

Standards of Excellence for Heartland SEP Camp Staff

Following are the standards used to select and evaluate *Generations* camp staff members (other than counselors).

A Jesus follower known for being...	A team player who helps create a camp environment characterized by...	A committed worker who possesses the following attitudes, skills and related characteristics	A diligent servant who will be consistent and persistent in accomplishing the following tasks during camp
Grace-based	An atmosphere of love	<ul style="list-style-type: none"> • Highly relational: accepting, approachable, humble and teachable • Able to serve sacrificially in a spirit of love in a camp setting • Able to foster an atmosphere of grace among campers and staffers 	<ul style="list-style-type: none"> • Places people above programs—emphasizing the building of loving relationships at all levels • Takes appropriate actions and precautions to ensure safety of campers
Christ-centered	The adoration of Christ	<ul style="list-style-type: none"> • Active worship participant • A baptized and growing believer • A life centered in Jesus in an age-appropriate way • Able to foster an atmosphere of grace among campers and staffers 	<ul style="list-style-type: none"> • Be present and worshipfully engaged in all worship events (including chapels) • Contribute to whatever needs to be done at chapels so that they flow smoothly
Spirit-formed	Prayerful dependence	<ul style="list-style-type: none"> • Devoted to personal prayer and able to lead others in prayer • Demonstrates whole life stewardship in the non-camp year • A self-starting ministry leader in home church • Participating in Camp doesn't negatively affect employment, education, or family responsibilities 	<ul style="list-style-type: none"> • Participate actively in personal and group devotions • Practice personal spiritual disciplines during camp week

A Jesus follower known for being...	A team player who helps create a camp environment characterized by...	A committed worker who possesses the following attitudes, skills and related characteristics	A diligent servant who will be consistent and persistent in accomplishing the following tasks during camp
Word-directed	Communication of the Word	<ul style="list-style-type: none"> • Understands Jesus to be the Living Word who is revealed in Scripture • Understands the Bible to be God's written Word • Demonstrates familiarity with the Bible • Is ministry focused – able to create and use “teachable” moments—including simple and relevant object lessons in their activity that point to Christ • Is active in personal spiritual enrichment through the camp process • Is able to respond to camper questions and issues with Scriptural truths 	<ul style="list-style-type: none"> • Bring personal Bible to all appropriate activities • Support counselor, solo time leaders and debrief leaders as requested • Demonstrate attentiveness in all worship gatherings (including chapels) and model use of chapel participants’ guide • Honor Jesus as Lord and Savior in all discussions
Disciple-making	Commitment to contact	<ul style="list-style-type: none"> • Intentionally reaches out to the disconnected and disengaged • Intentionally forms relationships with other staffers and campers rather than focusing only on personal friends • Able to clearly articulate the Gospel and share personal testimony 	<ul style="list-style-type: none"> • Cultivate a sense of belonging for campers through activities that promote team building • Intentionally reach out to disconnected and disengaged campers and staffers to give them a sense of belonging • Mentor staff assistants to help train them for future staff positions
Fellowship-building	A biblical church image	<ul style="list-style-type: none"> • Supportive small group and large group participant in a local church • Demonstrated willingness to follow through with all pre-camp requirements in a timely and responsible manner • Sets a tone of cooperation with the camp vision and rules at all times in both supervised and non-supervised settings 	<ul style="list-style-type: none"> • Contribute actively to a sense of community within the camp by creatively involving all campers in the assigned activity and in other camp interactions • Be fully responsive to and compliant with camp leadership, activity schedules and camp rules