

Camps Farthest Out
YOUTH PROGRAM
NOTEBOOK



Compiled by the Youth and Children Committee
of the Advisory Council Ring
October, 2000

Updated March 2017

OUR BOND OF FAITH

as prayerfully modified by the Advisory Council Ring and Council of Camp Representatives, May 1976

I. We take as our Source and Center the leadership of Jesus Christ. As the highest expression and most perfect manifestation of our highest conception of the character of God, we give Him our complete allegiance and loyalty. We are satisfied to belong to Him and to Him alone. In Him we have our Power, our Peace, our Plenty. In Him we live, move and have our being.

II. We accept as our law of conduct and the source of our energy the two Great Commandments that He gave us upon which rest all the law and the prophets. The deepest passion of our lives is to learn how to love God with all the strength of our dedicated bodies, all the intelligence of our dedicated minds, all the loyalty of our dedicated hearts, and all the devotion of our dedicated souls. We shall try to practice and, by the contagion of our example, inspire others to practice loving our neighbors as ourselves, regardless of their nationality, race or creed.

III. Our Constitution of Conduct shall be woven out of the Sermon on the Mount. Through adherence to this constitution we shall hope to make religion go beyond Science and become an Art, lifting it above Law into Grace, and from a Code into a Contagion.

IV. We recognize that this Way of Life can be learned as a Science and practiced as an Art, but not until it is experienced in the form of Spiritual Rebirth can its full Power be released upon earth. We agree that this Rebirth can not be achieved through creeds, rituals, or laws, but only by the baptism of the Holy Spirit. This we do not explain or try to explain. All we pretend to know is that when we are meek in heart, forgiving toward our enemies, with love for our fellowman and with faith in God, and turn and become as a little child, this experience is more likely to be ours.

V. Everything about our union together and our basis for working shall be as fluid as the sea and as free as the air. Christ and all He represents is central; everything else is marginal. Where and when we find confusion in our concept of Him, we feel assured that when we vision that concept through the lens of the Sermon on the Mount and the two Great Commandments, and His sacrifice on the Cross, we shall see Him as he really is. Though our spiritual journeys may differ, the indispensable thing is that we arrive at the point of total surrender to Jesus Christ as Lord. Then shall we have the mind of Christ Jesus.

VI. We shall recognize three circles in our united efforts as spreading the Kingdom of Heaven through the hearts and souls and minds of men. The outer circle which was described in the Gospels as the "multitude" must be fed by parables and simple, practical teachings that those who hear are able to receive. The middle circle is where the teachers and apostles shall be taught through messages that may be more intimate and sacred, knowing that the hearers will not trample that which is holy underfoot. Finally, there is the inner circle, the inner family, where we shall share our deepest inmost experiences and highest revelations, and keep much in secret and in silence, to share with God alone.

VII. Finally, we come to the specific means by which this Kingdom may be projected into the activities and lives of men. These may take the form of projects such as summer camps and winter retreats, establishing healing centers or institutes of prayer, planting of prayer groups and convening groups of businessmen or congressmen or ministers for inspiration or training for the larger work. We believe that these projects should be prayerfully visioned, carefully planned and then not committed to a committee to be committed to death, but to some individual in the group who is on fire with zeal and devotion regarding that particular project as a means of bringing the Kingdom into manifestation in that particular way upon this earth.

With this bond of faith to unite us, one in impact but not in compact, with union in Christ and freedom in action, moving as an organism and not as an organization, we hope to unify and strengthen the deeper spiritual forces of the nation and the world that are working to save mankind in this age of crisis.

THE YOUTH PROGRAM IN CFO

Purpose: The purpose of the youth program in CFO is to get the Youth rooted into the CFO dream of going farthest out with Jesus. The total CFO program is designed to train youth to be Athletes of the Spirit.

Relationship to total camp: This program takes place during prayer group time and afterglow (the approximately 1 ½ hour period following evening talk.) Youth take part in all portions of the adult program, according to the direction of the Council Ring (Jr. High's may have group activities in lieu of a talk.)

Preparation before camp: Contact the Registrar before camp to gain a preliminary knowledge of the group members, in order to plan activities and to hold the youth in prayer.

At camp: Establish guiding principles, in accordance with Council Ring's guidelines. The leader must lovingly terminate rebellious or disruptive behavior in an appropriate way.

YOUTH PROGRAM OBJECTIVES

The single criterion against which the effectiveness of a program is measured is the Council Ring's approved program objectives. It is important that these state clearly and simply what that group wants to achieve. OUR BOND OF FAITH seems to be an appropriate set of guidelines for a set of CFO camp goals. During the fall Council Ring Meeting, the youth program is reviewed and evaluated. Changes and objectives are identified in order for the youth leaders to plan appropriately for the following year. This must be a loving, but firm meeting, and it must lead to clear understanding and direction. Here is where the "buck stops" and where harmony and Ring support of programs begin.

Sample youth program objectives to build from:

1. Learn the joy of working together for good and experience new ways to pray.
2. Gain a deeper understanding of our Bond of Faith and how to put it into practice.
3. Learn to share our hurt, anger and guilt with friends and to pray for each other.
4. Learn the fundamentals of simple Kingdom Living and practice acting on them.
5. Learn how to solve ordinary daily problems as Jesus would solve them (W.W.J.D.)
6. Practice developing habits to behave in a way that will please God.



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Purpose of this Youth Notebook

A notebook of guidelines, goals, and formats in the hands of the Council Ring is valuable. It provides the Youth leaders, Camp, Zone and Association leadership with a document wherein their Youth programs are described and explained. It provides a resource where parents, Ring members, and zone leaders can:

- Find out what their youth are supposed to be doing and why.
- Verify that their activities are consistent with Our Bond of Faith and supported by the Council Ring.
- Update programs to best match the needs of the Youth.
- Keep Youth leadership “on course” and continually train new leadership.

Guidelines for the Youth Program at Camps

1. Youth need to be respected, acknowledged and accepted.
2. Have at least two (2) youth on the Council Ring as full members. Treat them with respect. Use them as liaisons with the Youth group. The number on the Council Ring should reflect the size of the Youth group. Council Ring should elect youth who are seen to be leaders among their peers and who will be full participants.
3. Involve Council Ring youth in planning for the youth at camp.
4. Youth should have full time leaders for guidance and direction.
5. Youth should be required to participate in all areas of the CFO program.
6. Youth desire to be involved in leadership roles i.e. creatives, singing, rhythms, etc.
7. Youth need organized programs that require strenuous activity (challenge).
8. Ask Youth leaders for feedback from the group concerning program and youth involvement.
9. Don't assign or expect Youth to oversee children's programs when they should be participating in the camp program themselves. They have paid to come to camp and that robs them of their camp experience. They might help occasionally (once or twice a week) as long as it doesn't interfere with their overall participation.

Guidelines/Suggestions for Sustaining Youth Through the Year

- Prayer groups, prayer partners or telephone prayer chains.
- Private get-togethers.
- Sponsor and run CFO Youth Retreat – come and bring friends.
- If a CFO Retreat:
 - a. Must be sponsored by the Council Ring.
 - b. Use CFO program.
 - c. Need to pay shares and insurance to the Association Office.

SAMPLE CFO YOUTH ACTIVITIES

Leader: Daniel M. Klopp, 99 Emmaus Rd., Eureka Springs, AR 72632-9440. Tel.: (501)253-8447

Clay Mold

Objective: This exercise works well with youth that desire to shed off some of the world's darts, wounds, and bruises. This exercise has proved to be very effective. I have had many youth share with me that Jesus Christ did indeed take their "block" that they had been keeping between their relationship with Him, and remove it. Praise God!

What you need: Play-dough

How it goes: After worship and prayer, we move into a meditative time reflecting on various aspects in our lives that keep us from really connecting up with Jesus Christ in a very intimate way. There are many things that we block ourselves from our close relationship with Christ. I ask the youth to sit with a carton of play-dough. I talk about a couple of areas where I was blocking my relationship with Jesus Christ. I then ask the youth to share with me in the form of play-dough, how they are feeling right now. Where are they at in their spiritual life with Jesus Christ through the symbolic use of play-dough. We spend about 15 minutes or so on this. I usually play simple, quiet music on the piano in the background while they work on this. YOUTH LEADERS need to be involved with this also. After a time when everyone has finished, I have them all go around and share their play-dough.

After this is completed I tell a story about a minister friend of mine that had some issues that he wanted to get rid of so that he could improve his intimate relationship with Jesus Christ and move on to do what Christ had called him to do. I ask them to wad up their play-dough into a ball, and to reflect and single out one thing that they know is keeping their relationship off balance with Jesus Christ. I do not ask them to share this, or to tell me, unless they feel led. I read from scripture about various verses that Jesus Christ promises to remove our sins from us. I complete the story about my minister friend, who took his issue and symbolically tossed it away. He took something that he had, and threw it out over the lake into the water, showing that he longed to get rid of the "block" in his life.

I take all of the youth outside at night to a place where there is a lake, forest, etc. They all stand back in a group, and one by one, by themselves, come forward and take their play-dough...I pray for them, and anoint them with Holy Oil. They stand for a minutes, and then chuck the play-dough into the water, forest, etc. This is a symbolic reflection that Christ throws our sins from us if we just ask. He wipes our slates clean.

SAMPLE CFO YOUTH ACTIVITIES

Leader: Daniel M. Klopp, 99 Emmaus Rd., Eureka Springs, AR 72632-9440. Tel.: (501)253-8447

Candles in the dark

Objective: : Here is another exercise that I have found to be effective in sharing with youth about the need to stay close to Christ and His Healing and Warmth. He offers us joy, peace, and love through His Love and Light! If we stray from the Light of Christ, then darkness can creep into our lives. It is essential to surround ourselves in Christ's Love and Light and to surround others who are in darkness, and bring them into the Light of Christ! Thank you Jesus Christ for being our Light in a dark world. We only need to rely on you for your Warmth and Love!

What you need: Candles

How it works:

After our prayer and worship time, I gather the youth up together and we sit in various spots in the room, a fair distance apart so they can be still and quiet, and not be distracted by other youth in the room. We turn off all of the lights, and cover any outside light that may be straying in from another room. We then share what we are feeling. How does the dark feel to you? What feelings, emotions, and reflections do we get while we are in the dark. We talk about superficial things, and also move to more spiritual principles as this exercise moves along. I then read from various Scripture talking about people in the darkness who need and desire the Light of Christ. A time of silence follows as I ask them to sit and reflect on what Jesus Christ has done in their lives. I ask them to think back about all of the great things that Jesus Christ has done in their lives. Many youth are experiencing tough times, so this time of silence may be healing and cleansing to them as they reflect. Go with the Spirit of the Living God with this, and follow His leading.

Toward the end of the time of silence and prayer, I hand out candles (unlit) and ask them to hold one and wait. I read Scripture then about Christ's Light, and His Healing Light, and many parts of living in the Light of Christ. I play a song about the Light of Christ, or something along these lines, and then I take a match and light one of the youth's candle. One by one, they go to each other and light the other person's candle. They can pray with each other if they desire, or be still. Slowly the entire room lights up with the candlelight as we continue to play the song. The song plays out. At this point, depending on the leading of the Lord, I will pray a prayer of repentance for the youth to follow. Sometimes, I will ask for those who have never accepted Christ as the Person Lord and Savior to repeat my words of the Sinner's Prayer. However the Lord leads, go with this.

I then ask them to remember what the Light of Christ can do. It can heal, restore, and redeem. We blow out the candles at the same time, and reflect in the darkness about the light of Christ that has just warmed the entire room.

SAMPLE CFO YOUTH ACTIVITIES

Leader: Kim Self-McArthur, 2250 Mulberry Ct., Aurora, IL 60506 Tel.: (708)801-8990

Ages: 10-12 years

Supplies and Equipment: Bible, tape player, paper, pencils.

How it Works:

1. Reading poems or playing songs with a message and then asking the group what they thought about or got out of the number.
2. Using the story of the “Seed on the Ground ... in the Thorns ... to the Wayside” And ask the kids which they are right now ... and why.
...It is interesting to run this at the beginning and at the end of the week ... And ask for thoughts on ways to keep on the good ground.
...This exercise can be followed up during the year with letters to the kids asking them to think and identify what things or acts put them where.
3. In more mature groups it is useful to ask them to draw a Spiritual Time-line. Then ask them to notice and share how their spiritual condition goes up and down and how or whether the daily events of their life affect their spiritual condition.
4. To encourage more effective prayer, it is helpful to write as headings on separate sheets of paper: Thanksgiving, Praise, Adoration, Supplication, Forgiveness & Reconciliation. Then talk about the full meaning of each of these terms. Then when prayer time begins, let the kids suggest one pray-thought at a time and write it under the heading on the appropriate sheet. This focuses the group on the various areas of prayer or types of prayer or forms of communion. This seems to work wonders in getting kids to pray out loud.
5. Divide the prayer group time into three parts: (a) Poems, Stories & Songs (b) Personal questions about themselves to get the kids thinking & talking (Do we pray at home? How often? Alone or with others? What others? Do you have Christian friends? Do you ever talk to anyone about God? Who? If there is reticence, ask them to write answers on paper...Then in a circle, take turns sharing from their notes ... Or ask them just to share one subject and go around again and again until the group has “lost it.” (c) Spoken prayers. Sometimes we do (d) Games.
6. Poems to share: The Lord’s Prayer (with interactive modifications)... The Runner ... You’ve Got to Prime the Pump ... The Old Violin.....Songs to share: Thank You ... We are His Heart (Ray Boltz) ... Lazarus, Come Forth.

SAMPLE CFO YOUTH PROGRAMS

Leader: Joseph Fick, 709 Mitchell St., Ithaca, NY 14850 Tel.: 607-272-7081

Ages: 12-14 years

Supplies and Equipment: Bibles, notebooks, videos and music.

Objectives:

1. To prepare Jr. High age campers for life as Christians in today's world.
2. To encourage openness and honesty with one another about life and God.
3. To develop friendship based, praying relationships between members of the group.

How it Works:

During afternoon Prayer Group time we either discuss what prayer is and/or pray for specific issues and needs...depending on the age and maturity level. We've done this part sitting in the room or walking in the woods.

During the night sessions we get together and discuss things, pray and laugh. My general approach is one of facilitator as much as teacher. Self-discovery via the revelation of the Holy Spirit is very powerful, and I like to try to encourage it as much as possible. The first meetings of each camp are usually a little tougher as people are getting used to one another again. By the end of the week ... openness has always increased. Prayer for and encouraging true love and companionship, I think, is the key to this closeness occurring.

Really listen to the Holy Spirit & the kids. When we come together in the evenings, if someone raises a "group applicable issue," we usually go from there ... That becomes the first activity ... discussion. Keeping the discussion structured can be difficult at times ... But on the whole, with love, patience & perseverance, we manage. I'd say the best times we've had have blossomed out of personal needs and questions. Being a listening ear, a voice of encouragement and a watchful eye are all important. Being sensitive to the Spirit is key in all these areas. Lots of hugs are great, too.

SAMPLE CFO YOUTH PROGRAMS

Leaders: Kirk & Janet Peterson, Kansas City, MO

Ages: Jr. High

Objective: To help Jr. Highs become more involved in Praying.

How It Works:

During the afternoon Prayer Group time, the Jr. High met together. We wanted to keep the emphasis on Prayer. So we decided to work with ACTS ...Adoration ... Confession ... Thanksgiving ... Supplication.

Each day we took a different topic and talked about what would be appropriate to say-in-words during that type of prayer ... and why each phase is important. Each leader took a topic to prepare and present ... The others, when not presenting, assisted. After talking about a topic (phase), we took prayer requests and prayed ... Trying to put into practice what we had just talked about.

This seemed to be an effective handle for the kids to take hold of. It seemed to make prayer a bit more tangible for them and give them a format for praying so their prayer could become more than a list of needs.

At the close of the week, we looked at the Lord's Prayer and noticed how the different elements (ACTS) could be found in it. We involved quiet members by asking specific questions randomly. Inappropriate behavior was subtly corrected in the group and when necessary talked about privately with the individual after the session.

SAMPLE CFO YOUTH PROGRAMS

Leaders: Mark Hammond & Susan Klaus

Ages: 13-17 years

Objectives:

1. To Prepare Jr. High and High School age campers to be effective adult CFO campers.
2. To have fun while learning to be sensitive to others' needs.
3. To practice sharing one another's inner "stuff" and praying for one another.

How It Works:

Each day we open our session in prayer ... I had a stable, Christian adult whom everyone respected speak from experience on some aspect of "Awareness or Caring." Then we asked questions. Subjects were assigned in advance ... Paying Attention ... Listening Actively ... Observing & Watching Carefully ... Thinking Unselfishly ... Putting Yourself in his Shoes...

The first day, the director (Me) gave his Christian testimony and spoke about the centrality of "caring" in the teaching of Jesus. To really care for a neighbor, you've got to get to know them in depth. So we went around the circle and said five things that made each of us "me." Then we asked questions of one another. We closed in a circle-of-prayer

The second day we divided into two small groups after the "talk." We discussed "Is it ever right to lie ... or ... Is it always right to speak the truth."

The third day we played volleyball after the "talk" and practiced "awareness or sensitivity to other's needs." We closed in a prayer circle.

The fourth day we shared our strengths and weaknesses in "group." After each camper shared, someone prayed for his weaknesses. All got into the "laying-on-of-hands." After this we got several to speak in the closing prayer circle.

The evening sessions mainly were social gatherings with cookies and punch. We sang around a boy with a guitar ... Mainly Christian choruses with some Country and Love Songs. On the last night we joined the adults in a candlelight communion service.

SAMPLE CFO YOUTH PROGRAMS

Leader: Viki Jagger

Objectives:

1. To learn to work together effectively and happily in a group.
2. To explore and discover who we are in Christ.
3. To share our inner feelings with one another and to experience praying for each other's needs.

How it Works: The youth, 18 in number, always gathered in a large circle around me. They sat or lounged on their unrolled sleeping bags, as the floor was sand. The whole week was one continuing discussion session ... interrupted as the Spirit led ... by spontaneous sorties of song, or prayer, or folk dance or just cutting-up. I as leader generally opened the session by introducing a subject or idea or situation or Bible passage with a brief message, vignette or testimony. Someone would pray ... asking the Holy Spirit to honor our groping and praying that this time would be fun and caring. The discussion usually started by my asking a central, controversial, question. At first I would have to prod for action, but after the first day, trust developed and most felt comfortable wading in with interesting points of view.

The focus was always divided between (1) the subject matter and (2) developing good dynamic skills ... Thoughtful, courteous phrasing, active listening, bring in reticent members, sharing the discussion, summarizing often, rephrasing, clarifying, distinguishing fact from opinion from belief, citing specific examples, resolving conflicts, trying tact ... The subject matter was usually a basic Christian value embedded in a real, current, family or school situation. Such as:

1. We are commanded to love our neighbor as ourselves. How does this play out in your home life ... school life? How might we get to know our neighbors in depth? How does it apply to competitive sports? To sharing possessions? To business? To war?

2. My brother teaches his kids to awaken each morning in prayer ... Thanking God for safety through the night and turning over the day to his service. Do you suppose this is what Jesus meant by "Seek first the kingdom of God, and everything else will fall into place?" How does that commandment work in your life? How might it work better? Do you have an early daily devotional habit? How might that be arranged? Of what might it consist? How long a period?

3. I was told recently by a police officer that the parable of the Good Samaritan does not apply in today's world and should not be taught anymore. It is too dangerous to stop to help victims or pick up hitchhikers. Is this true? Where do most teenagers run into trouble trying to live a Christian life? How do you discern "right" from "wrong", when do you choose the "right?" How do you generally score? Is it more important to believe Christ died for me or to always behave in a caring, unselfish way?

Share & Prayer: After we began to bond and trust, near the end of every evening, I would ask someone new to relate the current problem in his life which caused him the most anguish or frustration. I started this by sharing my own despicable habit of getting jealous when my husband chatted on the phone with a certain woman. The group laid hands on me and prayed for my release from this bondage. As each new member shared, we would all lay on hands and pray. First only a few prayed, but this intimate time soon developed into a profoundly spiritual experience from which everyone seemed to benefit and enjoy.

SAMPLE CFO YOUTH PROGRAMS

Leader: Bo Bottomly, 9312 Azalea Dr., Eaglecrest, Etna, CA 96027-9722. Tel.: (530) 436-4365

Ages: Jr. & Sr. High

Objectives & Goals:

1. A youth program should strengthen kids' faith and trust in Jesus Christ.
2. We should explore new ways to encourage kids to want to pray and to feel comfortable praying alone or together ... openly and conversationally as well as creatively. We should give them lots of practice praying.
3. Center on practicing the Great Commandment (Matthew 22:36-40) and through this practice (problems, exercises & missions) reach for healthier attitudes & more unselfish habits that would carry over to life.
4. These problems, exercises & missions must be challenging, adventurous and relevant to young life.
5. Learn the value of openly, actively caring for one another.
6. Exploring some basic, caring or bonding skills and feelings.
7. Exploring the whole idea of "Getting to know who we are in Christ."
8. Practice "Caring teamwork" in a variety of adverse situations, highlighting praying, encouraging, affirming, complimenting, supporting, comforting, celebrating; never teasing, ridiculing, disparaging or humiliating either friend or foe.
9. Commit ourselves to do our "Spirit Empowered Best" in all we think and say and do ... here, at home, at school, and "out there."

We stuck by our central philosophic notion (Thomas Aquinas) that really indelible concepts that impact human behavior are normally not taught and learned by rote like reading, writing & arithmetic; rather they are individually "discovered" while "exploring" in a free but guided model. We experienced that putting the great Commandment to practice day-by-day, through "all kinds of weather," is for the average teen very new, very difficult and very rewarding, and very central to our Bond of Faith.

How it works:

1. At Prayer time, we explore together some central aspect of the Great Commandment to love one another (we use the term "care".) There are about five (5) central notions here. I usually do this by sharing a previous camp experience or relating a "war parable" or staging a skit. Then we break into our teams and discuss the idea or share testimonials on the subject. Here we practice trusting the Christ in each other and learn to pray for one another openly without embarrassment. Then if there are special skills needed or fears to overcome to make the most of the "night adventure," we go through that part in the daylight.
2. After the evening talk, we gather at "our place" and brief the "night mission." Here we take the principle, idea or concept upon which we have been focusing and put it to practice in a real, complex activity, with a real objective ... usually in a disciplined time-frame. The idea is to immerse the teams in a variety of challenging, real-life problems ... they are adventure sorties ... fun and exciting, but with a cutting edge. If they plan too hastily, make foolish mistakes, panic or violate the principle-of-focus, they will not accomplish the goal. Usually this starts out by my handling the team's coaches a "Mission Exercise." This may go like this: "You are a Church youth group en-route by van to a village in Mexico to help re-roof a church. As you come around a mountain curve you come upon a group of cyclists in trouble. One rider has slid in the gravel and badly broken his collar bone along with possible internal injuries. Across an adjoining lake at a distance of 25 yards you can see a First Aid Station. There is no way around the lake, you must build a bridge or fabricate a raft and move the injured person properly bandaged to treatment. You have two hours to plan and deliver. The team must first choose an appropriate leader, pray, plan an effective approach, the leader assigns tasks; next, they commit themselves to one another to do their best. Expecting the Holy Spirit to honor their Work they now go out and "do it." If they falter, they stop and pray. When they achieve, they rejoice. Practice leading, following and obeying, working together for good, trusting the Christ (ever among them) to help them grow and, watch their practice experiencing the spectrum of emotions that always accompanies endeavors and are part of the "climb." They are the spice of the adventure, and we can handle them all with style. Finally, we sit down before the dying embers of the campfire and critique, talk about "what happened out there, what were our strengths, our weak spots and how we are different from two hours ago."

SAMPLE CFO YOUTH PROGRAMS

Leader: Bo Bottomly, 9312 Azalea Dr., Eaglecrest, Etna, CA 96027-9722. Tel.: (530) 436-4365

Ages: 9-12 years

Objectives & Goals:

Introduce simple, basic fundamentals of Kingdom Living, including:

- Thoughts and ideas about “self,” “others,” Jesus Christ, God.
- Accepted behavior, courtesy, obedience, honesty.
- Christian caring, bonding and nurturing i.e., loving one another.
- Putting these ideas to practice in group activities.

The activities should be designed to explore respect for self and others through talking and listening, working and playing together ... and through it all learn to release “self” to the group and develop an easy “caring” attitude and have fun doing, it. Finally, and most significant, the explorer should slowly become aware of what’s going on here ... This is worship. This is prayer-in-action. Getting to know myself ... my neighbor and my God ... in fact all “getting to know” – all learning – all exploring is worship ... is prayer. Searching for truth is glorifying God. The child should begin to realize how all life can be worship ... relates to everyday life in his family, at school and everywhere he goes.

The method throughout is for a leader (Director or Coach) to talk to the whole group about one of the concepts. Then let the kids retire to their “Bands” and, guided by their Coach, discuss and explore ... how they individually understand it, feel about it, have experienced it. Next as bands or in the Big Group, play a game, work a problem or have an adventure that in some way brings the concept to life. Finally, either as bands or Big Group, gather and talk about what happened, how they felt, what it meant and was it fun.

SOME SUGGESTED CONCEPTS THAT MIGHT BE EXPLORED ARE:

- Who am I? Where did I come from? Why am I here? What skills do I have? What are my strengths? My weak areas? How I am valuable to my family. My school. How do I feel right now on a scale of 1 to 10?
- Why do we have families? What is my family like? What are the good things about it? What would you like to improve?
- Who is God? Where did He come from? What is He like ... look like ... some of his characteristics? (Good, everywhere, mighty, faithful, loving, dependable, forgiving.)
- What is my relation to God? How does He want me to act? Be? Do?
- What is “right” and “wrong” or “good” and “bad” about? Why is this important? What is “Doing your best”? Why is it important to do your best?
- What is “honesty”? Why is it important to be honest? Is it ever okay to be dishonest? Why are you sometimes dishonest? How does it start? How do you handle it when you find yourself thinking about lying, cheating, stealing?
- Is our conscience involved here? What is our conscience? How does it work?
- Make sure everyone understands that life is a “learning experience – an exploration”. Stumbling, fumbling and grumbling are part of the game. God understands this ... expects us to do our best and forgive and encourage one another and admit it when we are wrong. THANK GOD for forgiving us and ask the others to forgive us so we can be set free.
- Introduce “Creation” ... “Beginning” ... “Exploration” ... “Discovery” ... “Invention” ... “Creativity in Art,” “Writing, Music, Science, and Drama.”
- Talk about thoughts, ideas, dreams, visions, feeling. Imagination. Notice what you can do within your mind ... travel, remember another place or time ... create a happening and see it happen. Feel cold or hot or uncomfortable. Tell a story that causes feelings and thought to be engaged. Notice the cyclical nature of life

... Pine cone to plant to tree to house to mulch/ashes to cone ... Birth to life to death to birth ... dawn to noon to dusk to dark to dawn ... Spring to summer to autumn to winter to spring.

Here are some simple exercises, games, missions or adventures designed to “bring-to-life” some of these band discussions. Remember, first choose a leader and plan together; and don’t hurry the planning.

- Go on a “Lewis & Clark” exploration ... just looking or with a definite goal. Talk about it on return.
- Find places ... a cave, creek, huge tree, fort, lookout point.
- Find things ... seeds, leaves, unusual rocks, walking sticks, a bird nest, feather, animal footprints, droppings.
- Find inanimate items such as a beautiful scene, a Hobbit’s house, a tire, joyful or angry feelings, a neat idea, a hiding place.
- Create a story together ... Coach might start it and go around the circle ... or plan the whole thing and weave it together as ideas arise.
- Go on an imaginary World Tour together ... maybe someone start then pass it on
- Play “Hide and seek,” then create a game of “explore-discover,” “hunt-find,” “chase-catch.”
- Play “Hide-in-a-tree,” or “Bearmark” or Pyramid.”
- Develop night codes, then scatter, accomplish mission and reassemble.
- Final night hike and star-study. Explore the heavens. Discover constellations, dark holes, binaries, planets, how to tell directions at night, identify forest sounds, smells, feelings.
- Notice how creating, exploring, uncovering, celebrates Jesus, the Eternal Creator ... pleases God.

Have a final Big Group critique of the whole week ... Did you have fun? What did you like best? What would you change? What happened to you individually here? How are you different? What did you discover that you can use at home or at school? Why is unselfish teamwork important? How and when did you sense God’s presence here? Are we beginning to see how all of our good, caring, unselfish activities are loving our neighbor and thus are worship – honoring God through obedience.

SAMPLE CFO YOUTH PROGRAMS

Leader: Bo Bottomly, 9312 Azalea Dr., Eaglecrest, Etna, CA 96027-9722. Tel.: (530) 436-4365

Ages: 12-14 years

Objectives & Goals:

Growth in Kingdom Living, including:

- Thoughts and ideas about self-worth, human dignity, teamwork, Christ-in-us, Fatherhood-of-God, Holy Spirit-in-action.
- The “WHY” of good behavior, courtesy, kindness, obedience, honesty as these attributes relate to good teamwork.
- How unselfish, “give-and-take” helps in problem solving.
- Why “openness” and “trust” are important.
- Putting these ideas to work in realistic games and exercises.

The introductory messages, guided group discussions and team exercises of the program should aim at providing a safe, open but unembarrassing, asexual, encouraging arena for the kids to begin discovering who they are, what the Christ-in-each-of-us means and how it works for good when we share together, pray together or work/play together as a team. This should help balance and stabilize their inner lives, as well as make them happier, more unselfish team-workers at home, at school or wherever they are ... hopefully bring about an inside discovery that all unselfish, caring, encouraging teamwork is worship ... prayer!

The method throughout is for a leader (Director or Coach) to talk to the whole group about one of the central concepts ... or tell an experience or story flagging the idea. Then let the kids go with their coach to their “GROUP” meeting place. There guided by their coach, discuss, explore and discover, feelings, meanings, applications in everyday life. Next as small groups or as a Big Group, play a game, work a problem or exercise putting the notion to practice. For example: say the central “caring Idea” was to notice and respect the differences between people. The exercise might be a Treasure Hunt by teams where the leader might be called upon to delegate tasks as appropriate to skill differences. Reporting the wording on a distant sign would be assigned to speedy runner, while finding of a Bible verse might be assigned to a good student and the collecting of a black oak leaf might be assigned to a “woody” type. The diagram of the constellation “Orion” might be assigned to a young astronomer. The coach might encourage the group to elect as leader for this exercise, a young lady who knows her group well, who delegates easily and who can record and organize information as it comes in without getting flustered under pressure. Then finally, either in “GROUPS” or together in the Big Group, gather and critique the exercise. What happened? What important lesson was involved? How did we do? Was it fun? How can we do it better the next time?

Okay, let’s assume the “Theme Message” for the afternoon is over. We take a break and join our coaches with our teams. Here are some ideas or areas that may lead to significant mental or emotional, reaching and stretching ... as we try to stabilize and balance our inner selves and establish confidence in who we are, why we’re here and get some un-graded practice in loving our neighbor as ourselves under modest, competitive stress ... as well as some safe, low-cost practice in group problem solving. And finally some practice in understanding what it means and experiencing how it feels to “win” and to “lose” with grace and class.

- Who am I (Describe in 50 words ... ten words ... one word) What are my strong points? What are weaknesses? What would I like to become?
- Who is God and what is He like? (Describe in 50 words) What is His goal? How can I help Him achieve it?
- Who is Jesus Christ? Why did he come here? What does it mean “To believe in Him?” What does it mean to be “Born Again?”
- What do these words mean: “Courteous?” “Caring?” “Trusting?” “Helpful?” “Sharing?” “Sympathy?” “Pride?” “Tolerant?” “Self Discipline?” (Don’t let kids be superficial ... spend some thinking time ... examples from life.

- Give an example from your experience of “Carelessness,” “Selfishness,” “Happiness,” “Sadness,” “Loneliness,” “Guilt,” “Forgiveness.”
- Why is “Encouraging or Complementing Someone” an act of bravery”?
- Why is “Teasing Someone” an act of cowardice?
- What does it mean “To Bless Someone?” How do you do it?
- Is there such a thing as being “Lucky or Unlucky?”
- Describe how you feel right now. Look at someone around you and tell how they feel. Touch someone and give them a compliment.
- How do we know that “Good” things are Good and “Bad” things are Bad? Who says?

Next, teams compete in a game, an exercise or a night mission where the kids have a chance to put into action the concept or concepts that have been the subject of discussion. The desired-learning-outcome must be kept in focus. For instance, if the “Message” is about “Encouraging” rather than “Criticizing” and the put-to-practice game is volleyball: The game should be stopped periodically to highlight a good example, or an opportunity missed. And in a way to model the “Encouraging” that is the desired outcome. Coaches participate in all these events and act as a perfect team worker. Then finally the Director or Coach critiques the activity from the point of view of the “Message” in asking, “How Did We Do?” “How Could We Improve” “Was It Fun?” etc.

Here in the volleyball game is an example of where a team might be encouraged to select as leader not the strongest, most athletic male, but instead someone who needs this experience and with the encouragement and unselfish help of the others, can succeed as a leader in previously unfamiliar activity ... and thus grow out of a self-imposed shadow and be forever changed.

- Here are some exercises, games and missions designed to put reality into these ideas of streams-of-thought or mixed thought – feeling adventures. Remember, you choose a leader (based on your growing knowledge of each other’s talents, gifts and experience) then develop a “Game-Plan” before you do it. “It Takes A Year Of Planning To Win A Week Of Battle” MacArthur at the Battle of Leyte.
- “Who Am I” Starting with Coach, tell a 3 – 5 minute biography of yourself covering Name, geography, family, good qualities, weaknesses, what you believe in or stand for, Favorite things or activities. Questions are encouraged, then as one finishes, they call on someone else. Make sure everyone goes and everyone listens.
- Play “Treasure Hunt” or “Go-For-The-Gold” ... one is a quality event and the other a speed event. Coach can plant “treasure” beforehand, or use things that are already “out there” ... A “balance-rock”, “peculiar tree”, a “bear cave”.
- “Exploration Hike” into a part of the surrounding territory with which few if any are familiar. Change leaders as you go. Practice caring, helping, encouraging ... Refrain from criticizing, blaming, teasing ... Have fun. For safety and to help make this a good experience, it’s better if the Coach reconnoiters the area before this event.
- “Think Big: Think Fast!” This is an exercise to help the kids appreciate the power of their mind ... and thus be ready to use it to solve problems of all sorts ... The coach goes first and describes a distant city or scene where they instantly are. Call upon another who describes another distant location where they have taken the “group.” Pass it on until most of the world has been covered. It is not necessary that you have been there, but you must describe in detail what your mind sees. The miracle is that this also works for changing your attitude, your mood, your plan of action.
- “Create a Game” Director issues some simple junk such as a handkerchief and Ping-Pong ball, or a rod and a piece of rope, or a balloon and a piece of bubble gum. The “Groups” must create a meaningful, fun game. Demonstrate it and compete for points with it.
- Bear Mark, Pyramid Building or Hide-in-a-Tree. Start with a Big Group story of the giant grizzlies of Montana who mark their turf by a high, horizontal rake of their razor-sharp claws as high as they can reach. Then put the Groups to it in competition for the **Giant Grizzly Award** of 1000 points. When you blow the whistle to start, only one sustained build and mark is allowed. Highest mark wins. Pyramids ... usually a flat out race between the Groups to touch the ceiling. Everyone in the Group must participate in the pyramid. Require safety. Hide-in-a- Tree begins with story of bomber crew evading the enemy. A patrol drives into the orchard where evaders are resting. The commander says, “Climb for Your Lives”. All must climb high enough so as not to be touched from

the ground and stay for 1 minute. The patrol passes, and all are saved. Pick an easy, branchy tree and compete for fastest time. Leader calls "ALL UP!" If all Groups are successful, the shortest time between the "Climb" command and the "All Up!" is the winner. Points are allotted according to success, teamwork and speed.

- "Create-A-Story" ... This is campfire game. The Coach starts a tale then passes it to a camper who adds and then passes it on around the circle ... Or plan the skeleton first then weave the story together from beginning to end as a group. Remember, avoid inappropriate sex and violence. You might let the Group set standards.
- "Sharing, Caring And Praying" This is a "Heavy" spiritual time and usually is of great meaning and beauty if it comes rather late in the week after the Holy Spirit has moved through the Big Group and here bonding and trust can be sensed ... individually and collectively. Usually the Director will open the "Sharing Time" by talking about trusting and caring and unloading burdens and praying for one another. Then the Leader may ask that everyone close their eyes for a few minutes and think of some secret burden or sadness or unfortunate habit or unfair circumstance in their life or family that needs God's help to change or relieve the pain or understand. The leader might ask each one to think of the single, toughest problem or trouble in their life that is keeping them from becoming the wonderful person that God has promised ... an abundant life. Or "If you had the power of god to change something about your life or condition, what would you change?" Then the Director might begin by opening the twist tie of their garbage bag and sharing a major mountain they are in the process of climbing. Then, ask if the kids understand how you feel carrying that burden all the time. Ask if the Big Group would like to help you share the burden ... Who cares enough to be willing to pray aloud? Ask that all who want to be in on the prayer to reach out and touch you ... or touch someone who is touching you.

I sort of get-in-the-center and let things happen. After the Director, you can break in groups and continue, or you can ask a coach to share and pray for him and see if the Spirit moves in the Big Group or when it seems right move into small groups and continue. Be sure you choose a full night for this, and do not break in on any person or group or try to hurry things along. You will be able to tell when the Spirit has moved, soothed and passed. When peace descends upon a small group, you can let that group quietly go to bed or leave the scene, but do not call time. Let each Coach guide their group at their own pace to their own peace.

Have final Big Group Critique and comment session. Was it fun? What did you like best? What needs changing or deleting? How have you been changed by the experience? Your attitude, your habits, your skills, your spiritual condition? Have you picked up anything that will help you in your family relations, your school relations, your street relations, your church youth group? Did you sense God's presence here? In your teammates? Can you tell about it?

SAMPLE CFO YOUTH PROGRAMS

Leader: Bo Bottomly, 9312 Azalea Dr., Eaglecrest, Etna, CA 96027-9722. Tel.: (530) 436-4365

Ages: 14-18 years

Objectives & Goals:

Develop the attitudes, habits and confidence to want to do their best to practice loving their neighbor and themselves in all their thoughts and actions at home, at school and out in their world.

This “Athletes-of-the Spirit” training includes:

- Boldly and enthusiastically discussing and debating thoughts and ideas about feelings, spiritual things, self-worth, human dignity, teamwork, “why” questions.
- Practicing awareness in: integrity, commitment, empathy, doing-your-best, encouraging others, role modeling, meditation and praying.
- Practice releasing “self” and embracing “team”.
- Practice earnestly the teamwork craft.
- Get to know everyone well and let them know you well.
- Listen and be courteous.
- Develop an honest, open, caring attitude.
- Be aware of others feelings.
- Actively reach out to, help, encourage, compliment.
- Refrain from teasing, criticizing, putting down, discouraging.
- Aggressively help the leader achieve the goal.
- Bring in reticent, bashful members.
- Freely contribute your enthusiasm, skills, talents, ideas, experience, hard work.
- Be God’s man or woman and honor the Christ in others.
- If you are selected leader, appoint a deputy, listen to suggestions, develop a plan, organize the work, delegate tasks according to skill, keep encouraging, go personally to help where it is most difficult, uncomfortable, unpopular, most likely to fail.

The motivational messages, facilitated team discussions/debates and team exercise and missions should aim at causing these teenagers to want to reach and stretch, to want to develop grace, and class and maturity in their daily lives ... To enjoy the uphill struggle ... to seek to excel, to care, to understand, to appreciate because they know that it pleases God and because it is the right way to live.

The method throughout is for a leader (Director, Coach or Special Guest, which may be a camper who wishes to share) to talk to the whole group about one of the central concepts of Kingdom Living. Tell a story or relate an experience but not preach. Then let the kids retire to their team meeting place. There facilitate by their coach, discuss, explore, debate, discover ... Feelings, meanings, choices, theories, connections and applications in their individual everyday lives.

While the teams are in this mode, the Director delivers an assignment, normally a competitive teamwork task, game or mission designed to “bring alive” the caring message. Here is an opportunity to put to practice under a coach’s guidance some of the leadership and teamwork skills and attitudes that have surfaced earlier in message and discussion. Here also is a “safe” laboratory to experiment and explore. To notice how I feel and how I deal with different feelings. To pay attention to where other teammates are physically, emotionally and perhaps spiritually. To notice debilitating feelings in self and others such as fear, worry, fatigue, anger, jealousy, resentment, denial, intolerance, as well as the value of some positive emotions present among a team in the process of solving a problem or performing a mission ... bravery, loyalty buoyancy, compassion, acceptance, spiritual awareness. Most everyone will notice how as conditions get tougher or a game gets tighter, inner feelings surface more explosively and become

part of the problem, requiring cool leadership and good teamwork to deal with the situation in a positive way. Most will notice how it becomes every member's responsibility to help marshal the "feeling energy" of the team for good rather than allow it to destroy. This often is the difference between victory and defeat.

Through all of these "real-life-adventures" we try to make all of our positive resources available to the team. We try to do our best to remain aware of where each member is psychologically, who's getting tired, who's becoming frustrated, who's showing signs of anger or resentment, who need encouragement, who's feelings have been hurt. On the other hand, who has an excess of physical or spiritual energy that can be used to meet one of these needs. These unselfish kinds of attitudes need to be discovered and practiced and encouraged. When they slowly find their way into day-to-day living habits, God has produced another caring team worker and everyone wants to be on their team.

Finally the team gathers in a quiet place to critique. This is "Coach's Time" to pause and check-our-work. Each one mentally reviews the game, the task, the mission. The coach usually calls on someone to verbally narrate from planning to completion. What happened out there. We talk about what went well and what got loose or fell apart. We review how we felt and how we handled it together. We discuss what the activity meant to me. Was it fun? What did we discover about ourselves individually and about our team. What needs to be changed to improve the activity, make it more meaningful, more fun?

GUIDELINES FOR COACHES

By Col. Bo Bottomly

These Guidelines are intended for orientation and information, particularly for new coaches. The hope is that coaches will grow up out of the teams to become Assistant Coaches as they display the desired maturity and leadership potential. Also it is critical that coaches in the CFO Youth Program feel a calling to work with kids all their lives in one way or another. These ideas are also intended for use in the CFO Youth Leadership Training Program which should be soon established to help identify and train college-age young adults to meet the growing need for youth leaders.

The object of the Coach's Program as part of the CFO Youth Program is four fold:

1. To provide a source of in-training Directors for various programs of CFO at large.
2. To provide assistance to the Director to keep each program on track and moving toward established goals.
3. To provide each team with a strong, healthy, clean-cut role model. A robust, positive, Christ-like, unselfish team worker. Dependable, loving rally-point, watchful facilitator, encouraging counselor, tough taskmaster.
4. To provide the Director and the Council Ring with a constant feel for (1) how it's going, (2) specific trouble spots that need attention and (3) suggestions for improvement.

How Coaching Works

Near the beginning of each camp, usually the first evening meeting, the Director calls a "Big Meeting." With all the camp's youth gathered at his feet, he describes in general terms the week's adventure and identifies the Goal and Scope of the program. At the close of this talk, he challenges the campers to do their best to achieve this goal.

The coaches are introduced. Parenthetically, coaches are normally college-age graduates of this program who have shown clear, God-given talent and desire to work with kids. They have caught the spirit of CFO and see this youth program as a way of "growing in grace" and passing on the joy of exploring how to love God by loving your neighbor. The campers are then divided randomly by height into teams of about seven and separated. At this point the Director and the coaches make summary effort to balance the teams. Equal size and equal strength, equal numbers of boys and girls, equal numbers of new and old campers. Brothers and sisters, clutching friends, sweethearts, etc. are normally separated so that each camper can be their own, on their own. The idea is to start the teams fresh, equal, competitive, affirmative and compatible.

The coaches choose co-workers or assistants and separate themselves into pairs. The hope is to have a pair of compatible, young adults, one of each sex, to watch over each team. In any event the coaches counsel with the Director and prayerfully choose teams. Here family and other special relationships are normally avoided.

The object here is to randomly and quickly pull together teams of rather fresh acquaintances and coaches who have little prior knowledge, ties, preference, or prejudices in order to promote free, open dialogue, honest disclosure of strengths, weaknesses, talents, and inner needs, expression of real feelings, candid voices of points of views and enthusiastic cooperation.

Once the coaches select their teams, the groups retire to comfortable, private place to get acquainted and to select a "team name." During these first minutes together, if obvious mistakes have been made in team balance or composition, the Director monitors mutually agreed trades. Normally this is the only time during the week that an exchange is made. Once a team-is-a-team, it is a team.

This first team gathering is critical to developing that team's attitude, personality, and ultimate performance. The tone of the whole week may well be set by the mood and manner in which the coach takes charge and begins the bonding. She or he must be firm but loving; a real model of relaxed, caring, goal-oriented, big brother – big sister. These early

character development and bonding sessions along with the exercise critiques will be the coach's main opportunity to model firm, caring leadership.

Here are some central thoughts for each coach to review often as the camp week unfolds:

1. Don't ever forget the goal: To help each kid discover and try-on the attitudes and actions of daily practicing the great commandment.
 - a) Think and model:
 - Getting to know people better
 - Care for each kid as your own child
 - Be aware, sensitive to where each kid is inside
 - Pray for each other easily, openly, and often
 - Open, honest, no-fault, exploring
 - b) Watch for, affirm, encourage
 - Examples of unselfishness
 - Kids complimenting, encouraging others
 - Kids listening and watching carefully
 - Admitting mistakes without blame or shame
 - Spiritual awareness, spontaneous worship
 - Kids dealing with each other's feelings
 - Kids thinking creatively, trying something new
 - Kids overcoming incredible odds by not quitting
 - c) Repeat the goal in some form during every team meeting
2. Remember, all of our actions during the week, adventuring, competing, losing, winning, listening, sharing, praying, creating exploring, eating, all of our actions are really time spots to practice caring teamwork.
3. We are dealing mainly with "feelings" and "attitudes." Here are a few of the bag-full of feelings that you may experience during the week. Learn to recognize them as they drift across you stream-of-consciousness. Learn more about yourself as you notice how you deal with each experience. How would Jesus have me deal with each one?
 - Pride, greed, fear, lust, impatience, meanness, dishonesty, insecurity, temptation, sorrow, defeat, guilt, disappointment, resentment, hatred, jealousy, frustration, selfishness, sloth, profanity, insensitivity, anger, gluttony, rudeness, judgment, self-pity, joy, relief, love, faith, freedom, compassion, acceptance, appreciation, peace, serenity, hope, patience, comfort, awe, surrender, elation, surprise, euphoria, confidence, bewilderment, trust, boredom, overload, God's presence.
4. Remember that you are not the leader. You are the coach. You do not call the play, carry the ball, throw the pass, shoot the basket and kick the ball on every play. You can suggest a few calls, but you do not organize the effort, suggest the "game plan" then lead your troops over the wall to victory on every mission so that your team can win the grand award on the last day and be named Coach of the Year.
5. Critiques are your arena. Even here, you will want to encourage your team to begin taking over evaluating your work and progress. By the end of the week you should have the designated leader reviewing the action, others signaling strong and weak points, taking responsibility, complimenting and encouraging, handling criticism with class. When someone, including the leader, blows it, the faulty decision or action should be clearly, but unemotionally flagged. Make sure the team reaffirms the person at fault to there are no lingering hard feelings.
6. A model critique:
 - a) Review the plan and the action.
 - b) Cite the strong & weak points in leadership, teamwork.
 - c) How are we doing? Improving? As a caring, effective team?
 - d) Restate the goal in some form.
 - e) Avoid "teaching" and "right" or "wrong" answers. Nonetheless, open honesty, caring willingness, togetherness, inclusiveness and positive attitudes are encouraged. Quibbling, evading, denying, teasing, criticizing, selfishness, quitting and other uncaring behavior is discouraged.

MASTER CRITIQUE GUIDE

**The “critique” or ‘debrief’ is the key clincher insuring that learning is sealed
Bo Bottomly**

Here is the How & Why we critique our efforts and progress:

As soon as practical, (preferably immediately) following each program activity (exercise, game, problem, mission, etc.) it is important to hold a critique. That is a meeting supervised by the adult leader. This meeting involves everyone who participated in the game. It is normally an open discussion rerun of the activity generally aimed at exploring what happened out there, what went well, what got fouled-up and how we can do better next time.

Why do we do this? Critiques are valuable for several reasons. First, a critique helps the individual evaluate himself and where he is in his growth and maturity: physically, emotionally, spiritually and mentally. It helps him get to know himself and to realize that he and all his teammates are in the process of growing up – are in the process of becoming more confident, unselfish team workers – more group and goal oriented – more relaxed and caring even under stress.

Now what actually happens? My kids usually gather at the endpoint of say, a night exercise. They have just uttered a yell into the night sky to signal that the problem is over. I call them together with some sort of gathering challenge like, “Okay guys, let’s gather around me for a few minutes and let’s talk about ... What happened out here.” First of all let’s pray and thank God that He has honored our efforts to grow and has brought us all through this adventure with only a few injuries to our pride and our feelings. He has also healed a few wounds, a few fears and transformed a few doubts and made us each a stronger, better person than we were just a couple of hours ago when all this started down at the lodge. Then we go straight into the mission as it happened. I ask questions, and I try to be sure everyone gets into the discussion with special care that the reticent members participate. Let’s do it. Here are the main questions, but answers will trigger other questions as you go along. Now notice that none of this is to be pejorative or accusatory. I will keep spicing the discussion with encouragement and accolades and “lifters” such as, “Isn’t that amazing! And “Dynamite” you couldn’t have done better!” or “Jason, what were you feeling right then?” Or, “That was a mistake, wasn’t it Jerry? I would have done the same thing, but, if we were there again what smarter action would we have taken?” We need to treat triumph and disaster honestly and objectively. They are just parts of the exercise and steps in our growth. Now here are the basic questions in sort of logical order.

“From the opening whistle, Joe. Describe what happened where you were.” Describe how the action unfolded. What went well? What got fouled-up? (Then interspersed as the story unfolds) Did you achieve your objective? Was the leadership adequate? Was the teamwork caring and tight? (When something went wrong, slow the action down and walk through – from time to time move the storytelling to another) When did you first notice the difficulty? Was your planning adequate to cover those problems? How long did you actually spend planning? Where exactly did the problem start? Who will take responsibility for that decision or action? (When something was singularly successful) Exactly why did that work so well? Who should we credit for that decision? Or that move? Do we all agree, David showed unusual insight right there? (Then as the action winds down) so, gang, what did we learn from this adventure? Are you any different from the experience? As a team, are we getting better or worse at solving problems together? Now let’s look at the exercise ... Was it fun? Was it tough enough for this team? Too tough? Were the objectives good ones? Achievable? Was the geography appropriate? Was the timing appropriate? Too long? Were the directions I gave you clear? Sufficient? Now if you were in my place, how would you change this mission to improve it?

General helpful notes:

1. It is normally good to sit right down on the scene and critique. However, if the mission was performed late at night or it somehow dragged late into the night and everyone is tired or discouraged or emotionally upset, wait until morning. But do not let the critique go away just because it is too difficult or the mission failed embarrassingly or the exercise was so inappropriate as to make a critique reflect on the program leadership. It is most important that these “disaster” exercises go through an honest critique. The weak link needs to be pointed out especially if it is in the leadership ... more especially if it focuses on an adult leader. This where you demonstrate integrity and build trust throughout.
2. The first two critiques should be conducted by the director or other adult leader to set the tone and temper of the program. How tough; how serious is this program anyway is communicated in the first two critiques. Then the youth leaders can begin to critique under adult guidance and facilitation. It should be pointed out at the beginning that critiques will always be held, and the first couple will be instructional, so pay attention to how it is done correctly.
3. If an individual made a significant tactical mistake or demonstrated a character flaw, that person should be respectfully asked to explain the shortfall ... How, why, who, etc. What did we learn from that? This should be an open, honest, objective untarnished by any feeling of guilt or chastisement ... The idea is to illuminate and adjust to strengthen the team for future assignments.
4. Written notes of these critiques kept by the director or a coach are normally used to correct exercise shortcomings, adjust timing, change geography, etc. ... or reject the exercise as inappropriate. It is also valuable to make marginal notes on printed “mission briefing cards or sheets” to help in the next run.
5. These notes are finally used by the coaches and the director to fill out their final evaluation forms at the end of camp.
6. If this were children’s exercise, the adult leader should conduct the evaluation among the adult leadership after openly talking the experience over with the kids. Don’t assume the kids aren’t evaluating each activity they participate in and will have helpful observations.
7. Most critical of all ... Work hard to insure that the critique ends on a positive ... Skills were improved, fears were overcome, lessons were learned, we can do better now, each member is a better man or woman for having experienced this event. When can we tackle a tougher problem?

**SAMPLE PARTICIPATION AGREEMENT
YOUTH PROGRAM**

My signature below indicates that I have read the following agreement and am willing to act in accordance with it in spirit and in truth.

I am participating in this CFO Youth Program voluntarily. I understand that it will be a robust, outdoor, physical, and spiritual adventure. I expect to have a lot of fun ... to reach and stretch and grow a little. I also expect that I may be bumped, scratched and bruised ... get tired, asked to do things I don't like ... be both thrilled and scared ... feel pain and joy ... laugh and cry ... help and be helped ... But through it all I promise I will be obedient to the leader, listen to my leader and do my best.

I further promise that I will hold no one liable for or to blame for ... nor file suit, cause to be filed nor allow filing of any legal action to recover damages against CFO, the camp, the Program Director, any leader or fellow participant ... for any accident or misfortune that befalls me during or as a result of this program of youth activities.

Youth's name (PRINT)

Youth's name (SIGNED)

Date

I hereby give permission for my child(ren) _____
to participate in the Youth program and all its activities. I support my child(ren)'s acceptance of the above agreement.

Parent or guardian's name (PRINT)

Parent or guardian's name (SIGNED)

Date

Medical information attached: yes no (circle one)

In the event that I cannot be reached, I authorize appropriate medical treatment for my child, at the discretion of the Youth Leader.

Parent or guardian's name (SIGNED)

Date

CFO YOUTH PROGRAM EVALUATION: BY YOUTH

(Youth Leaders: Please give this form to your youth to fill out and return to you at the end of Camp, for your Camp's use in designing future programs.)

1. Briefly state the objective, goal or purpose of this program as you saw it.

2. What were the most positive parts of the week for you? _____

3. What were the most negative parts of the week for you? _____

4. What could have been different to make this experience more meaningful for you? _____

5. What new did you learn about yourself this week? _____

6. What new did you learn about others this week? _____

7. Please circle the word that best describes the week for you in each of the following:

- | | | |
|---------------------------|-------------|----------------------|
| a) Enjoyable | Okay | Boring |
| b) Helpful | A waste | Okay |
| c) Too Easy | About Right | Too Difficult |
| d) Too Long | About Right | Too Short |
| e) Too Much Talk | About Right | Not Enough |
| f) Too Physical | About Right | Too Easy |
| g) Leadership Overbearing | About Right | Too Permissive |
| h) Too Much Free Time | About Right | Too Little Free Time |
| i) Disorganized | Organized | Over Organized |
| j) Too Spiritual | About Right | Too Shallow |

8. Based on your experience this week, would you recommend to your friends that they come to camp?

YES NO

9. What lasting value, impression or experience will you leave camp with? _____

Are you Male Female

NAME: (optional) _____

Please make any additional comments about the program on the backside of this sheet.

CFO YOUTH PROGRAM EVALUATION: BY YOUTH LEADER

(Leader: Return form to your Council Ring to help Camp in future program preparation)

Name (optional) _____

Date _____ CFO _____

1. Briefly state program objective (What did you intend to accomplish?)

2. How successful was the program in meeting the objective?

3. Was this camp a good experience for you? _____

4. Did the youth respond well to the program? (Rate 1-10 with 1 being poor and 10 being excellent) _____

a. High points of the program: _____

b. Low points of the program: _____

5. If you could start the week over, what would you change?

6. Did you have adequate support from (rate 1-10 with 1 being poor and 10 being excellent:)

a. Council Ring: _____ b. Fellow Workers: _____

c. Parents: _____ d. Other Campers: _____

7. Elaborate on any part of the above question that would be helpful for future camps: _____

8. Please critique the following (rate 1-10:)

a. Assigned area: _____ b. Materials: _____

c. Class size: _____ d. Time w/ youth: _____

e. Number of teachers/helpers: _____

f. Balance between activities: _____

9. Any other comments or suggestions? _____

