



2023-2022 Lake Ann Camp T.E.A.M Lake Ann

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 the local church 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.

TEAM Lake Ann

Together Everyone Achieves More (T.E.A.M.) is a ministry team of Lake Ann Camp.

TEAM Lake Ann Mission Statement

TEAM Lake Ann seeks to equip the next generation by preparing them for a life of service in the kingdom of God.

Prerequisite

TEAM Lake Ann members will have worked at least one summer at Lake Ann Camp.

General Objectives for TEAM Lake Ann Program

- Develop of a spirit of service
- 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:

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| Honesty | All the time, no exceptions |
| Decency | A wholesome, God-honoring manner of talk, dress, professionalism, and deportment. |
| Order | 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

As a TEAM Lake Ann member your training will be about learning godly principles of servant leadership and personal spiritual growth.

- Being on TEAM Lake Ann is not about a “gap year” between being a youth and an adult. You will have adult responsibilities and will be treated as such.

- As a TEAM Lake Ann member, you will be challenged to grow spiritually throughout the year and represent both the Lord and this ministry on and off the property.
- That you will make your daily personal walk with Christ a non-negotiable in your life. We also expect you to share with others what God is teaching you in your private devotions.
- As a servant leader you will be learning how to follow directions even if it involves doing unpleasant jobs that prepare the camp to impact our guests.
- That you will keep your heart open and pliable to hear God speak truth in your life and to obey His promptings with obedience.
- That you will use discipline when it comes to getting the proper sleep needed to function well in life.
- That you will seek to do fun things that do not end in regret.
- That you will hold your team to the highest standard for service and deportment and will keep them accountable to the code of honesty, decency and order and will be courageous enough to speak the truth in love when necessary.
- That you will adopt the ten principles of staff interaction as a standard for how you succeed on this team.
- That, upon completion of Team Lake Ann, you will seek opportunities to continue to grow and use what God has taught you to expand His kingdom on this earth.
- That you will guard your heart to not allow a spirit of discontent to hinder you from being fully present in your work.
- That you will respect the possessions of the camp and of others and will use them in an appropriate and respectful manner.
- That you will set a high standard for yourself when it comes to Christian virtue and decorum recognizing that in your role you will be a role model for others.
- That you will refrain from any alcoholic beverages or controlled substances, realizing that any deviation from this standard will mean immediate dismissal from the program.
- 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 place where a sexual relationship is appropriate. Any deviation from this standard will be grounds for termination.
- The camp will work hard to rotate your schedule, so you are able to attend church every other week throughout the year. It is expected that on the weeks that you are able to go that you will faithfully have chosen a church to be your home church and that you will attend that church throughout your time on TEAM Lake Ann.

Specific Information to TEAM Lake Ann

- Lake Ann Camp has a limited number of TEAM Lake Ann positions available and not every qualified applicant will necessarily be accepted into the program.
- All TEAM Lake Ann members will be responsible for a one page paper each week on a topic chosen for them and for reading a book every 3 weeks to be followed up with a one page summary.
- There is a three strike policy when it comes to assignments and after the first late paper another book will be assigned by the supervisor and a time frame will be determined for when the book report is due. The second offense will add another book and another deadline. A third offense, in the same course period, will be an immediate dismissal from the program.

- Responsibilities for all TEAM Lake Ann members include:
 - Actively participate in and completing of all required course work.
 - Involvement in many areas of camp ministry which may include:
 - Setting up the camp for coming programs and guest groups.
 - Serving meals to guests.
 - Supporting the operation of the guest services.
 - Supporting the operation of the kitchen.
 - Supporting the operation of the Red Canoe.
 - Working alongside the high adventure team for campers and guests.
 - At least eight hours each week cleaning with the LIFT interns.
 - Seasonal deep cleaning.
 - Waterfront set up and tear down.
 - Path and play area maintenance.
 - Snow removal around cabins.
 - Luggage transportation.
 - Painting.
 - Leading challenge course activities if certified through facilitator training.
 - Assisting the office when projects are needed.
 - Attending CCCA Michigan Sectional.

- Compensation:
 - Adequate onsite shared housing and utilities will be provided by the camp.
 - Meals are included anytime they are being served in the dining hall. LIFT interns and the TEAM Lake Ann will have the use of the dining hall kitchen facilities to prepare personal meals when the dining hall is closed but it will be expected and required that no mess is left after meal preparation.
 - A weekly stipend of \$225 will be paid bi-weekly to all TEAM Lake Ann members throughout the year including holiday breaks.

- Due to the demands of TEAM Lake Ann, members will not be available for outside employment during the 9 month TEAM Lake Ann period.
- Under the supervision of your direct supervisor it is understood that some TEAM Lake Ann members may choose to take college classes online throughout the year.
- The camp will work to give TEAM Lake Ann members at least one day off each week and when possible two. This will be determined by the direct supervisor and adjusted according to the demands of the camp schedule.
- TEAM Lake Ann will begin on August 31st at 8:00 in the morning. Members should arrive the night before and be ready for duty the following morning. TEAM Lake Ann will end on Sunday June 2nd 2024
- TEAM Lake Ann will receive time off during the Thanksgiving, Christmas, and Easter holidays. Planned paid days off will be:
 - Monday, November 30 – Tuesday, November 28
 - Saturday December 23 – Wednesday, December 27
 - Thursday, March 22 – Monday, April 1

- It is not required that a TEAM Lake Ann member will sign on for a summer staff role in 2024 but if they do, and their duties begin before June 2 and arrangements can be made with the direct supervisor for an early departure from the program.
- Because adequate paid time off is scheduled into TEAM Lake Ann, there is no additional vacation time provided. TEAM Lake Ann members are granted three paid sick days or days off for significant family events (i.e. Family Wedding) if approved 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.

