



# Standards of Excellence for Camp Counselors

Following are the standards used to select and evaluate counselors for *Generations* camps.

Foundational Characteristics	Camp Environment	Counselor Skills and Characteristics	Expectations
Grace-based	An atmosphere of love	<ul style="list-style-type: none"> <li>Highly relational: accepting, approachable, humble and teachable</li> <li>Able to lead, discipline and protect in a spirit of love</li> <li>Able to foster an atmosphere of grace among campers and staffers</li> <li>Able to identify the love language of each assigned camper and give attention accordingly</li> </ul>	<ul style="list-style-type: none"> <li>Care for assigned campers for the duration of the camp—be aware at all times of the location and well-being of assigned campers</li> <li>Take appropriate actions and precautions to ensure safety of campers</li> <li>Cooperate with oversight offered by camp leadership</li> </ul>
Christ-centered	The adoration of Christ	<ul style="list-style-type: none"> <li>A baptized and growing believer</li> <li>Embraces and models Jesus' method of ministry</li> <li>A life centered in Jesus in an age-appropriate way</li> <li>Active worship participant</li> <li>Able to articulate the Gospel to seekers and assist them through the commitment process</li> </ul>	<ul style="list-style-type: none"> <li>Be present and worshipfully engaged in all worship events (including chapels)</li> <li>Assume Christ-patterned discipling role by being consistently, actively and lovingly present with assigned campers</li> </ul>
Spirit-formed	Prayerful dependence	<ul style="list-style-type: none"> <li>Devoted to personal prayer and able to lead others in prayer</li> <li>Demonstrates whole life stewardship in the non-camp year</li> <li>A self-starting ministry leader in home church</li> <li>Participating in Camp doesn't negatively affect employment, education, or family responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>Model and lead in personal and group devotions</li> <li>Practice personal spiritual disciplines during camp week</li> <li>Be sensitive to the Spirit's lead in dealing with difficult issues and faithfully report those matters to camp leadership</li> </ul>



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Word-directed	Communication of the Word	<ul style="list-style-type: none"> <li>• Understands Jesus to be the Living Word who is revealed in Scripture</li> <li>• Understands the Bible to be God's written Word</li> <li>• Demonstrates an ability to teach and lead using the Scriptures</li> <li>• Is able to respond to camper questions and issues with Scriptural truths</li> <li>• Is ministry focused – able to create and use “teachable” moments</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct discussions and solo times based on Scripture</li> <li>• Answer questions and offer counsel in ways that are faithful to Scripture</li> <li>• Honor Jesus as Lord and Savior in all discussions</li> <li>• Is active in personal spiritual enrichment throughout the camp process</li> </ul>
Disciple-making	Commitment to contact	<ul style="list-style-type: none"> <li>• Intentionally reaches out to the disconnected and disengaged</li> <li>• Intentionally forms communities of adoration and nurture based on Christ</li> <li>• Able to engage in Christ-centered discipling (mentoring) relationships with all assigned campers</li> <li>• Listens effectively and discerns where campers are in their spiritual journey</li> <li>• Able to clearly articulate the Gospel and share personal testimony</li> <li>• Willing to pour life and energy into the campers</li> </ul>	<ul style="list-style-type: none"> <li>• Be a relational discipling maker who, as a ‘friend to sinners’ reaches out actively to lead campers closer to Christ using <b>eternal CPR</b>:  <b>Cultivate</b> personal relationships with campers through shared activity  <b>Plant</b> into those relationships a discussion concerning the counselor’s personal faith story  <b>Reap</b> by connecting God’s story (the Gospel) directly to the story of the camper’s life</li> <li>• Identify and mentor potential camp counselors and staffers</li> </ul>
Fellowship-building	A biblical church image	<ul style="list-style-type: none"> <li>• Ability to serve as a small group shepherd as confirmed through meaningful service within a local church</li> <li>• Demonstrated willingness to follow through with all pre-camp requirements in a timely and responsible manner</li> <li>• Sets a tone of cooperation with the camp vision and rules at all times in both supervised and non-supervised settings</li> </ul>	<ul style="list-style-type: none"> <li>• Create and sustain a bonded sense of community in the dorm for the duration of the camp</li> <li>• Contribute actively to a sense of community within the larger camp</li> <li>• Be fully responsive to and compliant with camp leadership, activity schedules and camp rules</li> </ul>

