



ROCK LAKE UNITED CHURCH CAMP

CABIN LEADER

TRAINING WORKBOOK

November 1, 2017

This Workbook Belongs to: _____

The intent of this program is to prepare 14 through 16 year old boys and girls, who express an interest in the course, to become Cabin Leaders at a future Junior Camp when they will have reached the mandatory age of seventeen as required by the British Columbia Camping Association's Standards.

Participants may complete the program as many times as they are eligible and desire. Graduates of this program will be given priority for Cabin Leader positions at Rock Lake Camp over equally qualified leaders who have never completed it.

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LESSON 1

Mission Statement:

Rock Lake United Church Camp will (applicable portion):

- provide a safe gathering place to help everyone who attends, to grow socially, mentally and spiritually while having fun in God's creation;
- create an accepting environment where all people are acknowledged as unique, important and capable, focussing on love, acceptance and respect for each other;

Philosophy:

We believe that valuable spiritual and recreational experiences can be obtained in the outdoor wilderness retreat setting of Rock Lake United Church Camp, removed from the everyday care and routines of life, in the company of others who are seeking recreation and re-creation in the truest sense.

Logo:

Our logo is based on the following Scripture references quoted from the NIV translation:

- He alone is my rock and my salvation. (Psalm 62:6)

Trust in God.

- ...that your faith...may be proved genuine and may result in praise, glory and honour. (1 Peter 1:7)

Not only is faith precious, but so is the journey we undertake to find faith.

- Whoever believes in me...streams of living water will flow from within him. (John 7:38)

A promises that the Holy Spirit will flow forth from those who believe in and follow Jesus.

- To him who overcomes I will give the right to eat from the tree of life. (Revelation 2:7)

Believers will be welcomed into heaven for all eternity.

The logo is a pneumonic device designed to remind us of these four Scripture passages and their meaning. The passages are represented in order by: mountains (solid & strong), sun (watching over all from afar), lake (teeming with life) and trees (an endless supply for many, many believers).

Tied all together these four elements from nature easily characterize the beautiful space that we call Rock Lake Camp.

Objectives

Camps at Rock Lake should provide the potential Cabin Leader with opportunities:

- to deal with campers as individuals, counselling them personally in their areas of need.
- to encourage a definite spiritual decision at the level of the camper's own readiness.
- to help establish good habits of Christian living - prayer, Bible reading & study, personal devotions, witnessing, etc.
- to gain practical experience in leadership, service, witnessing and the application of spiritual truths to daily living.

In addition, our Christian camps seek other outcomes related to the total development of the camper, such as:

- the establishment of sound health habits - cleanliness, adequate rest, proper diet, wholesome exercise and good attitudes towards the body as God's temple.
- the profitable and wise use of leisure, independent of machine-made amusements.
- learning outdoor skills as a means of developing character and as training for possible future missionary work.
- the development of the ability to get along with others unselfishly.
- learning effective leadership skills.
- learning responsibility for one's own decisions.

And, last but not least:

- for the leaders and campers to have fun.

Chain of Command

The line of authority is crucial to having an effective and well run camp. It is important that the Cabin Leader follows this guideline in order that the camp may be unified. Never forget, the further the problem travels up the line of authority, the more serious the problem must be. If you have any questions about our disciplinary procedures, here's how it works:

Camper . . .
 . . . Cabin Leader . . .
 . . . Cabin Leader Supervisor (if there is one . . .)
 . . . Camp Assistant Director . . .
 . . . Camp Director . . .

LESSON 2

Understanding Discipline

Contrary to popular opinion, discipline is a positive function. Discipline implies that the camp has a standard of behaviour that is expected and insisted upon. When that standard is not met, proper discipline serves to steer the camper in the right direction. At camp, one person's behaviour can influence everyone at camp. Discipline serves the best interest of the camp as a whole. Do not be afraid to confront and discipline campers when they violate camp rules.

However, the spirit of your discipline must be with the hope of restoration not retaliation. Remember, discipline is positive; punishment is negative. We need to show the camper that our God is not a God of confusion, but order. When disciplining, remember the following guidelines:

- Discipline is positive - punishment is negative
- Don't threaten - be realistic with discipline
- Stay in control - If you start to 'lose it,' take a time out
- Discipline the behaviour - not the camper or his/her personality
- Expect the best from each camper - a negative expectation breeds negativity
- HANDS OFF - In today's world we need to be extra careful to avoid any type of physical contact with campers that could be viewed as 'inappropriate'.

Cabin Leader's Responsibilities

You must be at least seventeen years old.

"Be All That You Can Be 'In Christ'":

The Cabin Leader is a person who should be mature both spiritually and emotionally. The Cabin Leader is one who comes to camp prepared to serve others not the person who thinks they should be served. There is a big difference between what a Cabin Leader should *do* and what a Cabin Leader should *be*. A Cabin leader must be right with God.

Qualifications for the Cabin Leader

Well qualified Cabin Leaders are vital to any successful camp program. The best qualifications are those of Jesus Himself. His love, patience, poise, peace, strength, gentleness, insight and understanding of human nature are what you should strive for. As you grow in your day-to-day walk and relationship with Jesus, these qualities will manifest more and more.

- An ability to lead by example.
- A good sense of humour and the ability to use it to diffuse incidents before they escalate.

- Thoughts that are not introverted towards 'self', but rather reflect outward to the greater 'we'.
- The ability to capitalize on the power of suggestion using it to subtly plant ideas that sprout and grow.
- The ability to tactfully avoid serious misunderstandings and feuds with others.
- The willingness to roll up your sleeves when there is work to be done.
- An ability to understand the force of group pressure and group opinion with an understanding of the danger in allowing campers to entirely rule themselves.
- An understanding of the value of 'fun'.
- An ability to teach with patience and understanding.
- An understanding that campers don't really like being messy and dirty, regardless of how much they gripe about cleaning.
- An ability to give praise (real not phoney) by seeing the good in everyone and everything.
- An ability to foresee an impending problem and deal with it before it happens.
- An ability to avoid public scenes. Some things should be dealt with in privacy.
- An ability to draw out the correct solution from a camper, without telling him/or her how to do it.
- An aversion to physical punishment.
- The ability to use disciplinary measures sparingly.
- The ability to issue a challenge that will enable a camper to widen his or her comfort zone, keeping in mind the camp's Challenge By Choice policy,
- An ability to not take the bad conduct of a particular camper personally.
- The ability to satisfy your own basic desires in a healthy way.
- Sound judgement, a cool head and the ability to take a step backward before becoming angry.

LESSON 3

Keys that Make an Effective Cabin Leader

In order to become the Best Cabin Leader that You Can Be, you should follow the following guidelines:

- Have a time for personal devotion every day
- Pray for your campers
- Be morally upright
- Dress modestly following camp guidelines
- Speak positively about the entire camp and its events - even if you do not agree!
- Work through problem situations by confronting the appropriate parties with a loving and caring attitude
- Handle all discipline in your cabin
- Be an active team member in all camp activities. Be a cheerleader!
- Sit with your campers during chapel, meals & Bible study time
- Spend time with your campers during free time
- Work on encouraging each camper. Notice that each has unique qualities and character
- Talk with each of your campers one-on-one sometime towards the beginning of camp
- Show appropriate behaviour with other Cabin Leaders - No flirting, hand-holding, kissing, etc.
- Shoulder hugs only with campers
- Do not have visitors to camp
- Support all decisions made by Staff - even if you disagree

Effective Counselling Tips

Most of your time at camp will be spent with your cabin group or one-on-one with one of your campers. Oftentimes you will be asked for advise. Remember, you are not expected to know everything. It is not a mistake to say, "I don't know." Go to your Supervisor for the answer! Never guess or ad-lib. Scripture is the Divinely Inspired Word of God and is not open to interpretation.

Here are a few tips for counselling an individual Camper:

Remember each camper is an individual - one size does not fit all.

- Because you are not highly trained, avoid dealing with difficult cases. Refer these campers to the Camp Nurse or the Camp Director. Unskilled counselling can do more harm than good.
- Never violate a confidence, except for the following:
 - Abuse - either sexual or physical as we are legally obligated to report these issues
 - Talk of suicide - either current or in the past
 - Emotional or physical harm to others
- Don't condemn, don't sympathize, don't belittle. Show genuine interest using a cheerful and thoughtful objectivity.
- Although your suggestions may be useful for the short term, the real solution to a particular problem can only be discovered by the camper.
- Although the camper may see his or her problem as unsolvable, most problems are not unique.
- Even though the camper comes for help voluntarily, he or she may resist your efforts to help. Have patience.
- To help the camper understand the whole problem, make sure he or she has a good grasp of all the facts about a particular problem.
- Avoid trying to explain the camper's behaviour. Your goal should be to get him or her to understand their actions.
- Expect patterns as the behaviour of many campers will be similar.
- Objectivity takes constant effort. Avoid having an emotional reaction.
- Consider the camper's physical condition, as many problems are rooted in bad health or personal habits.
- Begin at the point where the camper finds difficulty, it will probably lead to the main problem.
- If possible, if another camper is involved, work out a solution in the presence of all concerned parties.
- In problem solving, it is rarely possible to change solely the camper or the environment. More often than not both are in need of readjustment.

- It is sometimes necessary to say things that hurt the camper. If so, do it calmly. Never react emotionally.
- Make sure your solutions work. Test them in action.
- Remember you have hang-ups too. Grow with the camper; don't reach down a helping hand from too high up.
- Help the camper understand that many others have the same problems or anxieties.
- Help the camper plan steps for immediate improvement.
- Be sure the camper clearly understands all what has been said.
- Don't build stereotypes. Find out how each camper ticks.
- Encourage the camper to become independent. He or she should be weaned from reliance on you.

LESSON 4

Campers 'Get To' List

Each and every Camper 'gets to' do the following:

- Respect the property of the camp and all other participants
- Participate (within the Guidelines of Challenge By Choice) in all camp activities (meals, games, crafts, Bible study, music, special events, etc.)
- Abstain from all harmful habits and substances (drugs, alcohol, tobacco, etc.)
- Stay out of cabins that are not their own
- Remain within the camp boundaries
- Remain quiet each night after Lights Out
- Dress wisely & modestly

General Information About Rock Lake United Church Camp

Chapel:

Chapel is the 'Main Event' at a Christian Bible Camp, and all Cabin Leaders are expected to attend. Please keep your cabin group together and sit amongst them. This seating arrangement applies for all events where the full camp is participating.

Cabins:

You are responsible for all of the campers in your cabin. It is your responsibility to ensure that your cabin is clean and tidy, within reason. If a camper leaves the cabin at night without your permission, you must notify a leader immediately.

Camp 'Lights Out' policy is in place for the best interest of the camp as a whole. Please help the Camp Director & staff by ensuring that your cabin remains quiet during this time.

Campers can only enter their own cabins. There is no reason for any camper to enter another cabin!

Personal Property:

Ensure that campers understand that any malicious damage to the camp or anyone's personal property will be punished and restitution may be in order from his/her parents.

Please confiscate any campers' property that is on the banned list. Such items will be returned to the camper at the end of camp.

Attendance:

You and your campers are expected to be on time and properly prepared at every scheduled event. You must know where your campers are at all times! This is your number 1 priority while at camp!

Dining Hall or Outside Patio:

Participate willingly in Grace. Sit with your cabin group. Keep control of your table at all times. Do not allow mixing food, garbage piles, or food 'games' at your table. Such events lead to food fights and kids eating these incredible food combinations that make them sick.

When someone is speaking, keep your table quiet & attentive.

Doctrinal Differences:

Although we are a camp sponsored by the United Church of Canada, we live by one rule:

You shall love the Lord your God with all your heart, and with all your soul, and with all your strength, and with all your mind; and your neighbour as yourself. (Luke 10:27)

Campers from all denominations are welcome at Rock Lake Camp and, while at camp, you must not promote any one doctrine over another.

Dress Code:

At camp we represent an environment that fosters spiritual, relational and personal growth.. How you dress can help or hinder that goal. Please be modest!

Everyone must wear shoes at all times (except when swimming) while at camp.

Guys: No hats during meals or at indoor activities. Wear shirts at meals and during any organized activity.

Gals: Please wear modest swimwear. One piece suits are preferred, but a coloured t-shirt over a top would be acceptable. Tops end where bottoms begin. You midriff belongs behind one or the other.

Guys & Gals: Underwear is designed to wear under your clothes. No one else needs to see it. Sleepwear is for sleeping in. Please don't wear pyjamas around camp. The longer the shorts - the better! No short shorts!

Remember - Your campers will mimic your example.

Recreation:

Cabin Leaders are the key to the camp having an effective recreation program. Whatever the activity, unless you have been excused, participate willingly and keep your cabin group focussed and settled down. However, let the Activity Leader lead!

Not all kids are athletic. Not all kids are super-smart. Not all kids are confident in their abilities. Our recreation program is designed to cover a variety of events. Please be supportive, energetic and open-

mindful about all organized events even if you don't like them. You will set the standard for your campers. Your attitude, good or bad, will be contagious.

Do not forget that we operate our camps under the Challenge By Choice concept.

Sick or Injured Campers:

Take the sick or injured camper to the Camp Nurse if they can be moved - send for help if they can't!

Except for minor cuts that can be handled using your fanny pack, **DO NOT PLAY DOCTOR!** Let the Camp Nurse diagnose the problem. Do not give any medication,

If a broken bone is suspected - **DO NOT MOVE THE CAMPER!**

Ensure that spectators stand well back and make sure no one else is in danger.

Never ignore an injury or a complaint of pain.

Homesickness:

Homesickness is a genuine illness that grows out of insecurity and fear. Assure the camper that they are not the first person to become homesick. The Camp Director will have designated a 'Camp Mom or Dad' who would be experienced with this particular issue.

Offer love, affection and understanding. Redirect their attention to a camp activity they were good at or liked. Make them understand that it would be difficult for them to leave camp. Do not let them call home - this is a decision to be made by a staff person who has more experience dealing with this type of issue.

If nothing works and the camper still can't handle the situation, then that is what it is! You did not fail!

Bet Wetting:

If the parent is up front about it you should be aware that a particular camper may have this issue before camp. Here are some tips that will assist you in dealing with the situation.

- Ensure that every camper goes to the bathroom before bed.
- Limit drinks after dinner
- Show respect for the camper by keeping the issue quiet. Do not belittle the camper!
- If a particular camper experiences this problem, notify your supervisor so that the bedding & clothing can be washed

Cabin Leader 'Crushes':

Be ready to recognize affection from campers and be sure to follow these guidelines on how to deal with

camper crushes:

- Do not encourage them
- Do not display amusement (flirting, flattery, sexual comments, etc.) as a response
- Help the camper shift his/her focus
- Do not belittle the event
- If the crush is directed towards you, be appreciative of the friendship, but curtail other developments
- If the 'crusher' is aggressive notify your supervisor

Camper 'Couples':

Camper couples are inevitable. These guidelines are in place to free you from being 'the bad guy!'

- Discuss relationships with the campers in a mature manner
- Show respect - Do not belittle them
- Our rules forbid physical contact between campers
- Do not encourage campers to pair up

Fire Drill:

If you hear the air horn, immediately have your cabin group walk quickly to the fire pit. Account for all of your campers. Keep your group quite to await further instructions.

LESSON 5

How To Lead A Campfire:

During camp you will be asked to organize your cabin group to lead one of the nightly campfires. You will be allotted time during the day to prepare. The camp has a lot of resource ideas for you to borrow if you are not sure how to go about it.

The challenge of a good campfire program is to get people to cut loose and lighten up. Once it gets going, it becomes contagious and turns out to be tons of fun! You will need a combination of age appropriate skits, songs and stories.

Here is one way to organize your campfire:

- It is good to start with a short, well-known, up tempo song
- Alternate skits, songs and stories making sure that your entire cabin group is involved with the presentation.
- Follow this with a couple of slower, silly songs
- Wrap up your campfire with a short story or other thought

How to Lead a Devotional:

At camp you will be asked to lead a devotional with your cabin group. You might freak out and wonder, "What's a devotional?" Well this section might help! A devotional is a short, simple teaching on a Bible verse or biblical topic. It is not a sermon. It's much simpler than that. It is a single truth from the Bible that God has taught you, and you want to teach others. The camp has a lot of resource ideas for you to borrow if you are not sure how to go about it.

Here are some tips on leading a devotional:

- *Keep it short.* A devotional should last about seven minutes
- *Share about what God has been teaching you.* Campers like to hear about what God has been up to in your life.
- *Share from one Bible verse.* This will allow you to keep things clear and brief.
- *Share one big idea.* Devotionals share one idea from the Bible verse. This is not the time to deliver a three point sermon. Keep it simple. Keep it memorable. Keep it to one idea.
- *Have a way to apply this idea to the campers.* Encourage them to memorize a verse that will reinforce your message.

- *Have a visual aid.* It is easier for young kids to relate to a visual aid than a spoken word.
- *End in prayer.* Ask God to make help your truth shape their lives.

LESSON 6

Leading a Camper to Christ

Occasionally at camp there comes an opportunity to lead a camper to Christ, and should this challenge present itself, you should be ready and aware of what to do. If you feel that your faith is strong enough and you are comfortable dealing with this issue - go for it. If not, immediately take the camper to an adult leader who will guide them along.

Pre-preparation:

- A realization that God is more concerned with the camper's eternal destiny and happiness than you are.
- Prayer is essential. Pray specifically for insight and wisdom in dealing with each individual camper on his or her level of maturity.
- Don't use age-old terms like: 'Take Jesus into your heart,' 'dying and going to hell,' and 'accepting Christ as your personal Saviour.' Children tend to take this literally, ('How does Jesus breathe in my heart?') or the words are too clichéd and trite for their understanding.
- Deal with each child alone, and do not hurry. Make sure he or she understands. Discuss. Take your time.

Cautions:

- In Luke 14:23 Jesus 'compels' adults to come to Him. However in Mark 10:14, He admonished us to 'allow' children to come to Him. It is imperative that you allow each camper to grow spiritually at his or her own pace. Do not force, or even urge, children.
- Remember, unless the Holy Spirit is speaking to the camper, there will be no genuine 're-birth'. Don't get caught up in the idea that Jesus will return before the camper learns about salvation. Look at the character of God - He is love! We serve - God saves! Wait on God's timing. Pray with faith, believing. Be concerned but don't push.

The Process:

- God loves you! Recite John 3:16 with the camper's name in place of 'the world'.

"God loved (insert camper's name) so much that he gave his only Son, so that everyone who believes in him may not die but have eternal life." Good News Bible John 3:16)
- Show the camper his or her need for a Saviour:
- Deal with sin carefully. There is one thing that can not enter heaven - sin!

- Be certain the camper knows what sin is. Ask him or her to name some sins - (sins common to children - lying, bullying, talking back, disobedience, etc.). Sin is doing or thinking anything wrong according to God's word. Sin is breaking God's law.
- Ask the camper if they have sinned.
 - If the answer is no - do not continue. Urge him or her to come and talk to you again when they do feel that they have sinned. You should pray with the camper, thanking God, 'for this young child who is willing to do what is right.' Make it easy for him or her to talk to you again, but do not continue. Do not say, "Oh, yes you have, you have too sinned!" and then proceed to list them off. With children, it is necessary that we await God's conviction.
 - If the answer is yes, continue. He or she may give a personal illustration of some sin he or she has done recently or one that has bothered them. If not, don't worry. The fact that the camper understands what sin is and acknowledges that they have sinned is all we need to continue.
- Tell the camper what God has to say about sin:
 - We have all sinned: There is no-one righteous, not even one, (Romans 3:10).
 - And because of that sin, we can not get to God: For the wages of sin is death, (Romans 6:23) - spiritual death, separation from God.
 - So He had to come to us: . . . but the gift of God is eternal life in Christ Jesus our Lord, (Romans 6:23).
- Bring the camper to a definite decision.
 - Christ must be received if salvation is to be possessed.
 - Remember to never force a decision.
 - Ask the camper to pray out loud in his or her own words. Give them some things they could say if they seem unsure. Now be prepared for a blessing! (Note it is best to avoid having the camper repeat a memorized prayer after you. Let the camper think and make it personal.)
 - After salvation has occurred, pray for the camper out loud. This is a good way to pronounce a blessing on him or her.
- Lead the camper into assurance.
 - Show the camper that he will have to keep his relationship open with God through

repentance and forgiveness, (just like with his or her family or friends), but that God will always love him or her.

A schedule of Topical Scripture References follows.

ADDITIONAL RESOURCES

United Church of Canada Statement of Faith

Our camp uses the United Church's New Creed as a guide. It is short, easy to commit to memory & invites each person to share who we understand God to be!

*We are not alone,
we live in God's world.
We believe in God,
who has created and is creating,
who has come in Jesus,
the Word made flesh,
to reconcile and make new,
who works in us and others
By the Spirit,
We trust in God.*

*We are called to be the Church:
to celebrate God's presence,
to live in respect in Creation,
to love and serve others,
to seek justice and resist evil,
to proclaim Jesus, crucified and risen,
our judge and our hope.*

*In life, in death, in life beyond death,
God is with us.
We are not alone
Thanks be to God.*

United Church of Canada - Faith Formation Principles

The United Church of Canada has identified eight Faith Formation Principles to guide the Camp Board and Staff as they plan and deliver the Christian Education Program at camp.

These principles are further discussed in (*Section 17*) of this Operating Manual

The eight principles are:

- Personal Meaning: Discovering, naming, claiming and celebrating your God-given gifts and talents.
- Creativity: Developing a sense of wonder by setting aside time to create something new.
- Mercy & Justice: Finding meaning, in community, as you act justly, love others tenderly and walk humbly with God
- Tradition & Rituals: To explore traditions and rituals which have meaning in a camp setting.
- Environment & Care of Creation: To deepen your awareness and respect for nature.
- Sabbath: To experience Sabbath as you step away from the hectic, chaotic way of life that is part of our society in order to connect with God, Self, Others & Nature.
- Questioning: To know that questions from everyday experience help us to explore the mystery of God.
- Leadership: To develop and enhance your own leadership skills as a child of God and as a disciple of Jesus who gives the clearest image of who God is.

Taken from "Faith Formation at Camp" the United Church of Canada, February 2011

Helpful Scripture References

Assurance	II Timothy 1:12 I Peter 1:5 Philippians 1:6 Ephesians 2:10 John 1:12 Romans 8:38-39	He is able to keep Kept by the power of God Confidence in God, finishing what He started We are created for good works As many as received Him are sons Nothing can separate us from Him
Bible	Isaiah 40:8 Ephesians 6:17 Hebrews 4:12 I John 2:14	The Word of our God shall stand forever The sword of the Spirit is the Word of God The Word of God is quick The Word of God abides in you
Born Again	John 3:3 II Corinthians 5:17 John 1:12 Galatians 2:20 I Peter 1:23 John 3:6	Must be born again In Christ a new creature Power to become the sons of God New life in Christ Born by the Word of God New birth necessary
Dedication	Psalm 37:5 Proverbs 3:5-6	Commit your ways to the Lord Trust in the Lord, acknowledge Him, He shall direct your paths
God	Isaiah 12:2 Isaiah 40:28 Philippians 2:13	Behold God is my salvation The Lord is the everlasting God For God is at work in you
Growing Spiritually	Ephesians 3:17-19 Colossians 1:9-11 Colossians 3:16 II Timothy 2:15 I Peter 2:2 II Peter 1:5-8 II Peter 3:18	May Christ dwell in your hearts We do not cease to pray for you Let the Word of God dwell in you richly, in all wisdom Study to show yourself approved to God Like newborn babies, desire the sincere milk of the Word Supplement your faith with virtue Grow in the grace and knowledge of our Lord and Saviour
Prayer	Proverbs 15:8 James 5:16 I Thessalonians 5:17	The prayer of the upright is His delight so pray for one another The effectual prayer of a righteous man Pray without ceasing

Salvation	Ephesians 2:8-9 John 5:24 Romans 5:1 Acts 13:39	Saved by grace through faith Everlasting life by hearing and believing Justified by faith we have peace All who believe are justified
Sin		
What is sin?	I John 3:4 I John 5:17 James 4:17 John 16:9	Transgression of the law All unrighteousness To know to do good and yet not do it Unbelief
Who are sinners?	Romans 3:23 Isaiah 53:6 Romans 3:10	All have sinned We are all like sheep None are righteous
Result of sin?	Romans 5:12 Romans 6:23 John 8:24	Death passes to all men Wages of sin is death You will die in your sins
God's solution?	John 3:16 I John 5:12 Romans 5:8 I John 1:9	You will not perish but have everlasting life He who has the Son has life While yet sinners, Christ died for us Confess sins, He will forgive
Temptation	Isaiah 41:10 I Corinthians 10:13 Philippians 1:6 II Thessalonians 3:3	Fear not, for I am with you There hath no temptation taken you He who has begun a good work in you will perform it But the Lord is faithful, who will establish you

Emotional Maturity Self Appraisal Form

	poor	below average	average	above average	superior
1. Stamina enough to last through a strenuous day?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Can you accept criticism without undue anger hurt, acting upon it if justified, disregarding it if not?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Are you tolerant of others and willing to overlook their faults?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Do you feel genuinely happy at the success of others and sincerely congratulate them?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Do you refrain from listening to and repeating undue gossip about others?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Do you converse about other things and persons? Test it by checking your conversation to see how frequently you use the pronoun 'I'.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Are you altruistic, often putting the welfare of others above your own?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Do you refrain from emotional outbursts of anger, tears, etc.?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Do you face disagreeable duties promptly and without trying to escape by playing sick or making excuses?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Can you stay away from home a week without homesickness?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Can you weigh facts and make decisions promptly, then stick to your decision?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Are you willing to postpone things you want to do now in favour of greater benefits or pleasure later?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Are you usually on good terms with your family and associates?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. When things go wrong, can you objectively determine the cause and remedy it without alibiing for yourself and blaming it on other people or things?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. When disagreeing with another, can you discuss it calmly and usually work out a mutually					

	poor	below average	average	above average	superior
satisfactory agreement without hard feelings?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Can you enter into informal social events of many types wholeheartedly.?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Do you really enjoy doing little things for others, even though you know they will likely go unknown and unappreciated?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Do you dress neatly and modestly without a tendency to gaudiness or overdress?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Can you dismiss past sins and mistakes that can't be remedied now without dwelling on them?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. Can you make decisions regarding others objectively, disregarding your personal dislike or resentment of them.?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. As a leader, do you work democratically without dictating or forcing your will on others?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. Are you loyal to your friends, minimizing or not mentioning their faults to others?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. Are you free from 'touchiness', so that others do not have to handle you with kid gloves?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. Do you act according to your honest convictions regardless of what others may think or say about it?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. Do you feel that you usually get about what you deserve? Are you free from a feeling that others 'have it in for' you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Memo From a Junior Camper

1. Don't be afraid to be firm with me. I prefer it; it makes me feel more secure.
2. Don't let me form bad habits. I have to rely on you to detect them in the early stages.
3. Don't make me feel smaller than I am. It only makes me behave stupidly 'big'.
4. Don't correct me in front of others if you can help it. I'll take much more notice if you talk quietly with me in private.
5. Don't make me feel that my mistakes are sins. It upsets my sense of values.
6. Don't always protect me from the consequences. I need to learn the painful way sometimes.
7. Don't be upset when I say, "I hate you." It isn't you I hate, but your being the symbol of authority.
8. Don't take too much notice of my small complaints. At times they bring the attention I need.
9. Don't nag. If you do, I shall have to protect myself by appearing deaf.
10. Don't make rash promises. Remember that I feel badly let down when promises are broken.
11. Don't forget that I can not explain myself as well as I would like. That's why I'm not always accurate.
12. Don't tax my honesty too much. I am easily frightened into telling lies.
13. Don't be inconsistent. That completely confuses me and makes me lose faith in you.
14. Don't put me off when I ask questions. If you do, you will find that I stop asking and seek my information elsewhere.
15. Don't ever suggest that you are perfect or infallible. It will give me too great a shock when I discover that you are neither.
16. Don't tell me my fears are silly. They are terribly real and you can do much to reassure me if you try to understand.
17. Don't ever think that it is beneath your dignity to apologize to me. An honest apology makes me feel surprisingly warm toward you.
18. Don't forget I love experimenting. I couldn't get on without it, so please put up with it.
19. Don't forget that I can't strive without lots of understanding, but I don't need to tell you, do I?

Children Learn What They Live

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|---|--|
| If a child lives with criticism | He learns to condemn. |
| If a child lives with hostility | He learns to fight. |
| If a child lives with ridicule | He learns to be shy. |
| If a child lives with shame | He learns to feel guilty. |
| If a child lives with tolerance | He learns to be patient. |
| If a child lives with encouragement | He learns confidence. |
| If a child lives with praise | He learns to appreciate. |
| If a child lives with fairness | He learns justice. |
| If a child lives with security | He learns to have faith. |
| If a child lives with approval | He learns to like himself. |
| If a child lives with acceptance and friendship | He learns to find love in the world. |