



6 Week Training Manual

Pairing Intergenerational Discipleship and Camps
to greatly benefit our Nation for Christ

Invision young Christians, not just attending church, but becoming a generation who are growing into leaders who are equipped and eager to disciple others. Picture them being mentored in their faith and, in turn, sharing that faith with others.

It's widely known that Christianity is in decline across New Zealand. A recent Barna study¹ (Barna Group, 2021) revealed that fewer than 1 in 10 millennials who grew up attending church are defined as resilient disciples today. The next generation's outlook is even more troubling. Many of us in youth ministry have seen this heartbreaking trend firsthand.

For the past few years, staff at International Teams NZ has sat with hundreds of pastors and camp leaders and listened to their stories. While we've been inspired by many success stories, we've also heard frustrations that highlight recurring and widespread challenges. From these conversations, it became clear that nation-wide we are seeing similar gaps within our ministries that can cause issues in discipling young people which is detrimental to their long-term faith.

Common frustrations from Churches:

- **Youth disengagement:** Many churches are disheartened by the number of young people who drop away from faith after leaving youth group.
- **Lack of leaders and volunteers:** Church leaders often feel isolated and unsupported and are struggling to find committed volunteers to disciple youth and help with programs.
- **Generational disconnect:** There's often a gap between older church members and young people, making it difficult to create the intergenerational relationships that are key to spiritual growth.
- **Feeling like entertainment:** Leaders express concern that they feel they are simply entertaining youth because of the lack of seeing signs that hearts are changing.

Common Frustrations from Camps:

- **Limited resources:** Many camps face financial difficulties, understaffing, and a lack of spiritual maturity or training with younger leaders.
- **Lack of follow-up:** Camps don't have capacity to follow up kids and struggle to connect campers to a local church, leaving no structure for post-camp discipleship.
- **Limited church partnerships:** Camps often feel unsupported or misunderstood by churches, and at times are seen as competitors to church programs leading to weak partnership.

The challenges are many, but the solution lies in a biblical model of making disciples who make disciples (Matt 28:19-20). Various studies² (see references below) show there are three crucial factors that help young people stay rooted in their faith:

1: Biblical teaching- Teaching young people how to study the Bible for themselves and what it means to live out their faith in everyday life.

2: Active service- Service is a powerful antidote to disengagement. It's proven that when young people are called to serve, they shift from passive consumers to active participants. This fosters a sense of ownership and purpose, making the church "their place."

3: Intergenerational relationships- Strong connections between generations are key to fostering spiritual growth. Research from *Sticky Faith*³ (Powell, K., & Clark, C. 2011) highlights the importance of a "5:1 ratio"—for each young person, at least five adults should invest in their life by building relationships, offering guidance, and modelling Christian living. This active support network helps young people stay connected to their faith long-term.

Vision

Our vision is for churches and camps to collaborate in creating a seamless path of discipleship, utilizing the crucial factors above. We see this happening in three key steps: pre-camp discipleship, camp service, and post-camp relationships.

Equip your teenagers for a ‘local mission trip,’ by undergoing a six-week discipleship course led by mature Christians (mentors) from within your church. At the end of this, they serve as cabin leaders at a Christian outreach camp in the school holidays, walking alongside younger kids or pre-teens. But the journey doesn’t end at camp—these teenagers continue discipling the kids in your local church’s age-appropriate ministry.

The Why Behind Each Step:

1. Why go to Camp?

Christian camps provide a unique environment where young people are particularly open to the gospel. Barna research⁴ (George Barna, 2012) shows that 32% of people receive Jesus between the ages of 5 and 12. Camps offer a unique opportunity to plant seeds of faith, and evidence from the *National Study of Youth and Religion*⁵ (Sorenson, J. 2017) shows that these changes last years after their camp experience. Even more astounding, those who attended Christian camp are over three times more likely to remain religious five years later than those who did not attend.

2. Why work with local people?

Sending youth to camp as leaders is extremely valuable for their own growth and can ignite their faith. Serving not only fosters spiritual growth, but it also fills the leadership gap camps often face, allowing space for more kids to attend camp.

Many campers will want to continue the relationships they’ve formed with their leaders after camp, which is why it’s crucial that those leaders are from their local community. This enables long-term discipleship. Additionally, these leaders and their mentors can play a vital role in connecting with the families of campers who may want to attend weekly ministries, by doing so, they help ensure a safe transition for the campers, extend outreach into their families, and foster deeper connection within the local community.

If there are not already significant numbers of kids from your local community going to camp, this will need addressing.

3. Why do pre-Camp Discipleship?

A pre-camp discipleship course ensures cabin leaders are spiritually prepared along with building a culture of intergenerational discipleship within the church. This not only equips them to serve but also builds the foundation for continued mentoring post-camp.

4. Why get Church Involvement?

When the whole church gets involved—through prayer, fundraising, or running post-camp ministries—youth are fully supported in their faith journey. This collective effort strengthens both the campers and the church community.

This vision of collaboration between camps and churches ensures that discipleship is done without leaving any gaps which could contribute to young people drifting away from their faith. By equipping teenagers, fostering relationships, and committing to long-term discipleship, we can see the next generation become resilient disciples who desire to make an impact in their world.

There is perhaps no greater joy or encouragement in the life of a young Christian than being alongside someone coming to faith, seeing their life transformed, and being able to stay engaged in their ongoing discipleship (cf. 1 Thessalonians 2:19-20)

References:

1. Barna Group. (2023, June 27). *Only 10% of Christian twentysomethings have resilient faith - Barna Group*. <https://www.barna.com/research/of-the-four-exile-groups-only-10-are-resilient-disciples/>
2. **Various studies:**

Barna Group. (2019). *Faith for exiles: 5 ways for a new generation to follow Jesus in digital Babylon* (D. Kinnaman & M. Matlock, Authors). Baker Books.

Barna Group. (2020). *The connected generation report: How Christian leaders around the world can strengthen the faith of young people today*. Barna Group. <https://www.barna.com/research/connected-generation/>

Barna Group. (2023b, August 16). *Strong relationships within church add to resilient faith in young adults - Barna Group*. <https://www.barna.com/research/relationships-build-resilient-faith/>

Barna Group. (2023b, August 16). *Strong relationships within church add to resilient faith in young adults - Barna Group*. <https://www.barna.com/research/relationships-build-resilient-faith/>
3. Powell, K., & Clark, C. (2011). *Sticky faith: Everyday ideas to build lasting faith in your kids*. Zondervan.
4. George Barna (2012) *Transforming children into Spiritual Champions* P. 38
5. Sorenson, J. (2017, June 5). *The lasting impact of Christian summer camp*. Building Faith. Virginia Theological Seminary. Retrieved from <https://buildfaith.org/lasting-impact-christian-summer-camp/>

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Where to get started:

Steps can be done in any order:

1. **Identify Young Leaders:** Find young people interested in growing spiritually and serving as leaders at camp. Communicate the expectation of doing pre-camp discipleship, learning key leadership skills, and committing to post-camp discipleship by serving within the campers age group (e.g., Rally, Icons) for at least three months.
2. **Locate an Outreach Camp:** Contact camp managers about space availability and request leader-camper pairings. If unable to bring your own campers, ask to pair your leaders with local campers.
3. **Identify Mature Christians for Training:** Find mature Christians to lead pre-camp discipleship (six sessions for skills and relationship-building) and post-camp support (two sessions). Ideally, these relationships foster longer-term mentorship.
4. **Recruit Campers:** Encourage church kids to invite friends who might not know the gospel. Or you can also connect with local schools to identify children who'd benefit from a safe, positive environment. (Church fundraising may be needed to enable some kids to be able to attend)
5. **Gain Church Support:** Get your church excited and involved on the mission in any way they can. Church buy-in can offer vital prayer and other necessary support for leaders and campers engaged in this spiritual mission. Don't forget to keep them informed of the prayer needs and share success stories post camp to encourage the congregation.

How to run this program

This program is put together to aid you in preparing your youth to serve at camp. This may be used as a full curriculum or something that you may add or take away from.

Learning Technique:

This program is all about interaction and conversation. Different techniques to achieve this are:

- Activity Based Learning - doing activities that have specific learning outcomes that create conversation.
- Sharing stories - facilitators sharing stories from their own lives in an open and honest way.

Session outline:

Sessions should be read before delivery. They include:

- **Checklist-** So you can prepare all you need in advance
- **Learning outcomes-** What we hope to achieve from the session
- **Check in-** To connect back together and to reflect on what we've been thinking about since the last session.
- **Activity Time-** A variety of activities to meet different learning needs.
- **De-brief-** Where the activity really hits home (very important for growth and understanding)
- **Bible study-** Time to dig deeper into the stuff that changes us
- **Discussions-** An opportunity to discuss and explore the topic in a safe environment.
- **Takeaway-** When we reflect on what 'gold nuggets' we are taking away from each session.
- **Homework-** Putting our growth into practice
- **Prayer-** To commit everything over to the Lord and to pray for one another

Tips:

Food and space: Create a space that feels safe so the young people can feel comfortable to share (think about sitting in a circle instead of a classroom setting) Food always helps with making people feel comfortable.

Prayer: Spend time as facilitators praying for your team before each session.

Preparation: Always read over the session before hand so you know what's in store. Add questions of your own where desired.

Commitment: Each session has lots of awesome information for your group. Talk to them about making a commitment to come to each session to best prepare themselves.

Session 1 - The Local Mission

Checklist:

- Food
- Bucket
- 2 tins of baked beans
- 3 ropes, 15.7m, 5m & 4m (or chalk to draw a circle instead of the longest rope)

- Ball of wool
- Prepared testimony
- Pray for those coming

Learning outcomes:

- Get to know one another
- Working together as a team
- Problem solving

Session:

Introduction: (5 mins)

Start with some FOOD. Facilitators introduce yourselves.

Activity: Web of connections (5 mins)

The first person introduces themselves and shares a bit about themselves E.g. “I have a pet cat, or I like to play guitar”. This person continues sharing information about themselves until someone has a connection or commonality, they then make a C with their hand and put it on their forehead. The person with the ball of wool can choose to throw the ball (while holding the end of the ball) to the next person. Eventually you will create a web.

Debrief: (2 mins)

Q: What do you notice has happened?

Two things have happened during this activity, firstly you have gotten to know your team and your leaders better by creating common ground. Secondly this shows the connection you have to one another as a team, the body of Christ has many parts but when put together it can achieve great things.

Bible Study – (20 mins)

(Read together) Matthew 28:18 - 20

Discussion:

Q: What stands out to them in the passage?

We were not called to go and get decisions we were called to go and make disciples.

Explanation:

Share a brief explanation about what “The Local Mission” is all about and why you wanted to run this program. (See the Vision and Why on page 2 for help as you prepare your explanation).

Expectations: So, while going on camp may look like the heart of the mission, the true mission involves staying engaged with the young people after camp. Your job is to encourage these young people to come to the appropriate age ministry at the church following camp and to look to be involved with their ongoing discipleship within that ministry.

Perhaps even more importantly, before camp your role is to be involved in praying for the young people who will come to camp, and in finding a support prayer team that will pray as well.

Let them know if they commit to the training and participate as a leader at Camp you are also asking them to commit to being involved with the corresponding age ministry at the Church for a minimum of 3 months following Camp.

Note: Jesus' promise to us at the end of the passage "I am with you always"

Activity: Team Building Initiative - TOXIC WASTE. (Allow 20 mins including debrief)

Instructions: Put a bucket containing two tins of baked beans in the middle of a circle marked on the ground (suggest a circle with a diameter of 5 metres). Have two ropes sitting outside the circle. One is the length of the diameter of the circle. The second is a metre shorter than the diameter.

Advise the team that they are to imagine the circle represents our Earth. It is full of toxic waste that is slowly killing all plant life and infecting all animals including humans leading to death. They must avoid having any part of them touch down inside the circle. At the centre the bucket contains a life serum for humanity and chemicals to neutralise the toxic waste. It is their job as a team to extract these safely using only the two ropes supplied.



Debrief

Q: What did you learn about teamwork from this activity?

Q: How can this activity apply to the Christian life? (Christian's responsibility for planet Earth?)

Testimony Time: (15 mins)

Share your testimony of coming to faith in Christ. First a 3-minute version and then a 1-minute version. Have as many as are willing share their 1-minute version. Another way of expressing this is to ask them to share "who is God to them"?

Homework:

Prepare a 3 minute and a 1- minute version of your testimony as you will be sharing this throughout the coming weeks. This is important to practise as they may be asked to share their testimony at Camp (only if they are happy to do so)

What's your takeaway: (3 mins)

Go around the group and ask each person 'What are you taking away from this session?' Translation: 'What is one thing that has impacted you from this session?'

Prayer Time:

Finish with a time of prayer re the Mission. Lead in this and invite them to also pray if they want.

[Session 2 - The Spiritual Battle](#)

Checklist:

- Food

- Bag of things- small random items from your house (E.g. Pegs, marbles, elastic band etc)
- Log or raised kerb or gutter in parking lot.

Learning outcomes:

- Teamwork
- Evaluate team issues
- To grow in confidence in sharing testimonies

Session:

Check in (5 mins)

Food to start. Bag of things- Ask each team member to grab an item from the bag that describes their week. Take turns briefly sharing why this item relates to them.

Optional: Add another question for fun E.g., Pick an item that describes your personality

Testimonies (12 mins including 2-3 testimonies)

Q: How was it preparing your testimony?

Q: Did you practise with your family members?

Reminder: The purpose of having your testimony prepared is that you can share it well when a young person asks how you became a Christian. Clarify- you only share this at the camp or Church if you would like to.

Q: Carefully and respectfully ask which two members would like to share their testimony with the group. Share these now. (Remember to respond positively, this can be scary for a lot of people)

Activity: Line-up Log (20 mins including de-brief)

Team Building initiative - Purpose: To evaluate teaming issues, the facilitator should be taking mental or written notes on how the team processes together. Attention should be given to how this initiative is like real life and the working together as the body of Christ.

Guidelines: Everyone must fit on the log. If using a gutter, scrunch everyone together and put masking tape near the feet of the end people. Completely reverse your order on the log (mirror image) without anyone stepping off or falling off the log. If a foot or even a toe touches the ground, everyone must go back to the beginning.



Debrief

Q. Did you succeed? How did you measure your team's success? Remember: *God is more concerned with the process than the product.*

Q. What did you learn about communication?

Q. What value was there in supporting each other?

Q. When someone fell, how did your team respond?

Q. Was it one person falling or the whole team?

Q. What's the difference between focusing on "the one who fell" vs. "the whole team falling"?



Bible Study - (20 mins)

The Battle – When we engage in the “Great Commission” we are engaging in a battle. One which we can't win in our own strength but one that Jesus has already done all that is needed for ultimate victory.

Read Ephesians 6:10 – 20

Q. Who is the battle with?

Q. What is the context of the battle? (Hint the armours description has some themes identified)

Q. What are we called to do? (Read verses 18-20)

Q. What is Paul's response to the vision of the battle? (Paul asks the Ephesians to pray some specific things for him)

Homework - Finding a prayer team (5 mins)

Each team member must actively seek 3 people who will commit to praying for/with them regarding this Mission. Give suggestions on who they could ask to be on their prayer team. (Further discussion to be had later as to what the prayer team's role will be)

Take away: (2 mins)

Everyone shares something they have learned from this session

Prayer Time

Finish with a time of prayer regarding the Mission. Lead in this and invite them to also pray if they want.

Session 3 - Being a Disciple

Checklist:

- Food
- Paper and pens
- Puzzles in envelopes
- **Preparation:** Make copies of broken square puzzles on card (see template attached below). One set for each group of six. Cut the pieces apart. Paperclip each set of pieces together based on their letter. For example, place the four "A" pieces together. Then place one of each letter together in an envelope to be distributed to each group.

Learning outcomes:

- Teamwork
- To analyse our own behaviour when solving a problem
- Exploring different ways of communicating
- To examine my own current walk with Jesus

Session:

Check in: (10 mins)

Start with food. In pairs, ask each other how their week has been and how they went with finding a prayer team.

Going around the room, ask each person to share what their partner said (keep this a secret to begin with). This is a fun way to check in, along with testing everyone's listening skills.

Bible Study: (20 mins)

Personal Growth – To disciple others you must first be a disciple. Remember, disciple means someone actively following Jesus. How are you currently asking God by His Holy Spirit to help you become more like Jesus?!

There is real value in always having a specific thing that you are asking God's help with. A great place to start is with qualities named for the fruit of the Spirit in Galatians 5.

Read Galatians 5:16–26 together.

Q. What are the two forces that are fighting in us?

Q. What should our response be?

On a piece of paper, write out the qualities in verses 22 & 23. On your own, rate each of these qualities out of 10 as to how evident it is in your life.

In pairs share the quality you gave yourself the lowest score for and pray with your partner that God, by his Holy Spirit, will help them to grow in that quality.

Testimony Time: (6-10 mins)

Ask 2-3 members to share their testimony with the group.

Activity: (20-25 mins including de-brief)

Group Size: This activity is designed for groups of 6 people with 5 participants and one facilitator. If you have larger numbers, you may have more than one group. Less than 6 people will require some participants to make more than one square. Each participant gets one set of squares while the 6th persons job is to facilitate with your help.

Instructions: Each group should form a small circle so they can work with the squares. Give each group the envelope containing one set of squares. The set of squares are broken down into five sets of pieces, each set being all the pieces labelled by one of the letters A, B, C, D, E. These sets are given to the group, one set per member, in individual envelopes. Do not let the group open the envelope until the instructions are read.

Activity instructions: In each envelope there are five sets of pieces of paper for forming squares. When I give the signal to begin, the task of your group is to form five squares of equal size. The task will not be completed until everyone has before him or her a perfect square of the same size as that held by others.

Rules:

- No member may speak.
- No member may ask another member for a piece or in any way signal that another person is to give him or her a piece.
- No member may take a piece from another member.
- Members may, however, give their pieces to other members.

Debrief:

Q. How did you feel during the exercise? Why?

Q. How many of you were frustrated? Why? How did you solve the communication challenges?

Q. Did anyone mentally drop out after they had completed their square?

Q. Was there a point when the group started to cooperate? What was the cause?

Principles for effective ministry

- Each individual must understand the total problem
- Each individual should understand how they contribute toward solving the problem.
- Each individual should be aware of the potential contributions of other people.
- We need to recognize the problems of other individuals, in order to aid them in making their maximum contribution.
- Individuals should recognize others may not use pieces in the way you thought they should.

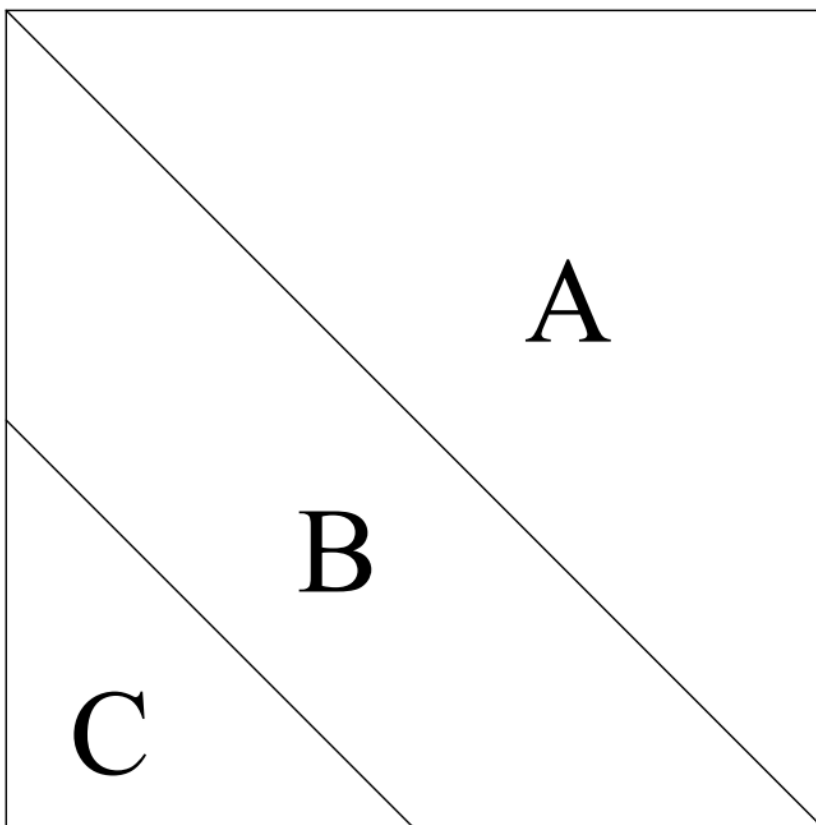
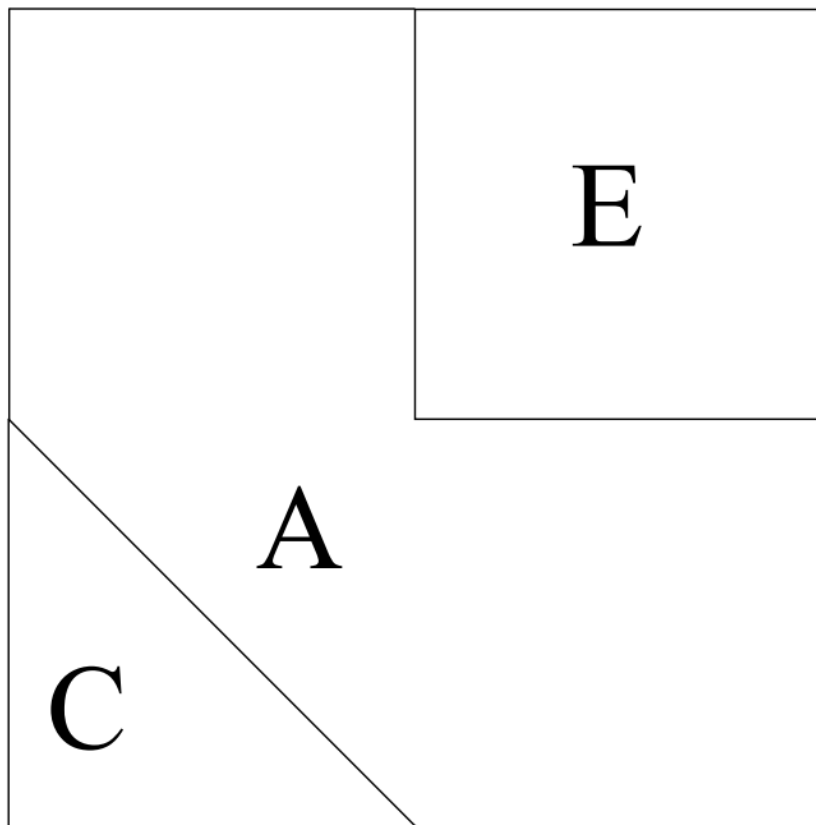
Homework - sharing my current testimony/personal growth focus (3 mins)

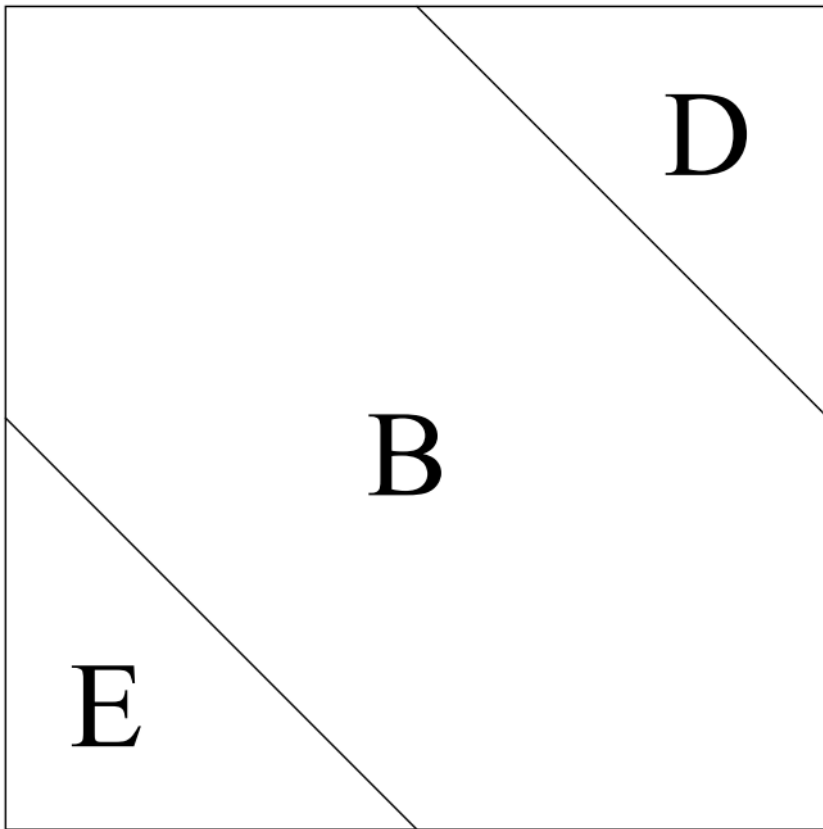
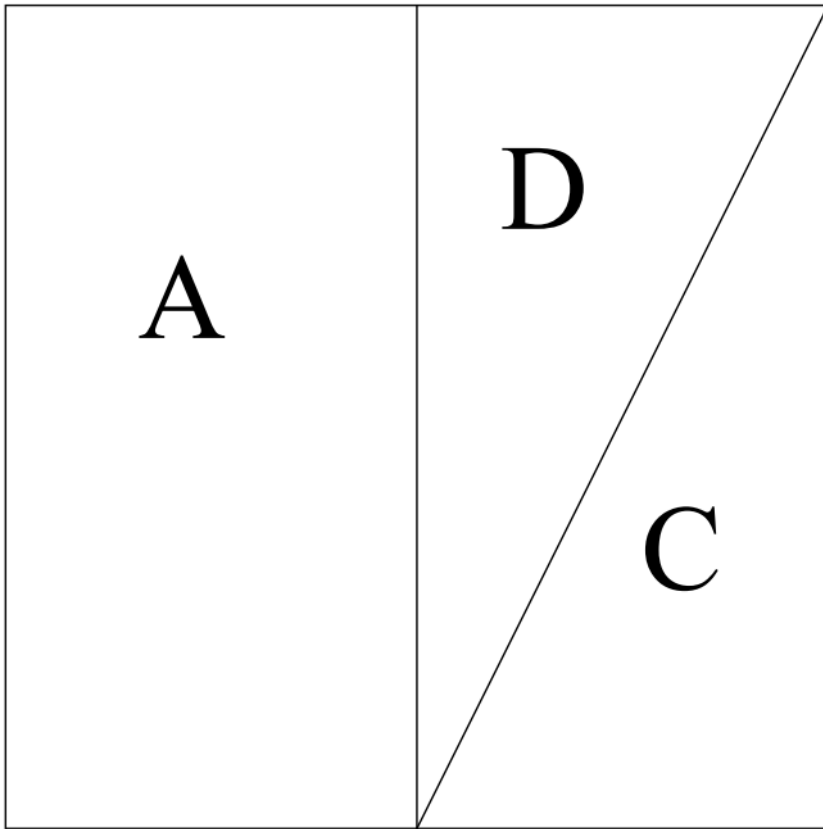
Find at least one person over the next two weeks that you can share your personal growth focus/goal to become more like Christ. If the person you share with is a Christian ask them if they'd be willing to pray with you that God will help you with this focus.

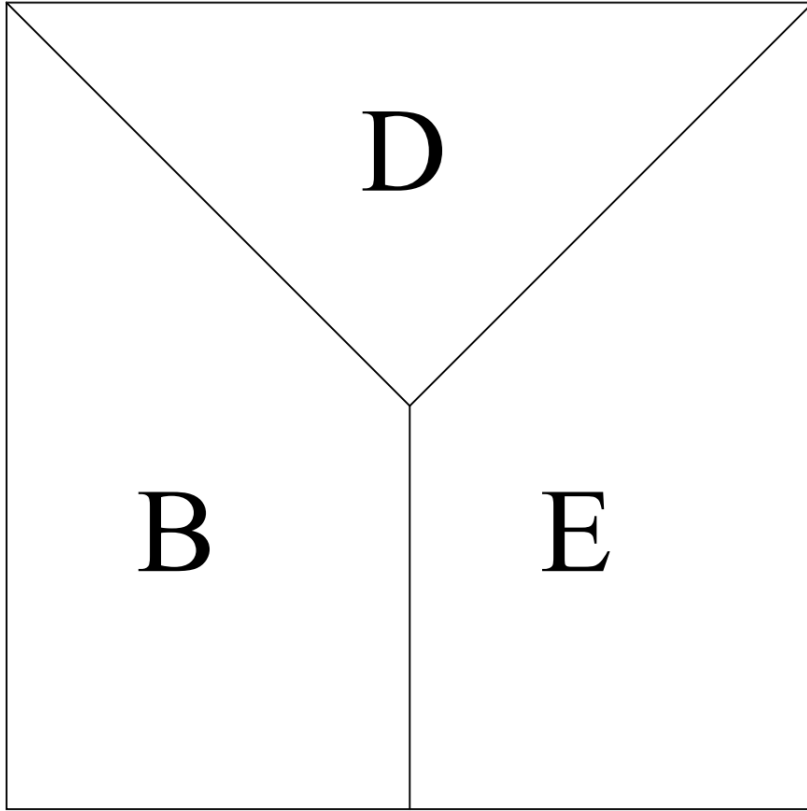
Take away: (2 mins)

Everyone shares something that stood out to them in this session

Puzzle template:







Session 4 - Introducing New Life

Checklist:

- Food
- Small pieces of paper (enough for 2 pieces each)
- Pens
- Blindfolds (1 per pair)
- Tracts for your leaders to take home (See bottom of lesson)
- Get Netflix movie or God talk link ready

Learning outcomes:

- Learning how to lead someone to the Lord
- Trusting your teammates
- Gaining knowledge of resources that are available for guidance

Session:

Check in (5 mins)

Food time. Hand out 2 small pieces of paper. Each team member (including leaders) writes 2 random facts about themselves- try to write things people don't already know.

Put all the pieces into a hat. One of the leaders reads out the facts and everyone must point to who they think wrote it.

Winner gets bragging rights for the evening.

Check in questions:

Q. What progress have you made with your specific goal of becoming more like Christ?

Q. Who prayed with you about this?

Q. Did you find an opportunity to share this goal with a friend?

Testimony time: (6-10mins)

Ask remaining people to share their testimonies with the group

Bible Study - Sharing with someone about how they can become a Christian (20 mins)

It's always one of our greatest hopes and prayers that at camp some of the children you are leading might ask you how they can become a Christian?

Q. How would you feel if someone asked you the question?

This question can arise in several ways, and you'll want to be ready. Some preliminary thoughts to be aware of:

- 1 Samuel 16:7 ...People look at the outward appearance, but the LORD looks at the heart" Only God knows what is truly going on in the heart of anyone you are talking with about becoming a Christian. It's an easy trap to fall into, to imagine that if you say the right thing or they say the right thing, that's what makes a Christian. Your job is simply to share what you know to say, and trust God with the outcome
- Pray as you start sharing. You can do this silently or you might like to say, "I'm so glad you asked me about this, you know I've been praying God would give us the opportunity to talk about this, would you mind if I prayed briefly now that he leads us in our conversation?"

The following Bible Study and questions is intended to uncover what someone believes and if they are willing to put their faith in Christ.

Read John 3:16 and the Romans Road (Or give the team a chance to read one each)

John 3:16

Q. How big is God's love?

Q. Why don't many people seem to understand or enjoy God's love?

Romans 3:23 For everyone has sinned; we all fall short of God's glorious standard. Romans 6:23a For the wages of sin is death...

Q. What do we mean when we talk about sin?

Q. What is the impact of sin in our world?

Q. What is the impact of sin for us personally?

Romans 5:8 and Romans 6:23b ...the free gift of God is eternal life through Christ Jesus our Lord.

1 Peter 3:18a and 1 Corinthians 15:3-4 ...Christ died for our sins... He was buried... and he was raised from the dead on the third day

Q. How does Jesus solve our sin problem?

Q. What's the significance of Christ being raised from the dead?

Romans 10:9 and John 1:12

Q. What would you say and do in becoming a Christian?

Activity: Trust run – (15 mins including de-brief)

Use an existing obstacle course or one you've arranged for the Trust Run. Organise your group into pairs and have one of the pair blind folded. Then advise them that they are to complete the course in three stages (you designate these and choose how difficult you want to make each stage). The sighted partner is responsible to get their partner through safely. Advise them that there will be different rules they need to follow as they progress through the course:

1. Initially they can lead their partner using both touch and voice direction (give some advice on safe touch)
2. In the second stage they are to lead by touch only
3. In the third stage the pair are separated with the sighted partner going to the end of the course and being required to guide their partner by voice only

Debrief

Q. Ask each person to share something they appreciated about the person they led or the person leading them.

Q. How did you overcome the challenges you encountered, and did you reach a level of complete trust?

Q. How did it feel being a leader or a follower?

How to: (10 mins)

(You choose which, or all of these resources to share with your leaders)

Tracts: Having a little booklet to follow along with can be a helpful resource when sharing the gospel with young people, take it home and read it. This is also a great thing to give to your campers.

Play: <https://godtalk.nz/equipping/#>

Play: The movie Overcomer- Season 1 episode 4 on Netflix in where the principal leads the pupil to the Lord approximately 1:09 – 1:13

Practise: Practice sharing with someone about how they can become a Christian (8 mins)

Leaders: Demonstrate with each other how to lead someone to the Lord.

Then everyone else get into pairs and practice on one another.

Homework

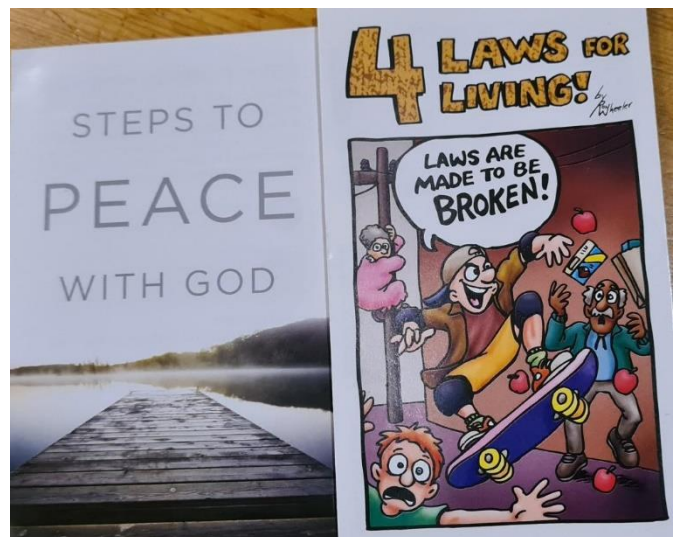
1. Find someone who is willing to let you practice with them
2. Ask God to help you to recognise if He gives you an opportunity to talk with someone about how they can become a Christian.
3. Ask your prayer team to pray about this for you

Take away: (2 mins)

What was impactful in this session?

Finish with a prayer time

The two tracts pictured are commonly available at Christian bookstores and both cover the 4 steps/laws/questions to cover with someone you are leading to Christ. We recommend you give one of these tracts or similar to each of your trainee leaders so they can either use it or have it as a reference.



Session 5 – Leading a Bible Study/Question Time

Invite camp leader to join for this session to share on leading the bible study time or an effective de-brief after teaching sessions, whichever the cabin leaders will be asked to do. **NOTE:** If leader can't come, ask them to send answers so you may share them with the group

Checklist:

- Food
- Pieces of wood or carpet squares (big enough to fit two feet on)
- Cones or chalk (for boundary line)

Learning outcomes:

- Learning how to lead an effective bible study/ discussion time
- Trusting your teammates
- To evaluate teaming issues and assist in team bonding. The facilitator should be taking mental or written notes on how the team processes together and whether they come up with a team or independent solution.

Session:

Check in (8 mins)

Food to start. Partner up and share 'what's on top' (which basically means, what is it that's been most occupying your mind this week)

As a whole group, review homework from session 4 on leading someone to Jesus:

Q: Who was able to practise this on someone they knew?

Q: Who had the opportunity to introduce someone new to Christ?

Q: Have you shared this with your prayer team?

Camp leader (15 mins - Allow time for questions)

Share three things you'd like your leaders to know when running a devotion or reflective time for their cabin.

If known, share with the group what each session will be spoken on at camp and anything they need to prepare for as follow up.

Bible Study: Psalm 23 (20 mins) Read together.

Discussion:

Q: Based on this Psalm how and when does God take care of us?

Q: Why does God care for us like this?

Q: What's been your personal experience of this care?

Q: How could you as a Cabin Leader show this kind of care to those in your Cabin?

Q: What are some of the keys to leading a great devotion/question time?

- i. Prayer
- ii. Preparation

Activity: Steppingstones (15 mins including de-brief)

Objective: For the team to successfully move their whole team from a Starting Point to an Ending Point. Depending on numbers, teams can be split in two to race one another. Each team receives one fewer stepping stones than the total number of players (Eg. If there are 5 members in your team, you will receive 4 stepping stones)

Rules:

- Any team member touching the ground between the Starting Point and Ending Point must start over.
- Someone must be touching each Stepping Stone at all times. If a Stepping Stone is untouched for even an instant, it is immediately removed from the activity. *(Example: A Stepping Stone is tossed to the ground and then stepped on. Because it left that person's grasp when it was tossed, it is lost forever. A correct use would be to place it on the ground and step onto it while having constant touch.)*



Be extremely watchful for untouched Stepping Stones. Don't let any untouched stone remain in use.

Debrief:

1. Did your team have a good plan? Was the exercise a success?
2. What value was there in supporting each other?
3. When someone lost a stepping stone, how did your team respond?

Homework (3 mins)

1. During your daily bible study/quiet time identify a question that is worth asking from your reading
2. Ask your prayer team to pray about your responsibility to lead a bible study/discussion time

Take away: (2 mins)

What stood out in this session?

Finish with a prayer time

Session 6 – Team & Culture

This session has an obvious focus on understanding the value of being part of the TEAM. Please prayerfully consider how you will bring in an understanding of how our culture and backgrounds may leave us, and the Team we are called to lead, feeling misunderstood and on edge. Read the extract at the bottom for inspiration.

Checklist:

- Food
- Invite someone who's been involved with camp to share
- 25mm x 75mm PVC pipe (drill 12 holes into each end of the pipe)
- 2.5m Long string to be threaded through the holes in the pipe)
- Ball to be balanced on top of the pipe

Learning outcomes:

- To gather more understanding about leading at camp
- What does a 'team' really mean
- Working through frustrating situations as a team
- Consider how to serve those with different cultures to my own

Session:

Check in (5 mins)

Food to start. Everyone must find an item in the room and use it to describe their week so far. Take turns sharing.

As a group review session 5 on Leading a Devotion (5 mins)

- Q. Have you shared this with your prayer team?
- Q. Whose been able to do some prep for these?
- Q. Any concerns?

Camp leader - If possible, find someone who has recently been a leader at camp who can share (10 mins sharing and 10 mins for questions)

Ask them to share what they enjoyed most about their experience as a leader at Camp and knowing what they know now, what would they ask a prayer team to pray for them and the kids at camp.

Discussion: Defining a Team- (10 mins)

Q. How would you define a 'Team'?

(After the discussion you may like to offer the following acronym. **T**ogether **E**veryone **A**chieves **M**ore)

- Q. What Teams will you be a part of for this Mission? Some answers to consider:
 - a. This group in training
 - b. The cabin/team you lead at Camp
 - c. Your Prayer Team
 - d. Gods Team

Bible Study: (20 mins)

1 Corinthians 12: 4-7 (Read aloud)

There are different kinds of spiritual gifts, but the same Spirit is the source of them all. ⁵ There are different kinds of service, but we serve the same Lord. ⁶ God works in different ways, but it is the same God who does the work in all of us. ⁷ A spiritual gift is given to each of us so we can help each other.

Q: Why are spiritual gifts given?

Q: What are spiritual gifts?

A: *Different ways we can serve the Christian family which God through the Spirit has given us the ability to do.*

Q: What are some examples of spiritual gifts?

Read 1 Corinthians 12: 11-18 NLT

¹¹ It is the one and only Spirit who distributes all these gifts. He alone decides which gift each person should have. ¹² The human body has many parts, but the many parts make up one whole body. So it is with the body of Christ. ¹³ Some of us are Jews, some are Gentiles, some are slaves, and some are free. But we have all been baptized into one body by one Spirit, and we all share the same Spirit.

⁴ Yes, the body has many different parts, not just one part. ¹⁵ If the foot says, "I am not a part of the body because I am not a hand," that does not make it any less a part of the body. ¹⁶ And if the ear says, "I am not part of the body because I am not an eye," would that make it any less a part of the body? ¹⁷ If the whole body were an eye, how would you hear? Or if your whole body were an ear, how would you smell anything?

¹⁸ But our bodies have many parts, and God has put each part just where he wants it.

Q: In verses 11-13 there is a picture of unity in diversity – how would you describe this from these verses?

Q: What would it be like in a team if everyone wanted to be leaders? Or if everyone wanted to be followers?

Q: What would it be like if everyone had the same thoughts?

Q: Do you think that there is part of the body who has no value or usefulness?

Activity: Ball and String - (20 mins)

Objective: For the team to successfully lift the pipe up, using only the strings that are attached, while balancing the ball on top of the pipe; Then moving the balanced ball from a starting point to an ending point across the room.

Rules:

Depending on the number of team members, each member needs to hold one or more strings by the knot at the end of the string.

- Nothing can be moved (chairs, tables, etc.) as they manoeuvre from the starting point to the ending point. If the team encounters an obstacle, they need to process how to overcome it without moving it.
- If the ball is dropped, they must start again from the starting point. The team will be given a few minutes to discuss their strategy before they begin. They must share their strategy with the facilitator along with how many 'drops' they are going to allow themselves.

- The team can re-examine their goal about the number of 'drops' they will allow themselves after they have returned to the starting point after unsuccessfully meeting their first goal. (*This is not to be shared with the team until the facilitator is ready to have the team re-examine their goal.*)

(The facilitator should be taking mental or written notes on how the team processes together. Attention should be given to how this initiative is like real life and the working together as the Body of Christ (1 Corinthians 12:12-27))



Debrief:

- Q. What was the secret of moving the ball from point A to point B without dropping?
- Q. Did your team succeed or fail? How did your team respond to dropping the ball?
- Q. Who took charge during the exercise? Did anyone get left out in the process?
- Q. Did you feel that your original goals and limits were realistic or unrealistic?
- Q. How did the team do in terms of communication? Problem solving?
Celebrating?
- Q. How can you apply these lessons learned to your upcoming camp/mission?

Take away: (2 mins)

What was most impactful in this session?

Finish with a prayer time

Session 7 – Post Camp Debrief & Continued Growth

This session should take place approximately 4 weeks after Camp, ideally cabin leaders will also have attended 2 or more meetings of the age-appropriate ministry within your church and been able to see discipleship continue with some of the children who attended Camp.

Checklist:

- Food
- Books you're recommending (physical copies or digital links)
- Promotional material for discipleship opportunities
- Dates for upcoming camps

Learning outcomes:

- The reality of Camp impact
- There's always more to learn as a disciple.
- The value of taking on new challenges

Session:

Check in (5 mins)

Food time.

Check in questions:

With a partner, discuss these questions: (Share with the whole group after each)

Q. What were your highlights from camp?

Q. How was it sharing your testimony and/ or devotion?

Q. What one thing would you do differently if/when you lead at another Camp.

Q. What feedback have you received from your prayer team?

Continuum: (25-30 mins)

This is a great way of debriefing and seeing others' opinions:

Create a space where one side of the room is yes (or totally agree), and the other side is no (or don't agree.)

Say statements and ask students to stand somewhere within the continuum of how they feel about it.

Then between each statement pick a few from the group to share why they chose to stand there. Don't forget to thank them for sharing.

Continuum statements:

1: I had a great time leading at camp

2: I saw many positive changes with those in my cabin throughout the week

3: I grew in my own faith during camp

4: Having a prayer team was very helpful

5: Campers within my cabin gave their lives to Christ (or recommitted)

6: Our leadership team functioned very well

7: I've been able to attend the age-appropriate programs at my church with my campers (eg. Rally)

8: I can see how God has used me in this process of leading at camp

Bible Study – (20 mins)

Pick a passage or Bible Study topic that has led to your personal growth as a disciple, or, use topic example below

Topic Example “Change My Heart Lord”

Deuteronomy 30:6

The LORD your God will change your heart and the hearts of all your descendants, so that you will love him with all your heart and soul and so you may live!

Psalms 33:15

He made their hearts, so he understands everything they do.

2 Corinthians 4:16-18

Therefore we do not lose heart. Though outwardly we are wasting away, yet inwardly we are being renewed day by day. ¹⁷ For our light and momentary troubles are achieving for us an eternal glory that far outweighs them all. ¹⁸ So we fix our eyes not on what is seen, but on what is unseen, since what is seen is temporary, but what is unseen is eternal.

Psalms 51:10

Create in me a clean heart, O God. Renew a loyal spirit within me.

Acts 15:8-9

God knows people’s hearts, and he confirmed that he accepts Gentiles by giving them the Holy Spirit, just as he did to us. ⁹ He made no distinction between us and them, for he cleansed their hearts through faith.

1 Kings 8:58

May he turn our hearts to him, to walk in obedience to him and keep the commands, decrees and laws he gave our ancestors.

Questions

Q: What stood out to you in those scriptures?

Q: What assurance does this give you?

Challenges (15 mins)

Offer at least three opportunities for personal growth and ask your leaders to commit to the regular practice of at least one over the next two months.

Examples:

1. The memorisation of scripture. Learn off by heart at least 6 verses over the next two months.
2. Readers are Leaders and Leaders are Readers. - Recommend 2 to 4 books you personally believe would contribute to their walk with the Lord. Could be physical or digital/audible versions. E.g.
 - a. Funny how life works, Michael Jnr
 - b. Telling a Better Story, Joshua D. Chatraw

3. Ask who is wanting to commit to attending a future Camp. Have dates available and if possible. A further meeting can be organised with a Camp Leader present to talk about the up-coming Camps and what help they need. E.g. Being involved in helping find campers, learning how to lead some additional activity at camp.

Homework (2 mins)

1. Ask your prayer team if they are willing to continue praying for you and if so ask them to pray about the challenge/s you are taking up.
2. Ask one of your mentors what their favourite book is and their experience with scripture memorisation?

Take away: (2 mins)

What was impactful in this session?

Finish with a prayer time

Session 8 – The Mission Continues...

NOTE: Allow time to set up for the activity before young people arrive.

Checklist:

- Food
- Nice piece of paper or card for each member of the group
- Nice pens
- Chux Extra grip disposable gloves.
- 1 bucket per pair
- 1 glass or cup per pair
- 1 Broom handle to hold the filled glove per pair
- 1 blindfold per pair
- String for tying the gloves to the broom handle
- A needle for pricking the fingers of the gloves
- Chairs that the broom handles can be balanced between
- One litre of milk
- Ideally some background audio/video noise of cows in a milking shed.

Learning outcomes:

- Being on mission as part of a team radically impacts our lives
- Servant leadership is key
- Celebrating Gods works and personal growth
- Continued mission

Session:

Check in (10 mins)

Food to start. What's on top: Ask your group members to share what thing is taking up their brain space at the moment. Doing this helps to connect as a group and to bring validation to the things that they've been mulling over in their minds. This might look like something small like spilling their dinner on their favourite shirt and feeling annoyed about it or it could be something bigger like their cat got put down last week. Start by sharing what's going on for you to make the group feel comfortable.

If needed, stop and pray for that person.

Follow up questions:

Q. How're you going with the challenge you took from session 7?

Q. How do you plan to continue to be active in Mission?

Devotion- (15 mins)

Your mind- The Scriptures say Love the Lord your God with all your heart, soul, strength and **mind**. They also say Love your neighbours as much as you love yourself – Luke 10 27

Read Philippians 2: 1-14

Q. When the bible talks about your mind what is it talking about?

A) Your brain

- B) Your thoughts
- C) Your attitudes
- D) Your intellectual abilities
- E) Your rational side

Q. Verse 2 talks about being like-minded, being one in spirit and of one mind, is that even possible?

Q. Can you think of examples where peoples have worked together with one mind?

Q. What mindset does Paul want us to share? (vs 3-4)

Q. How does Jesus demonstrate this mindset? (Vs 6-11)

He valued our interests above his own and in doing so was prepared to take a low position – as seen in the incarnation and the cross.

This pattern of thinking sees to meet the needs of others rather than one’s own advantage.

Truly seeing “the other”

Q. How can your group develop one mind? (Rom 15: 5-6 & 2 Chron 30:12)

You can’t do it yourselves – you need to be asking God to help you develop this attitude of mind together.

What it isn’t:

- Never expressing your opinion
- Being a door mat and letting people walk all over you (that isn’t really in their best interests)
- The person with the loudest voice making the rules and everyone else just doing what they say
- Running yourself into burnout (even Jesus took time for himself to go out alone to have one on one time with God – he too had the limitations of a human body that needed sleep and rest and refreshment)

Team Building Initiative: How Grandad Milked the Cow? (15mins)

Your goal is to make it appear as much like a dairy shed as possible for the blindfolded person.

Set up: Blow up one glove for each pair and fill it with warm water and a little milk.

Prick the end of each finger of the gloves and test that if pulled and squeezed appropriately it will squirt out the liquid. Ensure your string will tie up the glove and safely secure it to the broom handle.



Leaders instructions: Separate the group into pairs. Pick one in each pair to wear a blindfold.

Gather those without the blindfold and let them read the written instructions silently to themselves. Once understood they can read the instructions to their blindfolded partner. NOTE: They are limited to ONLY saying the instructions below, nothing more.

Once you’re ready to start the activity, guide the group (including those with their blindfolds on) into the room set up for the activity, don’t forget to play the farmyard audio to set the scene.

Written Instructions:

Instructions for How Grandad Milked the Cow

“Our job is to get a full glass of milk out the udder thing that we have here without breaking it. You have to do all the work. I can guide your hands to the udder but I can’t help you in any way to get the milk out. I’ll be trying to catch the milk that should squirt out when you gently pull and squeeze the udder. As soon as I think we have a glass full in the bucket. I’ll yell finished”.

You can only repeat the above words if your blindfolded partner seems unsure and guide their hands to the gloves.

If your partner seems really unsure you can say. “Trust me it’ll be okay”.

Leaders instructions: Once they believe they have the right amount ask them to pour the milk from each bucket into the glass to see if they’ve achieved the challenge.

Debrief:

1. Within your pairs, ask one another what it felt like being in their position; what was good and what was hard? Share with the group.
2. What skills were needed for this activity to work? (trust, communication, problem solving, teamwork, etc)
3. How have you seen this group grow in these skills over the last few months?
4. Who in our world could the blindfolded people represent? (the lost)
5. Like those who could see in the activity, they shared vital information with those in blindfolds and they guided them to know what to do. How could this relate to our role as Christians in a world where many are lost?

Activity: Celebration session (20 mins)

Your team has gone through a lot together and celebrating the good things is so important. Set up a piece of nice paper or cardboard around the room with each member’s name on it. Instruct everyone in the team make their way around the room writing comments on each person’s paper, write things you’ve appreciated about that person, areas of growth you’ve seen, things worth celebrating. Once everyone has written something for everyone, as a leader read out all the written comments for each person.

This paper can be taken home by each member to remind them of the growth they’ve experienced and the incredible journey they’ve been on.

Homework:

Spend some time this week thinking about how it felt being part of this experience. Then think and pray about how you can continue to be part of this mission of sharing Christ with the lost. Consider sharing this with one another or with your prayer team.

Prayer Time

Finish with a time of prayer.

The following extract is from International Teams team leader training, contemplate the following and think about how your team are affected by culture.

International Teams NZ, Team Leader Training Workshop Manual, pg 57-58, 2019 ed.

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Whilst this mission trip is in NZ many of the children who attend Camps around Aotearoa come from radically different home settings not to mention different cultures than the young leaders you are training. With that in mind we share the following - Short-term mission projects are emotionally intense, physically exhausting, and relationally demanding experiences. Add to this an unfamiliar environment along with language limitations and you realize the challenge of preparing people for cross-cultural ministry.

ITeams' Team Leader Training devotes an entire section to Cross-Cultural Ministry Training to help you maximize your team's effectiveness while serving in another culture and to minimize potential conflicts among team members because not everyone responds to culture stress in the same way.

Reasons for Providing Cultural Training

- Developing an awareness of your own value biases brings an increased sensitivity to others and helps you maintain the attitude and position of learner/servant.
- Understanding cultural differences enables you to effectively enter the culture you have been called to minister in.
- Applying biblical principles of incarnational ministry and relationships prevents many of the potential conflicts and misunderstandings.

Unpacking the Baggage

We all bring our own cultural baggage with us when we travel abroad. It may never get tagged or checked at the gate and goes virtually undetected by the airport security— but it travels with us none the less. Conflicts arise when people attribute moral superiority to their own personal behaviour and judge others as flawed or inferior.

The difficulty for the trainer is bringing this level of self-awareness to the surface because most people believe they are unaffected by cultural bias and ethnocentricity.

Key to preparing people for cross-cultural ministry is to instil within them a commitment to adopt the Christ-like model of Learner/Servant.

Reflect for a moment on the miracle of the incarnation. What did it really mean for the Son of God to *“become flesh and live among us”* (Jn 1:14) Though he was fully God, he was also fully human. Jesus' entire ministry exhibited an attitude and approach of a servant preferring the title *“Son of Man”*. The incarnation was not simply about *“becoming man”*; it was about serving and sacrificing in order to provide salvation. *Although he existed in the form of God...He emptied Himself, taking the form of a bond-servant and being made in human likeness...He humbled Himself by becoming obedient to the point of death.* (Phil 2:6-8)

In so many ways, Jesus was the model of a learner/servant. Jesus Christ is our ultimate model for ministry and mission. To follow the example of Christ means loving people enough to be willing to undergo drastic personal reorientation.

How can you instil the incarnational model? Throughout the training process we focus on developing an attitude of a learner/servant. For example, ITeams' #1 rule for Short-Term Teams is *“No Complaining”*. When people commit to taking the focus off themselves, their comforts, and their preferences, it eliminates a majority of the cultural offenses that outsiders commit. The root problem is fighting the tendency to regard oneself as the object of all experience and activity. As a leader, you can help your

mission team to become more like Christ by approaching each situation and decision with a selfless attitude. *Cultural training all starts with attitude because self-centeredness is at the heart of ethnocentricity.*

Perhaps we could have shared this at the start of the sessions. The good news is, in many ways you are just starting. Just as you have encouraged your cabin leaders to stay engaged with the youth that come with them to Camp, our prayer is that you too will follow up with these young leaders to encourage them on in this and their own walk with the LORD.