



2023-2024 Lake Ann Camp Leaders in Field Training Internship Program

Our Mission

Lake Ann Camp exists to challenge individuals in a group setting to make biblical, life changing decisions through unique learning experiences.

Our Long-term Vision

Lake Ann Camp will be used of God to serve local churches and families by challenging campers and guests to grow in their relationship with Jesus Christ and be a resource to ensure that they are mentored to spiritual maturity.

Our Ministry Standard

Camp is for the camper, not necessarily for the ease, convenience, or enjoyment of the staff.

Ten Core Competencies of our Life-Changing Ministry

1. *Christ First in Love and Life*

We believe that if our staff does not have an intimate walk with God, neither will our campers. His Word is a guaranteed impact!

2. *We're all About Trust*

The potential for biblical life-change is directly impacted by the trusting environment that is created and the trustworthy individuals who make it happen.

3. *Life Application Discovered*

In order to reinforce the ministry of our local churches and families, Lake Ann Camp will help campers take what they already know and learn the process of putting it into practice in their lives.

4. *Program Intentionally*

Intentional programming is the art of giving campers more than they came to get – every minute – every day.

5. *Ask the Question that Begs Asking*

Deep unanswered questions often lay dormant in the human heart until someone cares enough to mine them out. Lake Ann Camp will be a safe haven where campers will not be afraid to allow God to minister to them through others.

6. *Challenge by Choice*

Essential to God's call in an individual's life is the opportunity that He gives to accept or reject that call. Essential to all of Lake Ann's ministry will be the camper's right to accept or reject our offerings.

7. *You Cannot Teach an Unhappy Camper*

Fun is not only a key expectation of our campers, it is also fully compatible with everything good and wholesome about our Heavenly Father – the author of “every good and perfect gift.” We laugh a lot!

8. *If it Ain't Broke, Break It!*

In Lake Ann's quest to make an eternal difference, don't be surprised if you see established programs sidelined in deference to relevant new opportunities. Embracing constructive change is essential to creating an environment where life-change happens.

9. *Camp is Not an Island*

Lake Ann seeks to strengthen the bond that exists between a camper, his parents, and the local church, becoming the third strand in a cord that is not easily broken.

10. *Unique Learning Experiences*

While most of Lake Ann's activities have winners and losers, the activities themselves will be experiential in nature. This shows respect for the essential differences and values of both the artists and the athletes who participate together.

Ten Principles of Staff Interaction

1. My greatest accomplishment in life is to glorify God.
2. Treat others with uncompromising truth.
3. Lavish trust on my associates.
4. Mentor unselfishly.
5. Be receptive to new ideas, regardless of their origin.
6. Take personal risk for the organization's sake.
7. Develop a thankful spirit.
8. Don't touch dishonest dollars.
9. Put the interest of others before myself.
10. Learn to laugh; it is the key to health.

Introduction to the Leaders In Field Training Program

The Leaders In Field Training program is designed to help prepare students for effective ministry in not only Christian camping but related ministry fields as well. Emphasis is placed on the development of Christian leadership qualities and the practical knowledge needed in the operation of a year-round Christian camp ministry. The interrelationship of camping to missions and church work is also recognized and explored.

The LIFT program equips the student for ministry in the camping field by providing both theoretical knowledge and hands-on experience. Students in this program will have at least one year of counseling experience during summer camp at Lake Ann Camp. The specific training and experience with the facilitating model at LAC is a vital foundation for the LIFT program.

LIFT Mission Statement

LIFT seeks to equip emerging leaders with an understanding of their individual giftedness by preparing them for responsible and influential ministry in the kingdom of God.

Prerequisite

LIFT members will have had one summer of counseling/program experience at Lake Ann Camp, including the two weeks of Staff Training.

General Objectives for Lift Program

- The development of Christian leadership qualities
- Grow one's relationship with Jesus Christ
- Gain valuable ministry experience
- Gain valuable work experience
- Know and use gifts and abilities
- Develop life skills
- Develop work skills

Code of Conduct

Three words will describe our Code of Conduct:

- Honesty** All the time, no exceptions
- Decency** A wholesome, God-honoring manner of talk, dress, professionalism and deportment.
- Orderly** A strong work ethic, staying on task until it is finished with excellence and being at work on time having budgeted your time to finish on time.

Expectations

Principle: Life is a stewardship, not an ownership

Because you are training to be responsible and influential as a leader, our expectations are:

- That you will choose to transition from your life situation to accept your role as if this were your life's calling – you now live in a “glass house” and all you do both on and off the grounds of LAC will reflect your commitment to Christ and ministry.
- That you will make your daily personal walk the non-negotiable of your life. You will want to share with others what God is teaching you!
- That you will balance your respect for authority with a curiosity that asks the tough questions in an unashamed yet respectful manner.

- That the passion of your life for the entire duration of the internship is to walk out ready and prepared to make a difference in someone else's life.
- That you will allow God to break down any resistance in your spirit that hinders you from surrendering your will to His good pleasing and perfect plan for your life.
- That you will discipline yourself to get the appropriate sleep in order to be your best for the Lord.
- That you will be reliable and responsible, realizing your importance on the Lake Ann team.
- That you will relish fun that has a spirit of no regrets.
- That you will hold each member of the LIFT team accountable for honesty, decency, and order and be courageous enough to speak the truth in love.
- That you will adopt the ten principles of staff interaction as a standard for how to succeed on the Lake Ann team.
- That you will learn what you do well and begin to do those things better, allowing yourself to ask for help on the things you struggle with.
- That, upon completion of the program, you will seek to be a responsible and influential person who fully measures up to his/her giftedness and measure of faith.
- That you will seek to transfer what God has taught you to others in an intentional way.
- That you will be honest and courageous enough to accept your strengths and weaknesses and depend on God as you become interdependent on those around you for perspective in life.
- That you will guard your mind by not allowing a spirit of discontent to hinder you from being fully motivated to serve God for the full duration of the internship.
- That you will respect the possessions of the camp and others and will only use them in an appropriate and respectable manner.
- That you will manifest by precept and example the highest Christian virtue and personal decorum, serving as a Christian role model both on and off of the camp setting, and as an example to others in judgment, dignity, respect, and Christian living. This includes, but is not limited to, the refraining from such activities as the use of alcohol, tobacco, illicit drugs, and the use of vulgar and profane language, as well as using discretion in the viewing of movies.
- That you agree that the Bible dictates the standards for sexual behavior. Covenant marriage between one man and one woman is God's standard and the only domain wherein a sexual relationship is appropriate. Any other sexual relationships are forbidden. Deviation from this Scriptural standard is grounds for termination.
- That you will faithfully attend the services of a local church that is in harmony with the statement of faith of Lake Ann Camp. However, your level of involvement in the ministry of that church needs to be balanced with the priorities and demands of your intern program. Your internship responsibilities must be the priority.

Specific Information

- LAC has a limited number of internship positions, and not every qualified applicant will necessarily be accepted into the program.
- All LIFT members will be required to write weekly papers, read required books and report on them, etc.
- The LAC LIFT program is an educational partnership with Clarks Summit University and Pilgrimage Educational Resources of Clarks Summit, PA. Graduate students who are accepted into the program may elect to receive graduate credit from Baptist Bible Seminary. Lake Ann Camp will assist in graduate tuition in order to help you in this endeavor. Undergraduates may also elect to take the LIFT program for credit through CSU (*assistance funds are for graduate students only*). Tuition assistance for each class will be given after the student has successfully passed the class. The amount of assistance will be limited to the amount of reimbursement BBS of CSU passes back to LAC for delivery of the education component. Most recently, this amounted to \$100 per credit hour.

- Responsibilities for all interns include:
 - Actively participate in and complete all required course work. Complete all reading assignments.
 - Involvement in all areas of camp ministry which includes:
 - Planning programs
 - Implementing programs
 - Hosting retreats
 - Facilitating groups
 - Eight hours per week of housekeeping duty
 - Serving of meals when necessary, particularly on Sundays
 - Assigned maintenance work
 - Camp presentations at local churches
 - Marketing projects with churches, etc. including calling on the phone in the marketing “season.”
 - Assist in running concessions
 - Assist with office projects
 - Other duties as assigned and as needed!
 - Raise prayer and financial support for a cross-cultural mission trip in camp ministry training and consulting. All Interns will be expected to possess a current passport that does not expire prior to November 15, 2023, or apply for one by September 10, 2023.
- Compensation:
 - Adequate onsite shared housing and basic utilities will be provided by LAC.
 - Meals are included anytime they are being served in the dining hall. Interns will have the use of the dining hall kitchen facility to prepare personal meals when the dining hall is closed.
 - A weekly stipend (wage) of \$275 will be paid to each LIFT member. This wage will be paid bi-weekly, and Interns will be paid throughout the 40 weeks of the internship including the holiday breaks.
- Due to the demands of the LIFT program, interns will not be available for outside employment during the 9-month internship period.
- Generally, every effort is made to schedule each LIFT member at least one full day off each week, which will be determined by the guest group/retreat schedule.
- The LIFT intern program will begin at 8:00 am, on Thursday, August 31, 2023 and will end at 5:00 pm, Sunday, June 2, 2024.
- Interns will receive time off during the Thanksgiving, Christmas and Easter holidays. Planned paid days off shall be:
 - Monday, November 20 – Tuesday, November 28;
 - Saturday, December 23 – Wednesday, December 27;
 - Thursday March 22 – Monday April 1.

These dates are subject to adjustment if affected by Cross-cultural Partnership trip.

- Many LIFT Interns sign on to work on the summer staff at the conclusion of the internship. Often these summer responsibilities begin prior to the completion of the internship. Interns who sign on for summer 2024 staff roles will be required to coordinate their new responsibilities with the need to deliver guest-group experiences that are scheduled on or before June 3rd. Interns may only draw one wage during any period of overlap.
- Because adequate paid time off is scheduled into the internship, there is no additional vacation time provided for. Interns are granted up to three paid personal days to be used for sick days, or significant events (i.e. family wedding) that may be granted only with approval in advance.

LAKE ANN CAMP STATEMENT OF FAITH

Section A - The Living God

We believe in the one living and true God who has revealed Himself in Scripture. He is perfect in holiness, goodness, wisdom, justice, mercy, and love. He alone is God and exists eternally as a tri-unity. He is one in essence, yet at the same time, three coequal persons who act together in creation, providence, and redemption. God the Father, God the Son, and God the Holy Spirit are equally God, yet there are not three gods, but one. The Father reigns with providential care over all life and history in the created universe, and He fully knows the past, present, and future. He hears and answers prayer. He initiated salvation by sending His Son, and He is Father to those who by faith receive His Son as Lord and Savior. The Son became man, Jesus the Messiah, who was conceived of the Holy Spirit and born of the Virgin Mary. Being fully God and fully man, He revealed God through His sinless life, miracles, and teaching. He provided salvation through His atoning death as a substitute in our place, and by His bodily resurrection from the dead. He ascended into heaven where He rules over all creation. He intercedes for all believers and dwells in them as their ever-present Lord. The Holy Spirit inspired men to write the Scriptures. Through this Word, He convicts persons of their sin and awakens them to an understanding of the righteous provision of Christ. He draws them to the Savior, and bears witness to their new birth. At regeneration, the believer is baptized in the Holy Spirit. The Spirit indwells, seals, empowers, guides, teaches, fills, sanctifies, and produces the fruit of Christlikeness in all who belong to Christ. He also gives spiritual gifts to all believers for ministry in the church. Among the spiritual gifts listed in the New Testament are several often referred to as sign gifts, the primary purpose for which was to point to the validity of God's revelation during the time the New Testament was being written. As the canon of Scripture has been completed, the Church does not look for the continued exercise of these sign gifts. The living God is worthy of all reverence and worship, and every aspect of the ministry of Lake Ann Camp must be conducted as humble service joyfully rendered to Him.

Section B - The Scriptures

We believe the Bible is God's Word, the record of God's revelation of Himself to humanity. Scripture, in its each and every word, was given by divine inspiration. It is living, true, trustworthy, powerful, sufficient, and without error. It is the supreme authority and guide for all doctrine and conduct. Scripture is the truth by which God brings people into a saving relationship with Himself and leads them to Christian maturity. Since God has chosen to reveal Himself and His will in this way, the ministry of Lake Ann Camp must ever be one of calling individuals to living in faithful, obedient conformity with God's Word.

Section C - Humans and Sin

We believe God created human persons in His own image to have fellowship with Himself and with each other and to be His caring stewards over His creation. As God's image, each human person is to embody the holy character of the Creator in a finite way, and therefore each possesses value and dignity. Satan, one of an order of spiritual beings called angels, was created by God to serve Him and do His will. However, by deliberate choice, Satan revolted and fell from his exalted position. Satan tempted Adam and Eve, and they chose to disobey God. This sin brought death to human persons and the judgment and suffering of the curse upon all creation. Every person is now born spiritually dead, in the bondage of sin, totally depraved, and is unable to freely do the will of God. Although entirely incapable of pleasing God in any way, every human person is accountable to God for thoughts and actions. God's holy and just character cannot allow sin to remain unpunished, and the eternal judgment of hell awaits all who remain alienated from Him. Sin, therefore, is every human person's most urgent problem, and each desperately needs to be reconciled to God. Lake Ann Camp must structure its ministries in such a way that this understanding of mankind's spiritual condition and spiritual need is fully acknowledged.

Section D - Salvation

We believe salvation is the redemption by Christ of the whole human person from sin and death into a restored relationship with the living God. It is the application of Christ's saving work, offered as a free gift by God, and must be received personally through repentance and faith in Jesus Christ. Saving faith will encompass knowledge, belief and trust. A person is placed in union with Christ by the regenerating work of the Holy Spirit. As a child of God, the believer is acquitted of all guilt and brought into a new relationship of peace. Having been renewed in the image of God, each believer lives to please the Lord in all things, and is known by the display of love toward other followers of Christ. The message of God's provision of salvation is the essence of the Gospel. The ministries of Lake Ann Camp must boldly announce this Gospel, and its promise that whoever believes in Christ, crucified and risen according to the Scriptures, shall not perish, but have everlasting life.

Section E - The Church

We believe the Church is the body of which Christ is the head and all who believe in Him are members. Christians are commanded to be baptized upon profession of faith and are to unite with a local church for mutual encouragement and growth in discipleship through worship, nurture, service and the proclamation of the Gospel of Jesus Christ to the world. Each church is a self-governing body under the lordship of Christ with all members sharing responsibility. The offices of pastor/elder and deacon are to be filled with men who are spiritually gifted and spiritually qualified. Scripture speaks of the ordinances of the church are baptism and the Lord's Supper. Baptism is an act of obedience symbolizing the believer's identification with the death, burial and resurrection of the Savior Jesus Christ. The Lord's Supper is the partaking of the bread and of the cup by believers together as a continuing memorial of the body and blood of Christ. To partake in this meal is an act of thankful dedication to Him and serves to unite His people until He returns. It is the position of Lake Ann Camp that the Lord has given these ordinances to the Church, and it is local churches that should conduct them. The ministries of Lake Ann Camp must always serve local churches by assisting them as an extension of their work, and respect them by not usurping those authorities and commands that belong first to them.

Section F - The Future

We believe God will bring all things to their appropriate end, as Christ hands over the kingdom to God the Father after He has destroyed all dominions, authorities and powers that oppose Him. The righteous, in their resurrected and glorified bodies, will dwell forever with the Lord in the new heaven and the new earth. The last days of this age have already begun with the first coming of Jesus Christ, and Christians now await Him to come again to receive His Bride the Church. According to His promise, Jesus Christ will return to the earth personally and visibly in glory, and He will rule on David's throne. After Satan's final attempted rebellion is crushed, the dead will be raised, and Christ will judge the unrighteous, consigning them to the everlasting punishment prepared for the devil and his angels. Knowledge of these last things is given to believers in order to encourage them in Christian obedience, and the ministries of Lake Ann Camp must always be conducted with hope, calling all believers to keep themselves pure and faithful, that they might not be ashamed at Christ's return.

