

Work Crew Training Handbook

How to Develop an Effective Work Crew
Training Program



You were made for this.®

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Work Crew Training Handbook

A Guide for Preparing Teenagers for Service

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Welcome ...

The Company of the Blessed

Dear Teammates:

Parting words are often the most important. We often say what matters most right before we say goodbye. The night before Jesus died, however, before He offered us His parting words, He offered a parting picture. He stood, tied a towel around His waist and stooped to serve His friends. Then, after washing a dozen pairs of dirty feet, He said, “You will be blessed if you do likewise.”

Congratulations! You have the privilege of leading kids to “do likewise”! You have the opportunity to call kids into the company of the blessed! You have the honor of helping kids recreate the parting picture Jesus left for us — the Masterpiece, if you will — of sacrificial service for our friends.

Make no mistake — work crew is hard work. It involves long hours. It is humiliating, frustrating, exhilarating and fun. And it is the most significant month many kids will ever experience. That’s because they rub elbows (hot, sweaty elbows) with Jesus. And they stand (on tired, aching feet) shoulder to shoulder with the Servant King. What a privilege! What an honor! What a joy!

The manual you hold in your hands will get you well on your way to recreating a masterpiece in kids as they grow to be more like Jesus. May God give you everything you need — courage, patience, faith, hope and love — as you work to help kids step into the picture of servant leadership with Jesus. Thank you for rising to this most important challenge in kids’ lives.

I heard from one young woman recently who said she washed 450 dirty dishes every day for a month last summer on work crew. She said, “I could have never made it for 30 days while relying on my own power. It was all for Jesus, to expand His kingdom by expressing His love for each camper through my hard work.”

There you have it. The most amazing words you might ever hear an adolescent utter. I’d say this young woman is a card-carrying member in the company of the blessed. God bless you as you recruit new kids for that company again today.



Woo-Hoo Work Crew! What is It?

Overview

FOR STAFF AND VOLUNTEER TEAM LEADERS

The process of training and selecting candidates for work crew is the responsibility of the area director. All qualified young people who are assigned to a work crew position are expected to have completed a local training course that prepares them for their assignment. Usually this process is completed prior to the application process.

It is our hope that work crew training grows out of a deeper commitment to ongoing discipleship efforts in the area. In the second half of our Mission Purpose Statement, we declare that we are committed to “help them [Christian kids] grow in their faith.” Discipleship is the broad arena that develops lifelong followers of Jesus. Work crew training is one important subset of that idea.

This handbook is written for area staff and volunteer team leaders as a resource for use when conducting a work crew training course. We begin with missionwide standards for work crew and an outline of the basic concepts to be taught. Included also are actual area course outlines, as well as suggested course materials and forms to guide the work crew selection process. Each area should structure their course to fulfill the objectives outlined here.

You’ll notice that we have included missionwide qualifications for work crew kids, as well as essential elements of area work crew training that are “non-negotiables.” We must assume that all areas will ensure that these are followed. Beyond these, we encourage you to build on the ideas and principles in this handbook, and adapt or change as needed.

Young Life is not interested in every local area conducting the same standardized work crew training course. We tend to be a mission of creative people who desire flexibility and use of our gifts. Additionally we recognize geographical or cultural differences and want to encourage contextualization of this material. Our desire is that the most qualified kids are chosen and that they receive the best possible training. We want you to adapt, add additional material or create experiences that you think are relevant for work crew preparation. Pick books to read, verses to memorize and projects to complete that fit your area and your kids. Make this one of your area’s highest ministry priorities. The stakes are too high for us to give anything less than our best effort.

We are committed to thorough training and careful selection of our work crew participants. This will lead to the ultimate goal: excellence in the work crew component of our camping program as we proclaim Christ to kids.



Opportunities for Summer Service

Traditional Work Crew Experience

Work crew is a monthlong volunteer experience at a traditional Young Life camp for those in high school. To be eligible, students must have completed one year of high school in addition to completing the area's work crew training course. Teens can serve as volunteers in a variety of ways, like dining hall servers, grounds crew and housekeepers.

Capernaum Buddy

"Typical" high school kids come alongside and help campers with special needs to have the best week of their lives at a Young Life camp. We call them "buddies."

YoungLives Childcare Worker

High school students serve as childcare volunteers for one week so that teen moms can experience the best week of their lives at a Young Life camp.



Pick Me! ... Selecting a Work Crew Candidate

Mission Qualifications for Work Crew Kids

Work crew kids should be:

1. Committed followers of Jesus, continuing to grow in Him.
2. Eager to serve Christ and Young Life campers in this tangible manner.
3. Respectful of authority.
4. Willing to learn about Christian community.
5. Involved with Young Life locally.
6. Prepared through an area Work Crew Training course.
7. Desiring to experience growth in Christ as a result of this experience.
8. Willing to work hard and for long hours while on work crew.
9. Mature Christian kids who want to follow Jesus and serve in His kingdom (vs. immature Christians who might benefit from the work crew experience).
10. Kids whose lives validate the incarnational message of the gospel.



Work Crew Selection Procedures

How are Work Crew Spots Assigned to Areas?

Work crew spots are assigned to regions. Regions then allocate their spots out to areas.

- Each camp determines how many work crew they need in each session. Ten percent of the work crew spots are set aside for the assigned team to fill. The remaining 90 percent are allocated to regions in the work crew allocation process.
- Areas determine how many kids will be trained and available to serve from their area.
- Areas request work crew spots on the Camp Requests website.
- Regions review their area requests and submit a regional work crew request to the division.
 - The region may request up to 125 percent of their previous summer's actual work crew attendance (all kids who served on work crew in a nationally managed camp session).
 - Regions must indicate their top three priority camps — the three camps where they would most like to receive work crew spots.
- The regional requests are reviewed by the division and then submitted to Camping Services.
- *Remember that the demand for work crew spots far exceeds the supply of available spots.*
- Camping Services runs the regional requests through a computerized system that works to fill every available work crew spot. A few important things to know:
 - The system never assigns work crew spots that a region did not request.
 - Regions are assigned spots based on their three-year weighted work crew attendance history.
 - In a given work crew session, regions that have listed that camp as a top three priority camp receive a higher priority over regions that have not prioritized that camp.
 - No more than 35 percent of the spots in a single work crew session are assigned to a single region.
- The work crew allocation that is generated by this system is then distributed to the Work Crew Allocation Committee. *The committee reviews the allocation and makes any changes at their discretion.*
- The final allocation of work crew spots is then distributed to regions to be allocated to areas as each region chooses.
- Regions must confirm their work crew allocation with the individual camps by Dec. 13. Any spots that are not confirmed are made available to any region on a first-come, first-served basis.

Assigned Team Work Crew Spots

In every session, 10 percent of the work crew spots are reserved for that session's assigned team. Camp directors must confirm these spots with the camp by Jan. 15. Assigned team spots that are not confirmed will be made available to regions on a first-come, first-served basis. Work crew kids who are filling assigned team spots must have a completed work crew application and recommendation submitted through the region along with the other work crew applications.

Where Do I Send My Work Crew Applications?

All potential work crew candidates must have a completed work crew application and recommendation. Regions must submit work crew applications and recommendations to the camps by March 16 (accepted and wait list applicants). Each regional office will determine their own due date for work crew applications from the area.

Second-Timers on Work Crew

As regions fill their allocated work crew spots and prioritize their wait list work crew applicants, preference should be given to first-time applicants (those who have not previously served on a nationally managed summer work crew assignment). Regions that can fill their allocated work crew spots with first-time applicants should do so, placing second-timers on the wait list (prioritized after any remaining first-timers). Regions that do not have enough first-time applicants to fill their allocated work crew spots may place second-timers into these spots once all the first-timers have been placed.

Work Crew Wait Lists

Camps will not maintain a wait list for work crew until March 16. Applications for work crew wait list candidates should be sent to the regional office along with all other work crew applications. The region will forward the wait list applications **to the first choice camp**. That camp will enter the applicant into the Camp Reservations website listing all camp choices according to the priority listed on the recommendation form. Beginning March 16, camps may use their discretion in selecting wait list candidates to fill available spots. Wait list candidates are assigned in the priority order set by the region. Wait list candidates from regions are assigned before wait list candidates sent directly from areas are considered.

Using the Camp Reservation System

On the Young Life Camp Reservation System, areas and regions can look for available work crew spots and view the status of their work crew applicants.



Work Crew University — Developing a Work Crew Training

Missionwide Expectations for Work Crew Training

Prepare kids to serve others, grow in Christ and get the most out of the work crew experience.

A successful work crew training course in a local Young Life area need not be limited to kids who are candidates for a summer assignment on work crew. You will be surprised at how many teenagers want challenge and risk in their lives. Teach as many as you can how to serve! Discipleship programs, service opportunities and faith-stretching experiences are necessary for all of the students we know who have begun their walk with Christ. Many area directors will use this work crew training course in a broader sense and will encourage more kids than just work crew applicants to commit to a course designed for personal growth and spiritual maturity. Young Life's emphasis on discipleship can never be overestimated. Part of our Mission Statement is "to help them [adolescents] grow in their faith." We must therefore place a high and consistent priority on Young Life programs that support biblical growth in our kids.

Work crew kids are a key part of the gospel presentation at camp. They showcase to their peers what a life with Jesus can look like. They literally validate the gospel presented. Plus, their service helps us treat guests with excellence in the name of Jesus.

Therefore, we have to take the training that work crew candidates receive in the local area or region incredibly seriously. A well-prepared high school student plays an irreplaceable role on an assignment team. A poorly equipped one does just the opposite.

Missionwide Expectations for Local Work Crew Training

Essential content for local work crew training courses includes:

- Information about the “what” and “why” of a typical Young Life camp week.
- An emphasis on surprise and the importance of not revealing the week's activities.
- Teaching on the elementary concepts of incarnational theology and an incarnational approach to ministry.
- An explanation of how this incarnational approach is central to the gospel, to Young Life, to our camping philosophy and methods, and to the life and witness of believers.
- Teaching on the importance of worship and participation in church.
- An explanation of how their dress, work ethic, demeanor and relationships can either validate or invalidate the gospel in the eyes of their peers (e.g., campers).

Participants in local work crew training courses should have the opportunity to:

- Memorize Scripture (see suggestions on page 46).
- Formulate and present their personal testimonies.
- Develop the discipline of regular study of Scripture and prayer.
- Participate in pre-camp service at home, in Young Life and in the community.
- Read Christian writing in addition to the Bible.

Work crew training should prepare kids personally by stressing:

- Any evidence of view or actions that are race, gender or ability biased is unacceptable.
- The importance of healthy but restrained attitudes toward male/female relationships.
- The importance of enthusiasm in serving at camp, regardless of the job.
- The importance of tolerating differences and dealing with interpersonal conflict.
- Respect for the space and belongings of others.
- The importance of a “community of believers” to one’s growth in Christ.
- Respect for doctrinal and lifestyle issues of others.
- The importance of understanding that each individual on work crew has a different family background. Work crew kids should not assume that everyone has a healthy home environment with two parents, and they should be careful not to ask potentially embarrassing questions.
- Adherence to rules and maintaining good habits of health, hygiene and sleep.

Components of Work Crew Training

While you will certainly tailor your training to fit your area, every course should contain the following:

- Scripture memory
- Lesson(s) on Christ-centered service, the “why” of work crew, what to expect on work crew and how to get the most out of your time
- Challenge to complete a personal devotional series (e.g., read and journal on a Gospel)
- Outside readings, or something comparable
- Testimony coaching
- A “hands-on” service experience

Our research shows that areas tend to deliver this training in three ways:

Four-week course. Generally a series of four, 60- to 120-minute sessions. This is the most popular model. This is often capped off with a work crew weekend or other service opportunity.

Daylong session. You would need four to six hours to cover this material. This model works best if you are combining with multiple areas or working together as a region. Sometimes this also includes a fun, creative element.

Weekend experience. Some areas have used a work crew weekend experience as an opportunity to serve together, and then over the three days, process a few times what they are learning.

The Purpose of Work Crew

There is no greater honor or higher calling than to participate with God in building His kingdom. Historically, Young Life's camping program has provided an effective environment for this to occur. The work crew is a vital part of the proclamation process. The gospel becomes meaningful and personal to kids when they not only hear it spoken in understandable language, but see it lived out on a daily basis from people their own age. The meaning and purpose of a Young Life work crew is much more than simply being camp helpers providing clean-up services for the Young Life staff. You validate the message of Jesus with your lives and service.

Work crew kids are partners in telling the campers about Christ! This is done in a variety of ways.

1. Work crew members are supporters (Matthew 5:16; 2 Corinthians 4:5; Acts 1:8; John 13:34-35).

They welcome buses and vans. They make campers feel important, like they belong. They sing at club and add excitement and enthusiasm to the camp atmosphere. They create a feeling of expectation and fun. Work crew kids support the camp staff!

2. Work crew members work (Colossians 3:23-24).

Hard, consistent work is not only necessary to keep the property running smoothly, it is also a key factor in the proclamation of the whole gospel. Serving, sharing and giving with gladness in your heart is an important part of the truth about God. When campers see work crew working, they are learning something central about their own understanding of the reality of a relationship with Jesus.

3. Work crew members pray (Hebrews 10:24-25).

Proclamation without prayer is not as powerful as it can be. The work crew provides an essential service through prayer. Work crew kids pray for individual campers, for cabins, for club meetings, for leaders, for problems, for anything that will assist in kids receiving the truth about Christ. This consistent ministry of prayer by the work crew can never be discounted or underestimated.

4. Work crew members live out their faith (1 John 3:18; Philippians 2:3-4).

They put flesh on their faith. They eat, sleep, smile, cry, laugh and make mistakes day after day in full view of several hundred campers. They live their lives in an open, vulnerable way. They demonstrate their faith through serving. Campers see the possibilities of a life with Christ as they watch the work crew live theirs.

5. Work crew members express their faith (2 Corinthians 5:19-20; Hebrews 11:6).

Frequent opportunities arise each week where work crew kids have the chance to verbally share their faith. Cabin discussions, work crew night and personal conversations are some of the ways work crew assist the assigned team in sharing the good news of the gospel.

The purpose of work crew is to join together with the other members of the assigned team in word and in deed to proclaim Christ's gospel to the campers that week. The particular ways and opportunities for work crew to do that are crucial to the wholeness of the gospel. Servants of property? Partially. But ambassadors of Christ — primarily.

Biblical Input/Scripture Memory

Effective work crew training courses emphasize Scripture and how it relates to daily life. This is an ideal time for kids to learn that serving others comes directly from principles and truths found in the Bible. Design your meeting schedule to have ample time when you get together to study, memorize, discuss and apply Scripture. Many methods have been used. All have positive qualities. You design what's best for you.

A. Outline a Book of the Bible.

Pick one of the Gospels or Epistles and have kids outline the basic themes, chapter by chapter. Keep the format and questions simple or they might become overwhelmed with this kind of assignment.

B. Study a Biblical Theme.

You might choose a topic such as sacrifice, service, integrity or faithfulness, and have kids explore all the biblical texts on that subject. Have them write a short paper on what they are learning and how it applies to their lives.

(See Appendix A on pages 42-45 for lessons on "Christ-Centered Service," "Making Christ the Focus of our Service" and "Characteristics of a Servant.")

C. Scripture Memory.

Memorizing Scripture is a great way for kids to prepare their hearts and minds for work crew, whether they memorize individual verses or passages of Scripture. Having God's Word "ready" will come in handy in a variety of situations — encouraging others, avoiding temptations and many other situations. Most importantly, it will enrich their relationships with the Lord. As they allow these words to sink deeply into their hearts, they will come to know Him like never before.

(See Appendix B on page 46 for "Helpful Scriptures to Use").

D. Read Through the Entire New Testament.

Keep a journal of insights, questions, fears and issues that come to mind as you are reading. Many teenagers have no concept of the unity of the Bible and how it holds together. Help them organize and schedule their daily reading so they can complete the New Testament in the allotted time.



Book Study

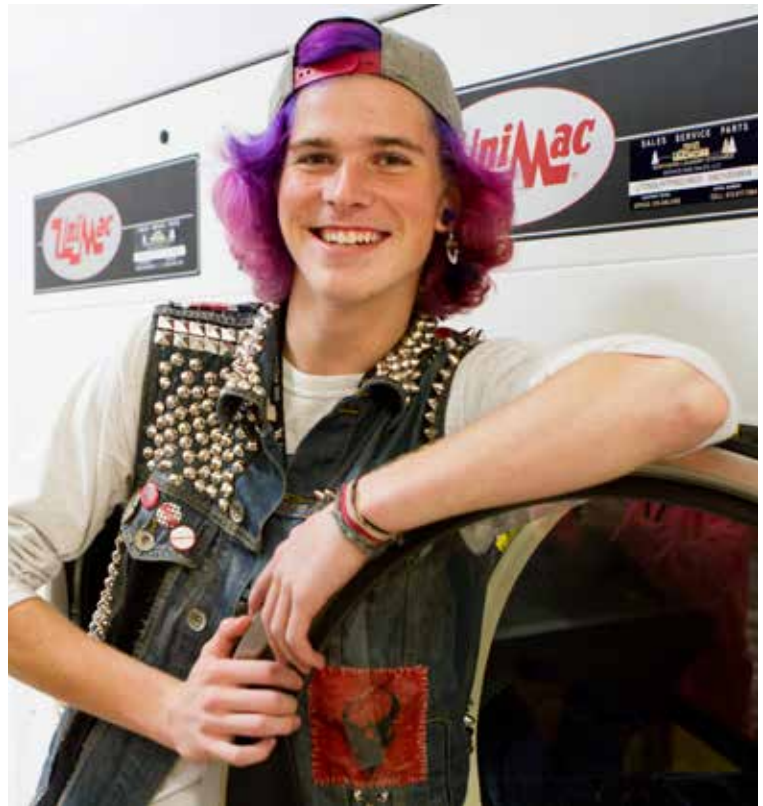
The work crew training course is an excellent time to introduce kids to the wealth of Christian material available. List one or two good books in your course outline. This list should probably be updated from time to time. Autobiographies, biblical commentaries, devotional books, biblical-social issues and fiction are all acceptable and useful. Make sure, however, you take the time necessary to let the participants discuss what they are reading. For many, this may be their first encounter interacting with a Christian author. The insights gained need to be affirmed, challenged and respected.

Choosing a Book

- Pick something you are familiar with so you can ask good questions and give helpful answers.
- Be sure to draw their attention to themes and sections that apply most to work crew.
- It is helpful to give kids questions to answer so they know what to focus on and can apply what they learn.
- Be creative. You don't have to give them an entire book to read. Instead you could do certain chapters or choose excerpts, a series of articles, or even select a few sermons to listen to.

Proven Winners

- *Improving Your Serve* by Chuck Swindoll (see sample questions on page 47, tailored to a four-week class)
- *Know What You Believe* by Paul Little
- *Transformation* by Bill Hybels (a mix of readings and questions)
- *In the Name of Jesus* by Henri Nouwen



Spiritual Disciplines

Teach your kids how to make prayer a vital part of their faith journey. Successful work crew kids are praying kids. For them to grasp this truth early in life will be a lifetime gift. Below are several ideas on how to incorporate prayer into the work crew training course.

A. Prayer Journal

Ask kids to set aside regular time to pray and to record (briefly) their feelings and impressions. Don't give too many detailed instructions and requirements for this assignment. It will rob them of spontaneity and motivation. Make sure you check them from time to time regarding progress, frustrations or roadblocks. Share your own prayer journey with them.

B. Prayer Groups

Place a high value on praying together during the training meetings. Kids will learn how to pray simply by being around people who pray. You might change the prayer format each meeting, but structure ample time for this, not just an opening and closing word!

C. Prayer Partners

Some training courses have linked two or three people together and designed ways for them to pray regularly together via phone, letter, prayer list, small group, etc. Make sure you have good consistent leadership if you choose this method.

D. Pray Through the Scriptures

Blending personal prayer and biblical learning is a helpful discipline for many people. Show kids how to read a passage, reflect on it and then respond to the content with an appropriate prayer. It might be important to have them record how the focus of their prayer changes when using this format.

E. Contemplative Prayer

Quietness, solitude and silence are typically not natural for fast-paced adolescents. Learning to expect to meet God in an unstructured way can be very valuable. Use this carefully and be flexible. It may be meaningful to some and frustrating to others.

Personal Devotional Challenge (e.g., read and journal on a Gospel)

Every work crew training course should get kids started with — or, reinforce — the habit of spending daily time with Jesus in the scriptures and growing in prayer. This daily time will sustain them not just during work crew, but throughout their walk with Christ. The scriptures are a source of encouragement, attune us to Jesus, remind us of why we labor for the gospel and build fellowship with other believers.

In most cases, it makes sense to challenge kids to spend time in the Word every day for a month, as most work crew classes run over the course of four weeks. This is long enough to help them build a good habit and often will give them time to read an entire book of the Bible in manageable, daily chunks. Doing this as a group will provide incentive and build unity. Work into your training times some reflection/teaching on what kids are reading.

(See Appendix D on page 48 for some field-tested devotional challenge options.)

Testimony Coaching

HOW TO PREPARE YOUR TESTIMONY

While serving on work crew you may have the opportunity to share your personal testimony. Whether it is with fellow work crew members or in a cabin of campers, we want you to be excited and well-prepared to glorify Christ through your testimony. Typically, there are three parts to a testimony: your life before Christ, how you surrendered to Christ and what your life is like now that you have a relationship with Him. Below are some questions to consider as you prepare your testimony.

Your life before Christ:

What was your life like? What kinds of things were you searching for or longing for? What kinds of situations were you dealing with, and what kinds of problems were you facing? What things/people did you cling to in order to find “life”? How would you have described your attitude toward life and God in general? How did people close to you view you?

How you surrendered to Christ:

Describe the events leading up to your conversion. Were there specific people or circumstances that played a role? What, in particular, about Jesus Christ got your attention and seemed to influence you the most? What made a difference in drawing you to ask Jesus into your heart and want to follow Him?

Your life now:

What has life been like since you received Christ? It’s not realistic to communicate that life is perfect, but do explain the positive differences you notice. What have others said they notice about you? How is His forgiveness and love influencing you? How have your actions, relationships, thoughts and emotions changed? What is God teaching you currently? Share what a relationship with Him means to you now, and a verse that captures your new relationship with Jesus.

Remember:

1. There are great examples to look at in the scriptures. Even these short examples teach us something about how and what to share: Luke 8:39; John 9:11, 25; 1 John 1:1-4.
2. Lift up Christ, rather than making yourself the hero. Your testimony should illustrate the glory and power of God. This is an opportunity for others to see how amazing He is — by hearing how He reached you and gave you new life!
3. Try not to use “churchy” words. If you would not have understood a certain word or phrase before your relationship with God began, find another way to say it.
4. Be honest. To the extent that you are comfortable, be appropriately vulnerable (without giving distracting details) when sharing your testimony, but do not feel the need to exaggerate. There is no such thing as a “bad” or “boring” testimony.

(See Appendix E on page 49 for the Sample Testimony Exercise.)



Service

This may be the area where you learn the most about which kids are ready for work crew and which are not. Working and serving is foreign to some and natural to others. Structuring work experiences will not only enhance growth in the life of the one taking the course, but will also give leaders solid criteria as they pick the right kids for summer work crews. Be creative! Choose different work projects from year to year. Network with churches and other youth organizations or agencies in your community. This is an excellent opportunity to express the meaning and purpose of Young Life within local communities. Several ideas to consider:

A. Personal-family work projects

Working at home, for many kids, is the most difficult. Family dynamics and structures quite often seem to be counterproductive to teaching children the joy of serving. Design daily assignments into your training program that will encourage kids. Each kid might have a different list of things to do, and each might have to be evaluated in an individual manner. Though complicated to administer, this could be a real breakthrough for kids who live in very complicated situations.

B. Community cleanup projects

Call local civic leaders, businesses or other organizations to identify cleanup projects (streets, parks, buildings or open areas) in your community. Build some fun into the experience. Kids will enjoy it and community leaders will thank you!

C. Serving those in need

Soup kitchens, medical clinics, group homes, elderly care facilities, church programs and relief agencies are always looking for practical help. Working in this kind of environment not only meets a real need, but it also brings kids face to face with some of the realities of life. Risk is present, but rewards are high as we watch our kids grow from serving others.

D. Working at a Young Life camp

A natural way to teach kids to serve is to organize a work camp at a Young Life property or to provide the work crew at a regularly scheduled weekend camp. Obviously this is an excellent way to give kids a healthy work experience, but try not to rely only on this kind of project. Balance this experience with another assignment within the family and/or community.

E. Building, fixing, repairing projects

Many groups have had real success in taking responsibility for a project and seeing it through to completion. It is important for our kids to see that their efforts really did produce something. Quite often, when deciding to do this kind of work project you will need qualified leadership, proper tools and sufficient materials. Be thorough in your preparation before you say "yes" to a project of this category.



Fellowship — Worship — Celebration

Every work crew training course should include a regular emphasis on our community life together in Christ. This should be more than a course; it should give kids a glimpse of what our lifetime journey with Christ should look like.

Carefully prepare each meeting to include those things that will affirm and uplift the gathered body of Christ. Build on this list as you think about what will work best for your area.

- A. Visit a worship service together. Talk about different styles of Christian worship.
- B. Assign kids (in groups) to attend two or three different worship services other than their own denominations. Have them give (or write) a short report on their feelings and impressions.
- C. Conclude the work crew training course with a graduation celebration. You might, perhaps, give diplomas, awards or recognition tributes for those who have made distinguished contributions.
- D. Build fun, surprise, laughter and food (sometimes) into your training sessions. Make it so kids want to come and hate to leave!
- E. Do something during the duration of the course that isn't tied into assignments or expectations. Plan a thank-you lunch or picnic, a sporting event, a play or something that says to kids that their lives, not just their performance, are important to all of us.



WORK CREW

WHAT TO EXPECT WHEN AT CAMP

This lesson will help kids understand, in general, what is expected of them as they serve.

ASK KIDS:

- List five things you saw the work crew do while you were at camp.
- What are some things you noticed about how the work crew performed their jobs and how they conducted themselves?

DURING YOUR TIME ON WORK CREW, WE HOPE THAT YOU:

Grow in Christ.

Many look back and see that it was a life-changing time. Your faith will be stretched. You'll make some deep friendships. You'll learn so much about what "walking with Jesus" can be. In short, you'll grow closer to Jesus. As you work, you will be amazed at the wonderful things God will do in you, through you and around you!

Work hard.

The name "work crew" is chosen for a reason. You'll probably work harder than you ever have before in your life. Expect a full day of work; you're not at camp to have a camper experience. Every work crew job has its own schedule and responsibilities. In addition to completing your tasks, you might be asked to help in many other ways around camp. For example, you might help the summer staff set up for an event, or you may be needed to help another part of the work crew, even though your job is completed. You will learn that work is sacred and is a vehicle to discover more of Jesus and more of yourself.

Lead by example.

You will need to lead your peers, partly because you are in a respected (and even honored) position, and also because it is needed for the camp to work well. Initiation, service and courage are needed to complete daily responsibilities and to handle all the work that needs to be done.

Learn more about Young Life.

You will see Young Life in action: how leaders love Jesus, love kids, experience life with kids and share Jesus with them. Maybe you'll begin to see yourself as a Young Life leader someday.

Submit to authority.

You are going to have a work crew boss who will be given charge over you. How will you respond to him or her? It takes humility and knowing what you are about in order to handle someone telling you what to do, especially when you don't feel like it or you don't agree with what you're being asked to do.





Treat members of the opposite sex appropriately.

You will be in a community living and working closely together. This is an opportunity to trust God — not to flirt to find a boyfriend or girlfriend. Exclusive relationships of any kind can create divisions, miscommunication, competition and misunderstandings. Additionally, it is wise to avoid any kind of physical contact, even backrubs or hugs, with the opposite sex.

Be a witness.

Campers will be watching you ... don't “freak out” or be anxious about that reality. It is just that you are their age and have Jesus living within you. You may have the opportunity to tell your life story briefly. It doesn't mean you've “arrived” or that you are some big, mature Christian. It simply means you have decided to follow Jesus and you are real about that. This whole “being a witness” experience will grow you in Jesus and as a person.

DISCUSSION QUESTIONS YOU MAY WANT TO ASK KIDS:

- What do you think will be the easiest expectation to fulfill? Why?
- What will be the most challenging for you? What can you do now to prepare to face those challenges?
- Are there any other expectations you would add? Why?

Work Crew Dos and Don'ts

DO ...

- Expect to grow in your relationship with Christ like never before!
- Step out of your comfort zone in faith to show others who Christ is!
- Remember, Jesus is "with" you every moment.
- Remember these campers are non-Christians, therefore they might not always treat you well.
- Enjoy the opportunity to be a part of a community of believers — work crew, summer staff and assignment team.
- Allow yourself to be challenged — both spiritually and physically. Be open to whatever God has for you.
- Work hard for long hours, relying on Christ's strength.
- Be content to work anytime — sometimes while others are at club, or maybe doing some "fun things."
- Be prepared to share your testimony.
- Expect to be exhausted sometimes.
- Trust and respect your work crew coordinator or boss, even though you may not always agree with him or her.
- Try to be flexible.
- Have a blast while serving!

DON'T ...

- Expect to go to club every night.
- Try to have a camper experience.
- Stay up late and short-circuit your sleep so that you're too tired the next day.
- Try to start a relationship with the opposite sex.
- Take a nap when you're supposed to be working.
- Let the next program event become known.
- Talk poorly about another person.
- Get careless or complacent in your job just because you've been doing it for a while.
- Sneak back to the kitchen and grab something when you don't like the meal.
- Sleep through meals.
- Be late to your job.
- Flirt with campers.

Getting the Most Out of Work Crew, Part 1: Before You Go

1. Stay in the Word.

Your leader or Young Life staff person will have given you some kind of devotional challenge to complete as part of your training. Once that is finished during your training, keep going with your daily time with Him. Need ideas on what to tackle next? Consider reading through Mark, John, Acts, Romans, Galatians, Philippians or James. Read a chapter a day and journal about what you read.

2. Pray.

Try to build into your regular schedule a time to talk with God about what is in store for you. Ask Him to challenge you with new and different friendships, to put you in stretching situations and to teach you through challenges and difficulties instead of taking them away! Talk with Him about your openness to surprise and hardship. Rather than tell Him what you want out of work crew, ask Him to make you spiritually ready each day for the challenges before you. You will be amazed how He will answer your prayers. Learn the art of listening as well. A few minutes daily will work wonders.

3. Practice serving.

Find some ways to serve the Lord before work crew. Are you using Young Life as a tool to reach out to your non-Christian friends? How can you care for and serve your peers at school? How can you love and serve your family? You could also consider ways to serve in the community. Volunteer with a local homeless shelter or go visit a nursing home. Remember that serving is not always glorious, easy or fun, but it is what God calls us to do! Take some risks and don't be afraid to do something a little out of your comfort zone.

4. Hang out with your Young Life leaders.

Spend lots of time with your leaders. Ask them to tell you about how their relationships with Jesus Christ began. Ask them why and how they serve. Ask them if they have ever done work crew and to tell you about it.

5. And a few more practical tips before you go:

- Label your clothing with your first and last name.
- Think about what you are packing. Are there words on your shirt or hat that send a distracting message? Are your clothes and bathing suits appropriate, signaling that you are a person of integrity, there to point people to Jesus?
- Pack a notebook/journal and pens.
- Give family and friends your address at camp — camp mail is still the best!
- Bring an alarm clock.
- You may not know your job ahead of time, so pack clothes that will work for a variety of jobs.
- Check with your work crew coordinator beforehand if you will be able to use your electronics (assume it will be very limited).
- If you don't hear from your camp or assignment team beforehand, ask what you are supposed to bring for theme nights and events.



Getting the Most Out of Work Crew, Part 2: At Camp

Maximizing your work crew experience will mean not just “going through the motions” and getting tasks completed. Below are some important things to keep in mind while you’re at camp so that your work crew experience is a blessing not just to yourself, but also to others.

1. **Make prayer a priority.**

Prayer is essential at Young Life camp! Along with campers and leaders, pray for the work crew — the people you’re serving right alongside of. Pray for your work crew bosses, the speaker and the rest of the assignment team, and the camp staff. Of course, pray for specific kids you meet or see during the day. You will be amazed at how your prayers will keep your focus on Christ, draw you closer to Him and will help you recognize His leading in your life. You will also see your faith grow as you watch God work!

2. **Check your expectations.**

Your fellow work crew members and work crew bosses, for certain, will be human. Working alongside believers doesn’t guarantee that everything will go perfectly that month. Each year, Young Life assigns many loving and capable women and men to lead work crews. Their influence on your life could be very significant. But, occasionally they will be tired and irritable. They will not be able to give equal time and attention to each work crew kid. Respect them, support them, be honest with them, and accept and encourage them despite their humanity and weakness. They are trained to do that with you as well!

3. **Trust God with the spiritual results.**

You and your friends on work crew will love seeing kids stand up at Say-So. However, don’t think that the number of kids who stand up is a reflection of the effectiveness of your work crew. Numbers will never measure the spiritual impact of a week at camp. Quite often the seeds planted in kids’ hearts at camp don’t bear fruit for years. Ask yourself, “How well did we serve Christ?” rather than, “How many did we reach?” as you evaluate each week of your assignment.

4. **Deal with difficult areas in your life while on work crew.**

With a loving, Christian community and a tremendous job to accomplish, work crew is an ideal setting for personal growth. Analyze your life and ask God to help you mature in those areas that might need special attention. Let your parents, Young Life leader and bosses know what you are working on. Take advantage of their wisdom and your “community’s” support. Work crew is a great place to “drop the old and commit to the new!” This might include things such as:

- **Personal Discipline** — Getting up on time, not procrastinating, cleanliness, adequate sleep, regular devotional times.
- **Authority** — Following directions, taking orders, cheerfully responding to leadership, questioning in respectful ways.
- **Relationships** — Breaking destructive social habits of relating to others, difficulties with family members, overcoming jealousies, learning how to affirm and encourage.
- **Personal Habits** — Eating, drinking, smoking, your physical choices with your boyfriend or girlfriend, gossiping, dressing patterns that might need changing.

Dealing with Conflict

A GUIDE FOR APPROACHING CONFLICT ON WORK CREW

In Young Life we serve in a mission community. Our mission is to reach unchurched, disinterested kids with the gospel. Our community grows out of our mission. As we serve together, we can grow in our love and care for one another. In fact, how we live out our “community” is our witness to the reality of God (see John 17:11, 21, 23).

However, even in a Christian community, it’s not realistic to expect everyone to get along perfectly. Members of work crews come from all over the map — literally. We have different church traditions, socio-economic backgrounds, social skills, likes and dislikes, and we are all at different maturities in our life journeys with Jesus. Our weaknesses and flaws are not all refined by high school graduation (or by 50 years old, either!).

CONFLICT WILL HAPPEN. A team who embraces this reality and deals with it biblically will grow in depth and intimacy with God and each other. Conflicts can lead to deeper relationships. Conflict not dealt with will lead to anger and even division. With this in mind, let’s look at Scripture that gives great insight into how God desires His people to deal with conflict.

Matthew 18:15-17: *“If your brother or sister sins, go and point out their fault, just between the two of you. If they listen to you, you have won them over. But if they will not listen, take one or two others along so that ‘every matter may be established by the testimony of two or three witnesses.’ If they still refuse to listen, tell it to the church; and if they refuse to listen even to the church, treat them as you would a pagan or a tax collector.”*

QUESTION: IF A BROTHER OR SISTER OFFENDS YOU IN SOME WAY YOU SHOULD:

- a) Immediately go and tell your best friend what a jerk he/she is.
- b) Quietly seethe with anger until you can’t stand to ever be around that person.
- c) Go and show him/her his fault, **just between the two of you.**

Considering “C” above, here are a few steps to conflict resolution. These are not suggestions, but in light of Scripture, should be the approach we take.

STEP 1

- Pray about the situation, listening for God’s view and direction. Pray for the person who offended you (see Matthew 5:44-47).
- Pray and think about this verse before you ever consider confronting someone:
Ephesians 4:25-27: *“Therefore each of you must put off falsehood and speak truthfully to your neighbor, for we are all members of one body. ‘In your anger do not sin’: Do not let the sun go down while you are still angry, and do not give the devil a foothold.”*

STEP 2

If the situation hasn’t improved, pray some more and seek wise counsel from your work crew boss. Pray over Ephesians 4:15, *“Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ.”*

STEP 3

If you and your work crew coordinator agree that God is leading you, privately confront your brother or sister in love. Use a calm, gentle tone with grace-filled language. Be prepared for them to disagree with you. Use focused, clear statements, such as “When ____ happened ... I felt ____.” For example: “When there is a lot of talking and noise in the room late at night when I am trying to sleep, I feel frustrated.” And not: “You are so loud all of the time. It’s your fault I am always tired.” Be open to the other person’s point of view and realize you have your own blind spots.

STEP 4 (*If the situation does not improve.*)

Pray. Talk to your work crew coordinator about talking with the individual together.

REMEMBER:

- **We must forgive**, even if the person doesn’t own up to any wrong-doing, or it will eat us alive. It is on us — with the Lord’s help — to be forgivers (see Matthew 6:12, 14-15).
- **There is no relational closeness (true friendship) without conflict.** You can’t be close with anyone if you avoid conflict at all cost. Biblically resolved conflict brings wholeness, unity and intimacy to the Body of Christ. Do it. Lost kids are counting on it!



Team Unity

LOVE + FELLOWSHIP THAT COMES FROM SHARING JESUS AND A MISSION = UNITY.

As you serve the Lord together, you will naturally become more connected to one another and experience a sense of togetherness. But there will be times when unity won't come so easily. Understanding our call to love and its impact on fellowship is important as you consider how you can facilitate or hinder unity as a part of the work crew.

QUESTIONS TO ASK:

- What kinds of good experiences have you had with team unity (e.g., sports team, your family, at your job) in your life so far?
- What examples of unity have you noticed so far in your Young Life experience (e.g., with leaders or peers)?

SCRIPTURAL BASIS TO LOVE.

What do we learn about love from these verses?

- John 4:19
- John 3:16
- 1 John 4:7
- John 13:33-34

It was once said that we only love Jesus as much as we love the most difficult person in our lives. What do you think about that? Can you love like that on your own strength?

WHAT'S A COMMUNITY?

By definition: a group sharing a common interest, activity, feeling or experience; a company of equals or friends; an association.

- How is work crew its own community? In what ways is the work crew a part of a larger community?
- Look at John 17:11, 21, 23 and Galatians 6:2. Have you ever been a part of a community like this? Is it possible?

WHAT IS FELLOWSHIP?

Fellowship can be translated as "*koinonia*" (Greek word for "close community") or communion. The word refers primarily to participation in something, rather than association with someone.

- How does fellowship grow community?
- If we're "participating in something" as the work crew, what is it? (The mission to reach lost kids with the gospel at camp.) How does this help our fellowship?
- What could fellowship look like without a mission? (Exclusive, "cliquey," not drawing others in.)

STILL, EVEN WHEN WE HAVE A COMMON MISSION THERE ARE THREATS TO OUR UNITY. WHY ARE WE CALLED TO BE UNITED?

- 1 Corinthians 12:20-26
- John 1:12

Some threats to watch for:

- Division over beliefs (1 Corinthians 1:10-17 as an example).
- Jealousy over relationships and gifts.
- Hurt over careless words or not being included.
- Resentment over the amount of work others do (or don't do).

- Judging others over their behavior or maturity.
- Cliques forming — it is natural to gravitate to people who are like you, but always be an “includer” of everyone.

WHAT CONTRIBUTES TO STRONG FELLOWSHIP/UNITY?

- **MISSION:** We need to remember that we’re on a mission together. Fellowship, without a mission, usually doesn’t draw others in.
- **DESIRE:** You must first want to have fellowship with a person or a group of persons and then be willing to put some effort into it.
- **COMMITMENT:** No healthy relationship ever stayed healthy without a great amount of commitment.
- **HONESTY:** It is difficult to be able to commit yourself to someone who is not honest about him or herself.
- **TRUST:** People in fellowship must trust each other. This trust will grow as members begin to honestly disclose themselves to each other.
- **HUMILITY:** If you fear being humbled, you probably will never experience fellowship in its purist form. One must be willing to be humbled as one learns to trust a group and honestly share his or her life with them. We must also be selfless (Philippians 2:1-4).
- **PRAYER:** Galatians 6:2 reminds us that as we pray for each other, we carry one another’s burdens.

PRACTICAL WAYS TO PROMOTE TEAM UNITY:

- Pray for one another regularly.
- Encourage each other to go the “extra mile” and do it together!
- Compliment one other work crew person a day.
- Do one kind thing (in secret, if possible) for a teammate each day.
- Spend regular time together away from your jobs getting to know each other.
- Spend time together on your work crew Sabbath, playing together and having a good time.
- Resist the temptation to compare different gifts and time commitments.



Who's Who at Camp

This section explains the different roles on an assignment team, which typically serves for about a month at a camp. The assignment team works together with the camp staff (Young Life employees who work at camp for the summer or all year long) to give campers the best week of their lives. Knowing who else you're serving with helps you to appreciate that you are indeed a part of a "body" with many "parts." The assigned team usually consists of:

Camp Director — He or she leads the whole assignment team and makes sure all members of the team "fit" together in their jobs. This person is always looking at "the big picture." The buck stops here.



Speaker — He or she shares the gospel from up front. Sometimes this person is also the camp manager.

Program Directors — The "funny guys" who run the schedule of the camp. They work hard to make camp fun, surprising and engaging for kids, and create experiences for leaders to be with kids. Oftentimes, the work crew is needed to assist in helping run a program event.

Head Leaders — They help leaders to focus on Christ and their task of leading the kids. They coordinate housing and rides for campers.

Summer Staff Coordinators/Work Crew Coordinators — These men and women are Young Life staff (or seasoned volunteer leaders) who oversee the day-to-day jobs of the summer staff and work crew. They also help to spiritually nurture the summer staff and work crew.

Summer Staff — The summer staff runs the rides and serves in other key roles around camp — in the kitchen, at the waterfront/pool, in the store, etc. They also assist the program in a variety of ways — setting up and taking down for events and also running certain camp-wide events, too.

Work Crew — You! High school students, led by their work crew coordinators, serve the camp. Your witness to campers of Jesus' reality is seen through your service, community and testimony. Typical jobs:

- Dining Hall: setup, serving and clearing tables
- Pits: doing dishes
- Outdoor Crew (ODC): various outdoor projects
- Housekeeping/Toilet Wranglers/Towashies/Potty Princesses: cleaning bathrooms, cabins and various places around camp
- Laundry: washing all camp linens
- Sometimes, but not always, there can be specialty jobs depending on the camp, like in the office, kitchen or maintenance

Evaluation

Evaluation of the work crew training process is essential. Both the adolescent applicants and the staff and volunteer leaders should participate in this process. Gain participants' insight on your course by interviewing them or by having them complete an evaluation form. We want to have an accurate picture of what content and people were effective and which ones were not. Changes should always be made to keep improving the process every year.

Applicants who do not get chosen to serve on work crew deserve honest, but helpful, feedback. This is essential to helping them grow in their faith.

(See Appendix F on pages 50-51 for Sample Work Crew Application and Recommendation Forms.)

EVALUATION FOLLOWING WORK CREW

The area director should be sure to sit with each young person who served on work crew and get an honest evaluation of the experience. Did he feel prepared? Did she grow in Christ? How was the overall sense of community? What was it like? Be sure to let your regional director know of any problem areas.

The property will forward to the area office the evaluation completed by the work crew supervisor and the self evaluation done by each work crew kid at the end of the assignment. These two documents and the direct feedback leaders get from kids after their work crew experience should be helpful in developing an excellent work crew training program.



Additional Components of Work Crew Training

CAMPING: WHY WE DO WHAT WE DO (A HISTORY)

In the fall of 2004, a longtime Young Life staff person interviewed some of our staff people who were there at the beginning of Young Life camping in the 1940s and 1950s. He wanted to know what their original thinking was as they developed Young Life camping. They shared about individual activities and how they got started, as well as the big picture. What follows is a compilation/synthesis of those interviews.

Definitions of Young Life Camping

Two of them attributed to Jim Rayburn (Young Life's founder) the following definition:

"We're trying to create an atmosphere where we can communicate the gospel of the grace of Jesus Christ to each individual guest."

You might also say:

"An extravagant resort in the middle of God's extravagant creation to proclaim to kids God's extravagant love in Jesus Christ."

On why Young Life camps are like resorts (and not like typical camps with wire bunk beds, sleeping bags, screen windows and platform cabins). Rayburn passed this down to us:

"You don't put the greatest message in the world in a brown paper bag."

"If they say WOW on the place, it could lead to a WOW on the message."

"Kids deserve the best and Jesus deserves the best."

"Excellence in all ... if Disney can be excellent for profit, Young Life can be excellent for Jesus."

Seven Early — and Ongoing — Principles

1. Everything was built around incarnational witness. "We were doing everything we could possibly do to give 300 kids a look at Jesus." Two of them said: "We were intoxicated with Jesus." Every single thing, verbal and nonverbal, was designed and evaluated to lift up Jesus to kids.
2. We prayed — a lot. One young staff man shared a story of picking up Jim Rayburn at the Colorado Springs airport. After Jim asked, "How are things going at the ranches?" he and the staff prayed the whole two-hour ride. Another told of the night he and Phil McDonald prayed for 30 minutes for kids to see Jesus during entertainment night. It is God's business — a kid's heart turning to Jesus — so we prayed.
3. Hospitality was practiced by everyone, from the work crew to the camp staff, to give kids the aroma of Christ. "We wanted kids to feel this was their place — that they were safe here and at home ... that Jesus would not be or feel forced." We wanted kids to say, "These are the most gracious people I've ever been around."
4. We were a team of staff working together and loving one another toward a common goal: kids seeing Jesus. We believed what Jesus prayed in John 17: "by how we are one, the world will know that you sent Me." We believed "the world didn't need another definition of Christianity, but a demonstration of it."
5. From the beginning, Young Life did camping for the same reasons we do camping today. They said if we could get kids out of their routines and environments into a safe place with friends, humor and adventure, they could then reflect on the deeper things of life and on Jesus Christ.
6. The proclamation of the gospel was winsome and relevant to kids ... bringing Jesus and gospel stories to life. They could see, smell and hear the melody of Jesus during the day, and then the speaker just put words to it all at night.
7. Everything was done with excellence.

YOUNG LIFE CAMPING NON-NEGOTIABLES

At Young Life camp, we create space where kids can encounter Jesus Christ.

In an effort to create space:

- We provide a property that reflects the glory of God and serves as a worthy setting for the gospel. This means excellence in everything, from food to flowers to facilities.
- We set boundaries that ensure the safety of each camper, including physical, emotional and spiritual boundaries. “Do not climb the cliffs behind the pool at Frontier Ranch” is an example of a physical boundary. “Cabin time confidential,” is an emotional boundary. And, “Never corner kids and force them to make a decision concerning Christ” is a spiritual boundary.
- We provide a support structure of staff, summer staff and work crew with clearly defined roles who have been trained with excellence to set leaders free to minister to kids.
- We clear away the noise, clutter and chaos from kids’ lives. For example: Kids are not allowed to use phones, iPods, etc., at camp. Kids sit down to a table to eat dinner in an orderly fashion. Kids are given opportunities to sit in silence and consider the gospel message.
- We break down barriers through shared adventure, personal discovery, appropriate humor, purposeful music, excellent service and an obvious respect for the things that count to kids (for example, we incorporate songs from the current culture into our program and club).
- We provide ample opportunities for kids, leaders and cabins to bond through shared experiences, creating a safe and close community in which kids can encounter Christ.
- We create a framework for processing the gospel together and alone. This includes creating a cabin-time setting that is confidential, kid-centered and safe (kids are not coerced, ridiculed or lectured; leaders listen and facilitate discovery of the truth). It also includes structuring the schedule so that program decreases as the gospel message progresses, allowing for ample free time for kids and leaders to talk. Some camps construct a framework that invites kids and leaders to gather and visit in a comfortable atmosphere after cabin time later in the week (e.g., a coffee-house setting in the dining room). And, as already mentioned, most camps include one or two times during the week when kids are asked to sit silently for several minutes and consider the gospel.
- We provide a safe forum, free from public pressure or personal coercion, where kids can profess a public faith in Jesus Christ if they so choose (e.g., Say-So).
- We provide a setting where kids who have come to Christ can come together for encouragement and basic instruction in their new faith (e.g., New Christians Seminar).

In an effort to help kids encounter Jesus Christ:

- We begin, end and surround every camp with personal, private and corporate prayer behind the scenes. Since we are working with kids who do not know Jesus Christ, we exercise sensitivity and offer public prayers only when they are deemed appropriate by the staff and for the group.
- We create the entire camping experience as a tool to facilitate the ministry of the adult leader in the lives of the kids.
- We provide a clear picture of Christ through the sacrificial service of the staff, summer staff and work crew, which is their spiritual service of worship (see Romans 12:1).
- We proclaim Christ through everything we say or do. From the way we greet incoming campers to

the way we say goodbye; from the announcements before the meal to the dessert at the end; from the first song to the last dance, and everything in between — with a warm spirit of hospitality, we reflect Jesus Christ.

- We involve kids daily in the exercise of adventure. We believe if kids see new sights and try new activities, they may think new thoughts as well. External adventure leads to internal discovery and helps kids to discover the truth about themselves and, ultimately, about Jesus Christ.
- We work hard to make club the best hour of the day. This includes the excellent use of music and humor as well as a well-prepared message that captures the attention of kids and clearly communicates the gospel of Jesus Christ.
- We communicate the gospel in terms kids can understand with a winsome spirit, speaking clearly from the scriptures, bringing Christ to life in the club room. We introduce kids through a progression of the messages to the person of Christ, the nature of humanity, the work of Christ on the cross, the hope of the resurrection and the opportunity for reconciliation with God. In addition, we often reinforce the verbal proclamation of the gospel through dramatic presentation (e.g., role plays and “The Broken Heart” play).
- We provide kids a clear and personal invitation to become a disciple of Jesus Christ.

[Approved by the Mission Field Team, March 2002]

TYPES OF YOUNG LIFE CAMPING

High School Camping

On a typical opening day at a Young Life camp, buses stream in and high school kids pile out, greeted by work crew kids singing and cheering. For the next several days, the high schoolers spread all over the camp and make it their own: diving into activities like speeding down zip lines, climbing around ropes courses, going horseback riding, water skiing, rock-wall climbing, and hanging out in the snack bar and game room.

Every night the campers pour into a spacious club room to sing, watch outlandish skits, and hear a message about Jesus Christ and His purpose for their lives. And during free time, they relax in a place that welcomes and accepts them for who they are, hanging out with their friends and stealing moments to talk to their leaders about the things they have heard during club.

At Young Life camp, high school kids take a break from it all and simply get to be kids. They step back from their daily routines and not only reflect on who God is, but taste how big His love is for them.

WyldLife Camping

WyldLife camping (in the United States and countries where Young Life exists) reflects the core elements of Young Life camping: adventure, humor, majestic scenery, a loving atmosphere and a place where Christ is lifted up for all to see. But just as with every aspect of WyldLife ministry, a key to WyldLife camping is simply remembering to respond to the unique developmental stage of middle school kids.

As camping attendance has grown, Young Life has identified other camp facilities across the country to lease for one to six weeks during the summer. This allows more opportunity to schedule WyldLife camps and offer an excellent camp experience for leaders and kids. Strategically located across the United States, these camps ensure WyldLife kids are in for One Amazing Week!

Capernaum Camping

Set in the scenery of God’s amazing creation, our Capernaum friends experience a week filled with excitement, fun, new opportunities, and the message of Jesus Christ and His unconditional love for

them. Since they have one-on-one attention all week, they get to participate in as many of the activities as possible, including horseback riding, mountain climbing and swimming, just to name a few. Because these young adults often attend camp at the same time as their able-bodied peers, all who attend are significantly impacted in a wonderful way.

From Colorado to the Ukraine to Costa Rica, Young Life camp provides the opportunity and environment for young people with disabilities to open up and share their struggles, fears and thoughts about God.

Capernaum camping offers volunteers a rich opportunity to serve kids with disabilities as they experience the best week of their lives. Referred to as “buddies,” these volunteers offer assistance and companionship to campers as they ride zip lines, swim, attend club or just hang out.

YoungLives Camping

Set in beautiful surroundings and packed with adventure, young moms are given the opportunity to experience all the fun their peers do. From the pool and zip line to the ropes course and horseback riding, there is no shortage of excitement. During camp, the young women get a break from their everyday schedules — thanks to childcare volunteers who look after the children. Teen moms get the chance to relax, hang out, and learn about God and His plan for their lives. It's truly a week filled with excitement, fun, new opportunities and the message of Christ's unconditional love. Camp provides the opportunity and environment for these young women to open up and share their struggles, fears and thoughts about God.

YoungLives camps offer volunteers a rich opportunity to make a difference in the lives of teen moms and their children. These camp weeks rely on as many as 100 men and women who care for babies and toddlers while their moms ride zip lines, swim, hang out and attend club.

One Amazing Week

As camping attendance has grown, Young Life has identified other camp facilities around the country to lease during the summer.

This provides greater opportunities for kids to experience one amazing week learning about Jesus, while surrounded by good friends, delicious food and outrageous fun.

A Young Life camp week is always an unforgettable time, and these conveniently located camps help us serve more kids with excellence every summer.

Family Camps

Young Life offers two options for families wishing to attend camp:

Option One: Weeklong Family Camp at Trail West

As Young Life's only dedicated Family Camp, Trail West has three objectives:

1. To enable individuals and families to experience Jesus Christ in a way that is spiritually refreshing.
2. To enjoy a remarkable family vacation.
3. To learn more about the mission of Young Life.

In other words, we want to provide a family vacation experience that's not only fun, but deeply meaningful as well. Each day is filled with programming that involves the whole family, with the sole purpose of bringing the family together in playful activities. At night, our families attend a "club" which includes music, mixers, skits and a short, relevant message of God's love for us, expressed through His Son, Jesus Christ. The message is given in a clear and winsome way, which kids and adults alike can appreciate and enjoy.

Option Two: Weekend Family Camps

The other option is for your family to attend one of the many Young Life family camp weekends held around the United States. These vary greatly in dates and locations, and the best way to find out more is to contact your local or nearest Young Life office.

Weekend Camps

Throughout the school year, Young Life areas take trips to Young Life camps and other properties. These weekend camps go by any number of names; your area might call it a Fall Camp, Winter Camp, Snow Camp, Campaigner Camp or Young Life Retreat. Imagine the fun, adventure and messages of weeklong summer camp compacted down into two days! During weekend camps, kids get a taste of what's to come at summer camp and leaders get a chance to go deeper with kids.

Adventure Camps

Young Life's adventure camping programs are unique experiences typically tailored for those campers who have either attended a Young Life camp before or have been active members in their local Campaigner group. These exclusive camps provide Young Life staff with resources designed to foster adolescents' growth and maturity in Jesus Christ.

Each trip leader has the opportunity to tailor their small group's experience to meet their unique needs. From backpacking trips in the Colorado Rocky Mountains, to sea kayaking in Canadian inlets or spending a week on a houseboat at Lake Powell, our adventure camps allow kids to get away from the noise, clutter and distractions of daily life. Gaining a fresh perspective, they may clearly hear and see the good news for their lives.

International Camping

International camps provide a safe and comfortable environment where kids can be themselves and consider the news that Jesus loves them. For many teens, the running water, hot showers and three square meals a day is enough to make the experience worthwhile. When you throw in crazy skits, wild games and fun activities, camp surpasses their wildest expectations. Getting away from the distractions of their neighborhoods and having a chance to examine their lives is an important turning point for many. Many kids begin a relationship with Christ during their time at camp.

Young Life-affiliated ministries in several international locations own and operate camps in their respective countries. Young Life also owns a few international camps.

Among them, Pico Escondido in the Dominican Republic welcomes work teams from the United States who work on various maintenance, construction and landscaping projects at camp.

La Finca, in Nicaragua, is both a Young Life camp and a coffee farm. Here we grow some of the best coffee that Nicaragua has to offer. Not only are our coffee workers paid a dignified wage, but every penny of profit is used to send a Nicaraguan young person to camp!



Sample Training Plans

Six-Week Format for Work Crew Training

After an informational meeting at which potential work crew candidates have an opportunity to consider serving on work crew, interested kids make a commitment to attend six mandatory training classes and to serve on a weekend work crew (see weekly schedule, page 33). The basic elements of the training course are:

- ***Becoming More Like Jesus Discipleship Journal*** — a kid-friendly workbook that lends itself well to weekly assignments (available through NavPress).
- **Developing and sharing testimonies** — to prepare for sharing their faith while at camp, trainees prepare written testimonies and also present them at some point during the training course. In assigning the written testimony, the leader introduces the idea of journaling as a good way to grow as a Christian, though this is not a required element of the course (during the first week of the summer work crew assignment, graduates of this course receive a care package that includes a journal).
- **Preparing a work crew application** — the application is handed out on the first night and collected week three.
- **Learning about different aspects of work crew** — participants learn about various work crew jobs and are prepared to work hard. Leaders also stress that the value of the work crew experience does not depend on which Young Life camp they are at or the job they are assigned.
- **Scripture and book memorization** — kids memorize one passage of Scripture each week and also the names of the books in the New Testament.
- **Work crew weekend** — an opportunity to experience a mini work crew assignment and to process (with a leader) some of the ideas and information from the training course.

This course works well with a small group of kids who know each other (e.g., those who attended camp together the previous summer). For larger groups and/or groups of kids who don't know each other, leaders may want to create "core" groups that allow kids to get to know and trust one another. Commitment is key; if participants miss a class, they are expected to schedule a time to go over that week's assignment with their leader.



WEEK	TOPICS TO DISCUSS	ASSIGNMENTS
1	<ul style="list-style-type: none"> • Introduce the goals and purpose of the six-week course. • Distribute book, <i>Becoming More Like Jesus</i>, and assign first reading. • Introduce the idea of journaling as a good way to grow as a Christian. Encourage students to begin a habit of journaling their thoughts, prayers, etc. • Explain to the students how to write their testimony and tell them that they will be expected to present it at some point during the six weeks. • Distribute work crew application. 	<ul style="list-style-type: none"> • Read and answer questions for chapter 1, "Being Like Jesus." • Begin filling out work crew application. • Memorize Proverbs 27:17. • Begin memorizing books of the New Testament. • Begin writing testimonies.
2	<ul style="list-style-type: none"> • Discuss chapter 1. • Have the students begin sharing their testimonies. • Answer questions about the work crew application. • Recite memory verse (Proverbs 27:17). 	<ul style="list-style-type: none"> • Read and answer questions for chapter 2, "What Jesus Said." • Write and turn in testimonies. • Memorize 2 Corinthians 12:1.
3	<ul style="list-style-type: none"> • Discuss chapter 2. • Turn in applications. • Share testimonies. • Have an individual who has been on summer work crew come and share about his or her experience. • Recite memory verse (2 Corinthians 12:10). 	<ul style="list-style-type: none"> • Read and answer questions for chapter 3, "Integrity." • Memorize Philippians 2:14-15.
4	<ul style="list-style-type: none"> • Discuss chapter 3. • Share testimonies. • Talk about the different camps. • Recite memory verse (Ephesians 3:10). 	<ul style="list-style-type: none"> • Read and answer questions for chapter 4, "Growing in Love." • Memorize Ephesians 3:10.
5	<ul style="list-style-type: none"> • Discuss chapter 4. • Share testimonies. • Talk about the different camps. • Recite memory verse (Ephesians 3:10). 	<ul style="list-style-type: none"> • Read and answer questions for chapter 8, "Seeing as Christ Sees." • Memorize Luke 1:38.
6	<ul style="list-style-type: none"> • Test participants on all memory verses and the books of the New Testament. • Address question: How do I continue to prepare for work crew? • Have kids develop a prayer team for their month on work crew. 	<ul style="list-style-type: none"> • Sign up for a work crew weekend!

Four-Week Format for Work Crew Training

The following fulfills all of the expected requirements for a bona fide work crew training course. It also includes a “service Saturday” local project, which could be swapped out for a work crew weekend at camp, individual projects or something else. Depending on when in the application process you do your course, you may want to re-order some elements. The BYO page also includes other topics and creative ideas you can add if you’d like:

- ***Becoming More Like Jesus Discipleship Journal*** — a kid-friendly workbook that lends itself well to weekly assignments (available through NavPress).
- **Developing and sharing testimonies** — to prepare for sharing their faith while at camp, trainees prepare written testimonies and also present them at some point during the training course. In assigning the written testimony, the leader introduces the idea of journaling as a good way to grow as a Christian, though this is not a required element of the course (during the first week of the summer work crew assignment, graduates of this course receive a care package that includes a journal).
- **Preparing a work crew application** — the application is handed out on the first night and collected week three.
- **Learning about different aspects of work crew** — participants learn about various work crew jobs and are prepared to work hard. Leaders also stress that the value of the work crew experience does not depend on which Young Life camp they are at or the job they are assigned.
- **Scripture and book memorization** — kids memorize one passage of Scripture each week and also the names of the books in the New Testament.
- **Work crew weekend** — an opportunity to experience a mini work crew assignment and to process (with a leader) some of the ideas and information from the training course.

This course works well with a small group of kids who know each other (e.g., those who attended camp together the previous summer). For larger groups and/or groups of kids who don't know each other, leaders may want to create "core" groups that allow kids to get to know and trust one another. Commitment is key; if participants miss a class, they are expected to schedule a time to go over that week's assignment with their leader.



WEEK	TOPICS TO DISCUSS	ASSIGNMENTS
1	<ul style="list-style-type: none"> • Introduce the expectations of the course, meeting dates and deadlines. • Watch work crew/summer staff video. • Talk through why we have a work crew (resource: “The Purpose of Work Crew”). 	<ul style="list-style-type: none"> • Memorize: Mark 10:45. • Read chapter(s) from <i>Improving Your Serve</i>. • Talk through the “devotional challenge” (this week, Mark 1–5).
2	<ul style="list-style-type: none"> • Review Mark 10:45 and talk about what they learned in Mark 1–5. • Review what stood out to them in <i>Improving Your Serve</i> chapters. • Lesson: What to expect on work crew (resource). 	<ul style="list-style-type: none"> • Memorize: Colossians 3:23-24. • Devotional challenge readings (Mark 6–10). • Chapter(s) to read from <i>Improving Your Serve</i>.
3	<ul style="list-style-type: none"> • Review Mark 10:45, Colossians 3:23-24, Mark readings and <i>Improving Your Serve</i>. • Lesson: Giving your testimony (resource). • Handout to look at on their own: Dos and Don'ts (resource). 	<ul style="list-style-type: none"> • Memorize: Romans 12:2. • Devotional challenge readings (Mark 11–16). • Chapter(s) to read from <i>Improving Your Serve</i>.
4	<ul style="list-style-type: none"> • Review Mark 10:45, Colossians 3:23-24, Romans 12:2, Mark readings and <i>Improving Your Serve</i>. • Lesson: Christ-centered service (resource). • Pair up and give testimonies. • Talk through application process and deadlines. • Handout to look at on their own: Getting the most out of work crew before you go and while at camp (resource). 	<ul style="list-style-type: none"> • Memorize: Ephesians 2:8-9. • Prepare for “Service Saturday” or your own alternate service project.
SERVICE SATURDAY	<ul style="list-style-type: none"> • Gather to do a service project(s) together. • Review Ephesians 2:8-9 and all the other memorized verses. • Afterward, process what they learned in the service project. 	

Weekend Format for Work Crew Training

As we build community in the work crew training time, self-esteem increases, and self-criticism and personal anxiety decrease. As a result, kids seem more open to new ideas and also to people who previously appeared unapproachable to them.

In response to some of these needs and some educational observations, we have developed this work crew training program. For example, instead of having a person talk, we break the group into working small groups and have them work on a project. They get to know one another and begin to build limited community even in their training. I believe Jesus did exactly this as He had the disciples see what He was doing and then sent them out.

The training weekend becomes an experience in Christian fellowship rather than a competitive "super Christian" weekend.

FRIDAY	SCHEDULE
8 P.M.	Arrival, registration, prayer partners assigned (avoid housing kids from same school together)
9 P.M.	Table — "Get to know you" games and snack
10 P.M.	Singing — What to expect and bedtime
SATURDAY	SCHEDULE
7 A.M.	Wake up, quiet time, kitchen and setup crew
8 A.M.	Breakfast — topic provided to chat about at table
9:15 A.M.	Cleanup — Clean up kitchen and rooms
9:45 A.M.	Provide stationery so participants can write a letter to someone they need to reach out to (a person they have neglected, someone they have hurt, a person they admire, etc.).
10:00 A.M.	Split into five groups for purpose of preparing a 30-minute group presentation on one of the topics below. Assign a leader to each group. Have materials pertaining to each topic. <ol style="list-style-type: none"> 1. What is a Christian? 2. Stress 3. Prayer 4. What is a servant? 5. Worship
11:45 A.M.	Lunch prep and setup
12:15 P.M.	Lunch
1 P.M.	Work project at camp: Divide participants into groups of five or six. If possible, keep the presentation groups from the morning session together for the work project.

SATURDAY	SCHEDULE
4 P.M.	Set up for dinner
4:30 P.M.	First group presentation
6 P.M.	Dinner
7 P.M.	Group activity. This will include all participants, with the exception of the cleanup crew. This is a great opportunity to explain that work crew duties sometimes conflict with fun activities, hanging out with friends, etc.
8:30 P.M.	Second group presentation
10 P.M.	Snack
10:15 P.M.	Third group presentation
11:15 P.M.	Prayer partners meet, share their day and pray
11:45 P.M.	Bed
SUNDAY	SCHEDULE
7:30 A.M.	Wake up
8 A.M.	Quiet time/juice and muffins
8:45 A.M.	Fourth group presentation
9:30 A.M.	Fifth group presentation
10:30 A.M.	Brunch
11:00 A.M.	Worship — with a time of sharing and evaluation
12:00 A.M.	Clean up and depart



Daylong Format for Work Crew Training

THE YOUNG LIFE “WORK CREW DASH”

The Young Life “Work Crew Dash” came about when three area directors from neighboring areas sat down over coffee and asked the question, “How can we make work crew training really fun and engaging?” The dreaming and ideas started to flow around a one-day experience that would get kids moving, push them out of their comfort zones and somehow flesh out some of the challenges that they will face during a monthlong session on work crew.

Modeled after *The Amazing Race*, kids were put in teams of two or three and began a scavenger hunt that took them all over the western suburbs of Minneapolis. Every aspect of the day had a purpose, each clue was intentional and The Dash hit the ground running. Check it out:

WEEK ONE: Become a team, build trust.

Similar to a work crew at camp, we had students from multiple schools who didn’t know each other, and it was our goal to immediately form them into new teams. They would shed their school colors and mascots and take on their new, bright neon team uniforms. The first clue had them blindfold one team member while their partner guided them through a vast park in search of markers that matched their team color. The purpose? Establish communication and trust right from the start, even if it’s someone they don’t know. Work crew success depends on the ability to work together, from day one. Once they got all three markers, they got their next clue.

WEEK TWO: Carry each other’s burdens.

After one full week on assignment at camp, work crew kids are flying high — the week was a blast, the program made them laugh and, best of all, they witnessed many of their peers come to Christ. However, that was just the first week — there are three more weeks to go! Work crew can be draining, kids can get homesick or physically ill, and it’s imperative that, as a larger team, they work together to carry one another’s burdens. To mirror this concept, The Dash took our kids to a location where wheelbarrows awaited them. Their task was to take turns physically carrying one another through an obstacle course in the wheelbarrows. It’s hard to carry another person. It’s also humbling to have someone carry you when you’re helpless. But our kids got the message, completed the task and received their next clue.

WEEK THREE: Work and PLAY hard, but duty calls.

Work crew is hard work — that’s why it’s called WORK crew. But it’s also a ton of fun, with amazing times of laughter, fellowship and play. By week three kids are building amazing friendships, are comfortable in their jobs and are hitting their stride. It’s fun! So when The Dash took our kids to a huge video game lounge they were thrilled. They expected to play some games and kick back a little. But then came the DETOUR! Without a single game played, teams were re-directed to a nearby church to sanitize Sunday School toys for the following day’s services. After all, when duty calls on work crew, playtime can wait and campers come first! Toys were cleaned and the task was completed, leading teams toward the home stretch.



WEEK FOUR: Finish strong.

It's imperative that a solid work crew finishes their assignment strong, running hard through the finish line and not being "done" until they leave camp. We wanted to see if The Dash could help our teams see the value in finishing strong, so we gave them each a portion of a larger task — in this case, painting one section of a Young Life family's living room. This was the finish line of the day and Mountain Dew and grilled burgers were being prepared for a celebratory dinner. The challenge (unknown to the kids) was that we were watching to see if the first team finished would dive in and assist those lagging behind. When it was said and done, the walls looked great and the dinner was well-deserved!

THE WRAP-UP

By far, the highlight of the day was how we finished. After dinner was cleaned up, we asked our kids to gather in the basement where, as a group, we accomplished three main things:

- **Reflection on the events of The Dash.** It was a long, fun day filled with numerous events and challenges. We wanted to make sure that the intentional elements of the day didn't get misplaced, so we asked them a simple question, "What did you experience today that might translate into your work crew experience this summer?" Their response was overwhelming, as they found comparisons and connections that we hadn't even anticipated! The tone was serious and workman-like, and you could feel the group really coming together.
- **Reflection on Scripture.** We asked our students to come having already memorized Philippians 2:3-5 (NLT), a passage that would serve them well as they served Christ and kids at camp: *"Don't be selfish; don't try to impress others. Be humble, thinking of others as better than yourselves. Don't look out only for your own interests, but take an interest in others, too. You must have the same attitude that Christ Jesus had."* We unpacked the different aspects of this passage related to work crew and the discussion was exhilarating. What a holy moment to talk with students about it not being about "me," but instead being all about Jesus and living/working in a manner that reflects His love!
- **Reflection on our story.** Before closing in prayer, we had students share their personal stories in small groups. They asked one another questions and challenged each other in sharing the message of Christ at camp through their testimony. How amazing it is to hear how Jesus has worked in these kids' lives — and now they are looking to reproduce that experience in the lives of kids they don't even know. They'll wash dishes, fold laundry and scrub toilets for no pay because of their priceless stories — with Jesus Christ as the main character!

The Young Life "Work Crew Dash" was an absolute hit and we're already planning/dreaming around what next year's training/experience will look like. Who would have thought Work Crew Training could be so much fun!

Additional logistics:

- Area directors became "cab drivers" and offered NO assistance in getting teams to their location. They had to rely on the maps/information provided and one another. GPS and/or cell phones were off limits.
- Teams were provided spiritual discussion questions while in transit between stations, to help pass the time in a productive manner. And, as fate would have it, all of the radios in the "cabs" were broken — so there was no music. This helped facilitate discussion (and even some incredibly awkward silence!).

Sample Letter to Parents

for Those Selected to be on Work Crew

Dear Parent,

We are delighted that your son or daughter is interested in serving on work crew at a Young Life camp this summer. Though the demands of the workload are rigorous, we believe this will be one of the finest opportunities for your child to grow strong in his or her faith and also learn valuable lessons regarding service and sharing.

Not everyone taking this course will be selected to be on work crew. The Work Crew Training Course (schedule enclosed) is designed to help us determine who would best represent Young Life at our camps and to prepare students for their month on work crew. The course will be challenging! Your support and encouragement will be very important.

Please call the local Young Life office if you have further questions. It is an honor for us to work with your son or daughter in this way. What a special gift it has been to get to know him or her.

Sincerely,

Young Life Staff



Appendices

Appendix A

Lessons on Christ-Centered Service

An introduction to servanthood — what Jesus desires most from us. Check out each passage to see what we learn about Christ-centered service and what that may look like on work crew this summer.

Passage #1: 1 Corinthians 9:19

“Though I am free and belong to no one, I have made myself a slave to everyone, to win as many as possible.”

Questions to ask:

- Do you have to do work crew? Why or why not?
- Slave and servant are the same word in the Bible. How are these words similar in today’s language and how are they different?
- Name someone you consider to be a “servant.” Why is he or she a servant?
- What would a Young Life camp look like without a work crew?
- Why does Paul serve people?
- How can you apply this verse while on work crew?

Passage #2: Luke 10:38-42

As Jesus and his disciples were on their way, he came to a village where a woman named Martha opened her home to him. She had a sister called Mary, who sat at the Lord’s feet listening to what he said. But Martha was distracted by all the preparations that had to be made. She came to him and asked, “Lord, don’t you care that my sister has left me to do the work by myself? Tell her to help me!” “Martha, Martha,” the Lord answered, “you are worried and upset about many things, but few things are needed — or indeed only one. Mary has chosen what is better, and it will not be taken away from her.”

(Consider choosing three kids to “act” these verses out.)

Questions to ask:

- How are Mary and Martha different?
- What distractions are possible while serving God at camp?
- What do you think Martha was feeling when she talked to Jesus? How might you see this while on work crew?
- Work is great and important, but what is Jesus describing as “better”?
- Was Martha wrong to prepare the meal and house? What point was Jesus making to Martha?

Lessons on Making Christ the Focus of our Service

In this lesson, kids will explore how their own identity (how they view themselves), motivation and attitude affect how we serve the Lord. With the help of related Scripture, kids will be able to see how these aspects can inspire — rather than inhibit — our service. For the sake of time, it may be useful to divide into three groups, have each investigate a different topic and then come back together as a group and report in. Ask kids: What shapes how you view yourself?

Christ-Centered Identity

What we want kids to know: Christ-centered service is built on our confidence in God’s love for us.

Ask kids: What shapes how you view yourself?

Read Mark 5:24-34. Ask:

- a. How had this woman been labeled?
- b. How do you think this woman felt being in the middle of the crowd? How do you imagine she felt about herself?
- c. What does Jesus call her? (This is the only place where Jesus calls someone “son” or “daughter” of God.)

Read a selection of these passages of Scripture listed below. After reading each one, discuss:

1. What does this Scripture tell us about ourselves?
2. How is that different than what we tend to hear from the world around us?
 - John 1:10-13
 - 1 Corinthians 6:19-20
 - Romans 8:16
 - Romans 8:35-39
 - Philippians 3:18-21 (esp. v. 20)
 - Matthew 5:13-14
 - Psalm 17:8
 - Song of Solomon 7:10
 - Proverbs 8:30
 - Psalm 18:19
 - John 15:13-16
 - Hebrews 12:2
3. Where do you struggle with seeing yourself as a child of God, one worthy of such a great love for you?

Christ-Centered Motivation

What we want kids to know: Our drive to serve is to glorify Him, not ourselves.

Ask kids: What are some of your motivations for doing work crew?

After reading each Scripture (you may want to choose a few for the sake of time), discuss what they reveal about our motivation to serve Christ.

- John 13:1-17, 34-35
- Matthew 25:34-40
- Philippians 2:1-11
- 2 Corinthians 5:14-15
- Colossians 3:23
- 1 Corinthians 16:14
- 1 Thessalonians 5:11

Christ-Centered Attitude

What we want kids to know: We serve out of the overflow of our relationships with Jesus.

Ask kids: In today’s world, what usually makes you qualified for a typical job? What qualifies you for work crew? (It might be helpful to look at 1 Corinthians 3:5 and 2 Corinthians 4:7.)

Read Luke 5:27-31. Ask:

- a. What qualities do you think attracted the people that Jesus hung out with?
- b. What do you know about tax collectors? What do you know about the Pharisees?
- c. How popular was Jesus at this time? Did He really need more followers?
- d. What do you notice about Jesus’ interaction with Levi and how Jesus answers the Pharisees at Levi’s house? How does this apply to us?

Remember ...

- You are chosen by God (John 15:16).
- People will notice (even marvel!) just because you’ve been with Jesus (Acts 4:13).
- You are the aroma of Christ (2 Corinthians 2:15-16).
- You are God’s love letter to everyone around you (2 Corinthians 3:2).

Lessons on Characteristics of a Servant

This lesson lays out five characteristics of a Christlike servant. For each section, it may be helpful to talk about the “main idea,” look at the corresponding Scripture and then talk through (or, even better, act out) one of the real-life scenarios kids may encounter.

Characteristic #1 — Service

- Main idea: We focus on work done for others — assistance, providing, being ready to be of help or use — all springing from our active devotion to God.
- Scripture: Luke 4:8
- Real-life scenario:
It's 10 p.m. and you are REALLY tired from working all day. All you want to do is go back to your room and go to bed. But then your work crew boss comes in and says that all the trash from the whole camp needs to be picked up and put in the dumpster before you are finished for the day (this isn't part of your “normal” job). How do you react? What do you do? How are you an example to others on work crew? How do your actions affect the whole situation?

Characteristic #2 — Community

- Main idea: We are a unified body of individuals who look to share, participate and be in fellowship.
- Acts 4:32-27
- Real-life scenario:
There is one person on work crew who is really getting on your nerves. I mean you are irritated beyond belief with this person. One of your friends on work crew walks up to you with a story about how this annoying person just did something incredibly stupid. How do you react? What do you do? How are you an example to others on work crew? How do your actions affect the whole situation?

Characteristic #3 — Christlike

- Main idea: Everything about you — dress, actions, words, relationships — everything should point to God.
- Scripture: Philippians 2:5-8
- Real-life scenario:
You are playing around with some of your fellow work crew friends, sitting in rocking chairs outside the dining hall on a break. Some of your friends start being really sarcastic, joking in a mean way, making fun of other people and some of the campers overhear and start to join in. How do you react? What do you do? How are you an example to others on work crew? How do your actions affect the whole situation?

Characteristic #4 — Integrity

- Main idea: Adherence to a biblical moral code allows us to be unimpaired and sound.
- Scripture: Titus 2:7-8
- Real-life scenario:
You are on the outdoor crew or the housekeeping team. You have broken up some of the chores to do and are off with a partner working on your own during the day (mowing/pulling weeds/cleaning/other stuff). About halfway through the work, your partner decides it's “good enough” although the job isn't complete or done with excellence, but no one will really notice if you don't finish it. How do you react? What do you do? How are you an example to others on work crew? How do your actions affect the whole situation?

Characteristic #5 — Faithfulness

- Main idea: We strive to be loyal, devoted, full of faith, worthy of trust or belief and consistent with truth.

- Scripture: Galatians 5:22

- Real-life scenario:

Your work crew boss gives you a devotional to do at the beginning of your time on work crew. Time is set aside in the schedule to do this every morning and your work crew boss says he will check in with you on your progress. The first week you do it — yeah! The second week you decide that sleep sounds better than doing it. Your work crew boss asks you how it's been going at the end of week two. You tell him you are struggling a little, but you will get back on track. You don't. He asks you again at the end of week three. How do you react? What do you? How are you an example to others on work crew? How do your actions affect the whole situation?

Appendix B

Helpful Scriptures to Use

Below are some options of Scripture to memorize and how to implement it.

If your training spans four weeks, have them choose one (or four!) to have memorized for each week.

- Week 1: Luke 9:23-24; Mark 10:45; John 13:34-35; Galatians 6:9-10
- Week 2: Philippians 2:3-4; Colossians 3:23-24; Romans 12:1; Hebrews 12:3
- Week 3: Romans 12:2; 1 Thessalonians 2:8; 1 Corinthians 15:58; 2 Corinthians 4:5
- Week 4: Romans 12:10; Galatians 2:20; Psalm 119:9, 11; Ephesians 2:8-9

Or, you can have them memorize one verse each week that can serve as a theme for that week's training. For example:

- Week 1: Matthew 20:26-28 (servant)
- Week 2: 1 Corinthians 10:31 (work is for the Lord)
- Week 3: Romans 12:4-5 (one body)
- Week 4: Philippians 2:3-4 (humility)

Passages of Scripture:

Although it may seem daunting to them at first, memorizing an entire passage of Scripture can be very rewarding. As they commit these verses to memory, they will get to know these verses really well, allowing the Holy Spirit to give them a rich understanding of a section of God's Word. Consider:

- Philippians 2:1-11
- John 15:1-17
- Romans 12:1-13
- Isaiah 53:1-7

Ways to follow up:

- Each week, at the start of training, have kids write down the verse from memory on a piece of paper. If they are working on an entire section of Scripture, break it up into sections over the course of the training, if needed.
- Have kids recite the verse to one another in pairs or in front of the group.
- Have kids recite/write down verses from previous weeks as well.
- If you're doing a daylong or weekend training, give the memory assignment a few weeks prior to the training.

Appendix C

Sample Questions for *Improving Your Serve*

Chapters 1-5

1. According to Swindoll, what is one major objective God has for each of His people?
2. What are three characteristics related to the servant image? Give a short explanation of each.
3. What are two tests of genuine humility?
4. What is the most difficult instrument to play according to Leonard Bernstein? Why?
5. What are the three basic ingredients of servanthood? How are you doing with these?
6. What are the four ways servants should give? What do people see by this?
7. What makes it possible for us to forgive others? What are the two reasons for forgiving?
8. What are three ingredients imperative to “forgetting”?
9. According to Howard Butt, what do we, as Christians, want more than Christ? Do you find this true in your own life? Explain.
10. What ONE thing in these first five chapters will you attempt to apply to your life THIS week? HOW?

Chapters 6-10

1. What are the three general observations about the character traits of the beatitudes?
2. Explain what it means to be poor in spirit, to mourn, to be gentle and to be pure in heart.
3. What does it mean to hunger and thirst for righteousness?
4. What is mercy? How do we show it?
5. What is the significance of the “Keeper of the Springs”?
6. What are the three descriptions of our world that Swindoll uses? Explain each.
7. How can you as a servant help this situation?
8. Why is salt important? How can we be salt?
9. What are the distinctive characteristics of light? What does this have to do with us as Christians?
10. What are some temptations of and reactions to serving? Do you ever experience these? Explain. What should be our response to each of these?
11. What three lessons should we as servants keep in mind? Explain each.

Chapters 11-14

1. What are the two words Jesus uses to describe Himself? What do they mean?
2. How do the qualities God wants to see in our lives reveal themselves?
3. Who would wash the feet of the guests if the house had no slaves? What was interesting about the account in John 13?
4. What did Jesus tell the disciples to do after He had washed their feet? Is this hard for you?
5. What three observations about serving others are found in chapter 11?
6. What did you think about Swindoll’s example of the office manager gone overseas? Explain.
7. Obedience means:
Obedience requires:
Obedience results in:
8. What do you need to apply to your life as a result of chapter 11?

Appendix D

Some Field-Tested Devotional Challenge Options

1. Have students continue to use the devotional book/method and journal that they are currently using. If students are already having a daily quiet time, encourage them to keep at it and to report back to you on the new things they learn. They may also want to switch over to the group reading, but we don't need to force that.
2. *My Utmost, For His Highest* by Oswald Chambers or *Jesus Calling* by Sarah Young. These are great devotionals that have an entry for each day of the year. Have kids journal their thoughts daily in response to the verse(s) and devotion, specifically:
 - What do you learn about God or about living life with Him?
 - What do you learn about yourself?
 - How is God prompting you to respond?
3. Choose one of the Gospels (Matthew, Mark, Luke or John) and read through it during work crew training. The following questions are meant as a guide and could be answered in their quiet time journals and discussed as a group each week.
 - What verses did you read?
 - What do these verses tell you about Jesus? About yourself?
 - What is one thing you can apply to your life? How?
 - What can you praise God for today?
 - What and whom are you praying for today?
 - What examples of servanthood did you see in Jesus' life?
4. Include a prayer challenge as well. One area asked kids in the work crew process to set aside one hour each week to go somewhere alone where they would not be distracted and pray for their friends who need to know Jesus and about their service on work crew. During this time they can also read some of the Scripture verses they had been memorizing and spend some time writing prayer requests and praises to God in their journals. Students accepted to work crew were encouraged to keep this regimen up through their assignment.

Appendix E

Sample Testimony Exercise

Read the testimony below. Individually, with a partner or in a group, try to identify the following:

- What was this person's life like before Christ?
- What were the events or circumstances that led to him meeting Christ? What was it about Jesus that really seemed to move his heart to want to follow Christ?
- What was this person's life like after his relationship with Jesus began?
- What else do you notice about this testimony that may make it impactful for other high school kids to hear?
- Any other reflections or critiques?

Hi, my name is Matt, and I want to share with you a little bit about my life. Growing up, I never went to church much — maybe an occasional Christmas or Easter service, but as I got older, we went less and less. My parents are still together, but my dad has always had a demanding job. I never saw him much once middle school started. I have an older brother, but we have never been too close because he's six years older than me. However, growing up I had a close friend named Jake who meant a lot to me. We did everything together, and I looked up to him a lot.

When we got to high school, we started playing soccer, and we were doing pretty well — both of us made varsity as freshmen. But we started to party on the weekends, and then it seemed like that's all we were looking forward to. In the fall of my sophomore year, one of my senior friends brought me to Young Life. I had no idea where we were going, but I have been going to club almost every week since.

At club, it seemed like the leaders talked about stuff that really matters. Even though I had soccer, friends and a social life, I still felt pretty lonely and empty. At the end of my sophomore year, I went to Young Life camp. It was amazing. It really was the best week of my life. The camp was incredible, but the best part was hearing the speaker talk about Jesus in a way I had never heard before. It really amazed me how Jesus takes me just as I am and loves me so much that He changes me from the inside out. At the end of the week, I gave my life to Christ.

When I got home, I was hoping life would be easy, but it wasn't. Jake came to camp, but it didn't seem to have the same effect on him. It was hard, but I have had my Young Life friends and my leader helping me along the way. I keep praying for Jake and the other soccer guys I am close to. Some of them have been coming to club with me, so that's pretty cool. I hope one day they see the hope and purpose Christ gives us.

A verse that has meant a lot to me is Ephesians 2:8-9: "For it is by grace you have been saved, through faith — and this is not from yourselves, it is the gift of God — not by works, so that no one can boast."

Appendix F

Sample Application for Work Crew

Please answer the following questions. Every question must be answered to be considered for work crew.

1. Briefly describe your relationship with Jesus Christ — your beginning with Him and your current relationship.
2. What is Young Life from your perspective? What is the purpose of Young Life?
3. What do you see as your responsibility in Young Life in your school/community, if any?
4. Why do you want to be on work crew? What do you expect to give and receive?
5. What has been your past work experience (not just Young Life work crew, but any job)?
6. What do you consider to be some of your strengths and weaknesses (spiritual and otherwise)?
7. Some work crew jobs may involve lifting up to 50 pounds. Do you have the ability to lift up to 50 pounds?
8. Is there anything else you would want us to know about yourself?

WORK CREW PHILOSOPHY

Simply stated, the Young Life work crew experience is designed to provide each young person with a unique "once in a lifetime" opportunity involving the following areas:

WORKING — Work crew are most often in the background doing all the big and small things which keep the camp in good working order and thereby enable the rest of the staff to be free to spend their time with campers. For many on work crew, this is a chance to learn what it means to really work. This is not an opportunity to "counsel" or spend lots of time with campers or expect lots of free time.

SELLING — Work crew sell the camp program and proclaim the message of Jesus Christ by their enthusiasm and spirit.

PRAYING — Work crew pray for little things, for each other, for campers, for big things.

LIVING — Work crew share together in the joys and sorrows of each other's lives, learning what it means to be the "body of Christ."

Sample Staff Recommendation for Work Crew

This recommendation is intended to provide information that will help the work crew boss lead this individual and assign an appropriate job. PLEASE BE AS SPECIFIC AS POSSIBLE.

1. How well do you know this individual?
 - ☐ I have worked directly with this applicant.
 - ☐ I have had some contact with this applicant, but I have not worked directly with him/her.
 - ☐ I have had little or no direct contact with this applicant. (If checked, explain below why you are completing this recommendation.) Please explain:
2. To your knowledge, how long has this person been a Christian?
3. Why do you want this person to serve on work crew?
4. Has this person completed an area or regional work crew training course? If not, what training has been provided?
5. Describe what you know about this person's strengths and weaknesses in the following areas. Consider information that would be helpful to the work crew boss. Are you aware of any limitations?
 - Physical Condition:
 - Social Maturity (relating to friends, adults and working on a team):
 - Emotional Maturity:
 - Spiritual Maturity:
6. What type of Young Life club does this person attend (urban, suburban, etc.)?
7. How active has this person been in Young Life this year? Describe his/her involvement with Campaigners and outreach to friends.
8. If you have observed this person in a work setting, how would you evaluate his/her work ethic or the quality of his/her work?
 - ☐ Outstanding ☐ Good ☐ Average ☐ Poor ☐ I have not observed his/her work
- Comments:
9. How does this person respond to authority?
10. Do you have other information or concerns about the applicant that the work crew boss should consider?
11. What is the best work crew job for this applicant? Why?