

GUIDELINES FOR LEADERS

LEADERS IN CAMPS FARTHEST OUT:

- Strive for authenticity in their leadership role as one through whom God may speak or act.
- Are constantly growing in their leadership skills.
- Are sensitive to the leading of the Holy Spirit.
- Possess an understanding of the purpose and flow of the CFO movement.
- Be in agreement with the CFO Statements of Purpose and Statement of Faith as verified on the Leader's Agreement Form (p. 45) when accepting the invitation to lead.

SPEAKERS

1. Talks presented need to invite campers to go "farther out" with Jesus Christ in Kingdom living.
2. Talks shall inspire and instruct campers through the sharing of one's personal spiritual journey, as guided by scripture and revelation.
3. Speakers lovingly relate to all campers, encouraging and uplifting them.
4. They participate well in all phases of the program.

SONG LEADERS

1. Song Leaders bring campers into a sense of oneness through singing.
2. They choose songs progressing from joy, to praise, to worship, to prepare listening hearts.
3. Their leadership style clearly communicates musical interpretation to the campers.
4. They let the CFO Song Book be the primary source of songs when available.
5. They participate well in all phases of the program.

RHYTHMS LEADERS

1. Rhythms Leaders offer physical revitalization and release through childlike abandon in individual, relational and group rhythms.
2. They enable campers to worship and praise God in body, mind, and spirit.
3. They integrate spiritual truths into physical form for healing and wholeness.
4. They effectively communicate and demonstrate the directions for and the purpose of the activities.
5. They participate well in all phases of the Camp program.

CREATIVES LEADERS

1. Creatives Leaders inspire campers to listen to the Holy Spirit and allow Him to creatively express through them.
2. They encourage loving acceptance in the sharing each day.
3. They demonstrate careful planning and group management.
4. They participate well in all phases of the Camp program.

YOUTH/CHILDREN'S LEADERS

1. Youth/Children's Leaders relate to the youth/children in a warm and loving manner.
2. They have an understanding of CFO and how to incorporate it into the youth/children's daily program.
3. They demonstrate effective leadership in the spiritual growth of the youth/children.
4. They are responsive to the guidance of the Council Ring.
5. They participate in the total Camp program when possible.

Guidelines For Leadership of Youth and Children's Groups (From CCR Minutes 2004)

- 1) It is recommended that Council Rings provide responsible leadership for their camp/retreat youth programs using the following criteria:
 - a) one male and one female leader
 - b) at least one leader 21 years of age or older
 - c) if leaders are under 21, the Council Ring is responsible for providing an adult supervisor
- 2) We recommend that Council Rings provide responsible leadership for their camp/retreat children's programs using the following criteria:
 - a) two leaders
 - b) at least one leader 21 years of age or older
 - c) if leaders are under 21, the Council Ring is responsible for providing an adult supervisor.

Background Checks for Youth and Children's Leaders at CFO: (Added May 2008)

- 1) Prior to appointment, background checks will be carried out for rostered and non-rostered children's and youth leaders. If there is a cost for the background check, (estimated about \$10 per check) it will be born by the leader or the camp which has invited the person to leadership.
- 2) Background checks will be performed and updated every five years.
- 3) Children's activities be supervised by leaders who have had background checks.
- 4) Adequate experienced adult supervision by at least two adults (a male and a female) be provided at all young people's activities.
- 5) An adult and a helper (preferably a male and a female) be provided for children's activities.
- 6) When housed separately from a parent, guardian or sponsor, appropriate supervision of young people's sleeping arrangements be provided with at least two adults.
- 7) Any known or suspected incident of inappropriate behavior (including but not limited to sexual abuse or harassment) must be reported promptly to a Council Ring officer and the Ring must take appropriate action including promptly notifying the ACFO office and / or the ACR chair. Every effort must be made to protect the privacy and legal rights of everyone involved in reporting the alleged incident.

Policy for determining the qualification of CFO youth and children's leaders in reference to background check results.

- 1) In general any sex crime involving children or youth should immediately disqualify someone from leading children and youth.
- 2) In general any individual who was convicted of a crime involving "moral turpitude" and or involving children and youth, such as assault and battery, abuse neglect, risk of injury to a minor, impairing the morals of a minor, etc. should be disqualified from leading children and youth.
- 3) In general, in regards to traffic violations, we should disqualify an individual from driving children and youth at camp, if from the review of the background check, there appears to be a pattern of irresponsibility in driving.