Group activities, such as volleyball, softball, basketball, speedball, ultimate Frisbee, disc golf, etc. are encouraged.
- Transportation to local Churches on Sunday will be made available by Staff Supervisors and Camp Directors.
- We encourage our staff to have regular times of daily devotions and prayer. This is accomplished by designating specific times for the staff to have their time with the Lord. In addition, we will have group prayer and Bible study times. The Staff Supervisors will also be available to help, encourage and instruct in daily Christian growth.
- Staff are welcome to gather, play games, and hangout in the dining hall and office lounge area. **These areas close before 11pm** as in-cabin time is 11pm. Please be courteous to housekeeping staff and leave hangout areas clean and ready for the next day's use.

Proverbs 3:5-8 ESV

⁵ *Trust in the LORD with all your heart,
and do not lean on your own understanding.*

⁶ *In all your ways acknowledge him,
and he will make straight your paths.*

⁷ *Be not wise in your own eyes;
fear the LORD, and turn away from evil.*

⁸ *It will be healing to your flesh
and refreshment to your bones.*