

This is both a resource and a tool to help you be successful in your Summer Camp experience! **This also serves as your Summer Staff Training Manual.** You will be responsible for knowing the topics in this book and will need to have read it in entirety.



**EXPERIENCE
EQUIP
EMPOWER**

DISCIPLESHIP ***PATHWAY***

Čhanjú Wašté Ranch
Porcupine, South Dakota



CULTIVATING *the* CALLED

Our Discipleship Pathway exists to provide a platform of missional **EXPERIENCE, EQUIPPING, & EMPOWERING** by way of immersive opportunities, practical coaching, and spiritual development.

Your time with us also includes an **ENRICH** Retreat that takes place mid summer during our week off of camp. This provides the space to process the first half of summer, grow deeper with the God, self, and others, be challenged by the Word corporately and individually, and rejuvenate for the final half.

The roots and direction of this pathway are simple, we want to be disciples making disciples; pouring into the next generation is a special way to bring that to fruition. The goal is to provide a place for young people to go deeper in their walk with Jesus, develop leadership and teamwork skills, implement the Living Word in real time and grow in serving the Lord and His people.

Since our inception in 2011, Čhaŋkú Wašté Ranch has been blessed to host thousands of volunteers, many returning multiple times. The feedback remains consistent: “God is certainly doing something here” and “expect to be wrecked when you leave!”

We are so glad God led YOU to participate in all that this Pathway affords - including become a piece of His beautiful landscape here in South Dakota! We cannot do what we do without healthy partnerships and investments from the body of Christ and so your role is vital. While Summer Camp is just one aspect of our ministry, it is where CWR began and is the foundation every other lane has developed from. Undoubtedly, Summer Camp will be one of the wildest rides of your life, but will likely also become one of the most treasured ‘wreckings’ of the Lord you ever experience.

EXPERIENCE:

Comprehensive, hands on involvement and investment within a lane of non-profit ministry as well as a local church body, including opportunities to both lead and be led.



EQUIP:

Participate in corporate and team Bible studies; complete a Biblical concept immersion project; unpack and implement missional living alongside local full time ministry staff as well as incoming church teams; foster and discover leadership skills; learn and invest within the context of team dynamics; share and show the love of Jesus in practical ways.



EMPOWER:

Be coached through daily ministry responsibilities; be challenged to grow spiritually, seek the Lord, and walk by faith; gain clarity on the unique giftings given by the Lord, put them into practice, and encourage others to do the same; discover a fresh approach to serving the Lord while growing relationally with God, self, and others.



“Very simply put, your summer at Čhaŋkú Wašté Ranch is going to wreck you and radically change you and sanctify your heart.”

**Avery Scandrett -
2023 Summer Disciple Alumni**



Čhaŋkú Wašté Ranch

1 POWERFUL MINISTRY - 4 LANES OF IMPACT

WELLNESS

Hope • Healing • Health

Offering peace of mind and wellbeing through dental, vision, and educational resources. We desire to walk with those seeking physical restoration and build relationships established in a safe space. Total restoration is found in Jesus, but often times begins with a physical need being met. Providing these resources can give access to hope, healing, and overall wellness.

CAMP

Joy • Freedom • Safety

Čhaŋkú Wašté Camp is nine weeks of joy, belonging, learning, loving, and JESUS! It's a place where we encourage fun, creativity, healthy relationships and for kids to just be kids. Together we grow in the knowledge and truth of Jesus Christ as we explore the wonders of His love for us. It's where it all began and ties every other lane together.

CONSTRUCTION

Security • Renewal • Refuge

Through general repairs, updates, and/or new construction, we connect individuals in our community with partners to help create safe and healthy living spaces. The security of a renewed home environment establishes a place of refuge for families. Confidence within can be restored where a solid foundation is built.

FAMILY

Family • Advocacy • Ministry

Our desire is to walk with families and help create healthy home lives for adults and children. Advocating for both the child and parent/guardian serves to bridge any gaps that stand in the way of succeeding in restoration of the family unit.

THE GOOD ROAD @ A GLANCE

WE ARE ON MISSION TO
GIVE EVERYONE IN OUR
COMMUNITY ACCESS TO
A RESTORED LIFE.

EVERYONE

We operate from a posture of mutual brokenness and understanding that we are all equal in God's Kingdom. We see transformation in the lives of everyone involved, each created in God's image and equally desperate for the saving grace of Jesus.

ACCESS

The community we serve lacks access to physical resources and safe relationships needed for a fully restored, self-sufficient life. The Čhaŋkú Wašté Ranch partners with the community, professionals, and volunteers to meet those needs.

RESTORED LIFE

We believe that a life is not fully restored without a real, transformative relationship with Jesus and access to rescue, safe relationships, vital resources and recovery opportunities.

Go, therefore, and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe everything I have commanded you. And remember, I am with you always, to the end of the age.

Matthew 28:19-20

"The best place to go to learn how to make a disciple or be a disciple is to the One who commanded it, the Disciple Maker Himself - Jesus."

- Matt, Executive Director

Buying into and living out the mission of Čhaŋkú Wašté Ranch is not something that we hope our Summer Disciples will just accidentally fall into. We pray you'll quickly catch the vision and join us in moving where and how the Lord is at work around us.



JOB DESCRIPTION

Summer Camp is a highly structured environment that requires a significant level of adaptability. It is vital that you maintain a fluid attitude and open mind - there are times your responsibilities could be adjusted with little to no warning. This is not to be discouraging, but for you to be prepared for the unexpected.

QUALIFICATIONS

- Be 19-25 years old
- Possess a high school diploma or GED
- Be actively engaged in an ongoing relationship with Jesus
- Understand and support the mission and vision of Chanjú Wašté Ranch
- Possess leadership skills including a willingness to learn
- Be able and willing to share testimony of personal salvation experience
- Ability to work within a team dynamic and invest in it's growth and development

SKILLS & ABILITIES

- Desire and ability to work with children in a predominately outdoor camp environment
- Skilled in relating to children individually and in groups (i.e. group management, discipline, motivation)
- Able to identify and respond to hazards, and possess strength and endurance required to maintain constant supervision of individual campers within camper group
- Ability to endure the strenuous physical demands of camp, including ability to walk, run, and lift in order to assist campers and others as needed
- Able to see, hear and verbally respond to a camper in distress
- Ability, willingness and desire to relate to one's peer group
- Understand & grow in recognizing & responding to trauma in calm, healthy, supportive ways
- Ability to actively listen to campers and other leaders in order to offer support, encouragement, and positive feedback

SUMMER DISCIPLES' BASIC ESSENTIALS

- Able to read, comprehend and communicate with children & adults
- Must be able to stand and walk for long periods of time – up to six+ hours daily
- Ability to communicate, enforce, and follow safety procedures
- Be able to visually observe (with or without corrective lenses) campers to ensure safety
- Able to assist campers in emergency (injury, accident, altercation, etc.)
- Possess strength and endurance required to maintain constant supervision of campers
- Able to traverse a wide range of terrains (i.e. open fields, hills, gravel, etc.) and to do so while supervising and staying the pace of a group of campers
- Able to maintain personal, mental, and emotional health in order to provide a positive & encouraging environment with campers & staff and to provide emotional support and stability for campers

DISCIPLESHIP PATHWAY

Total Cost Of : \$750 Breakdown

\$36

Ministry Safe, Background Check

\$300

Cleaning Supplies and Utilities

Paper products, Housing (supplies/maintenance) & Utilities, Vehicle Use/Insurance (\$30/week per person)

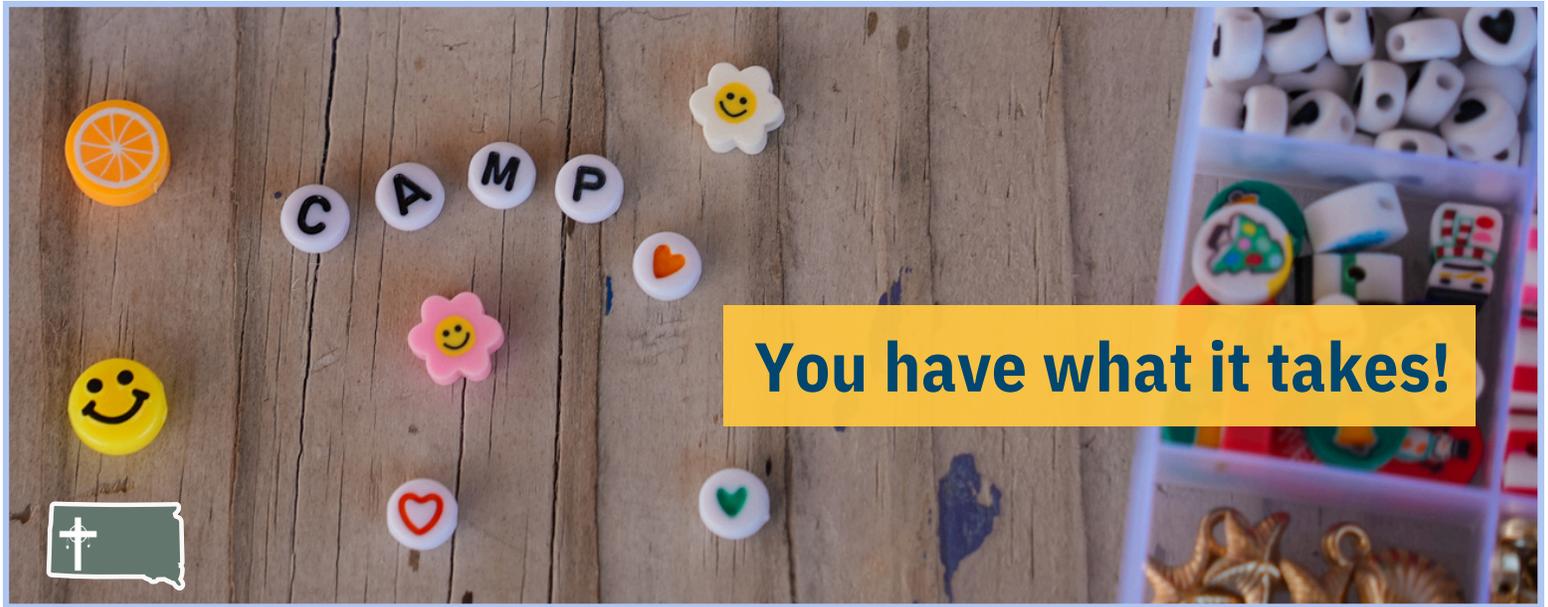
\$50

Merch

Discipleship Pathway and CWR Swag

\$364

Retreat



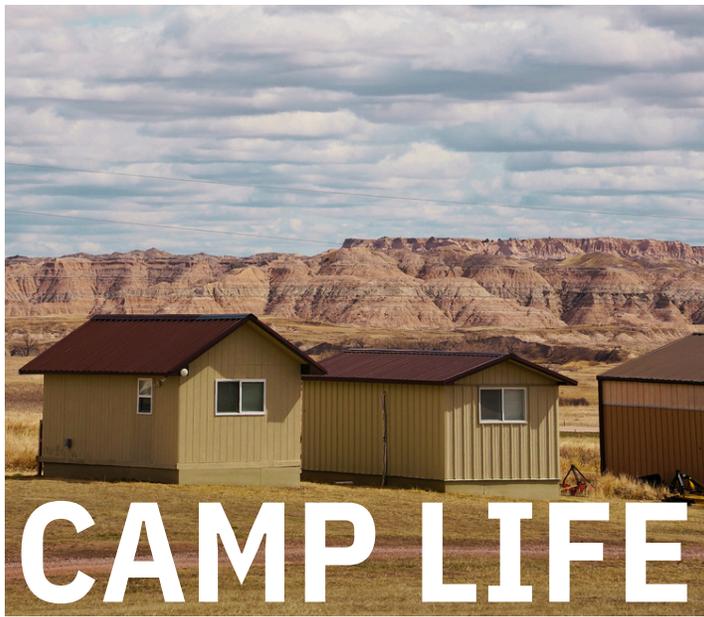
You have what it takes!

SPECIFIC RESPONSIBILITIES

- Share the gospel and love of Christ through relationship building and a ministry of presence
- Cultivate personal relationships with each camper in your group
- Understand, support, & intentionally implement an environment of FELT SAFETY
- Serve as support for all daily camp functions
- Attend all required meetings prior to and during camp season
- Wholeheartedly invest in Summer Discipleship team development
- Strive to display the fruits of the Spirit
- Attend services and serve in various capacities at a local church
- Serve as an advocate for campers, providing support for them with other campers, incoming teams, etc.
- Encourage & support campers through verbal praise & positive reinforcement
- Actively participate in all camp activities: Rally Times, Games, Crafts, Bible Lessons, Meals, etc.
- Assist with camper count throughout the day, including check in/out processes
- Swiftly handle and inform directors of any and all camper or team member problems
- Assist incoming church team with maintaining daily schedule and structure
- Be actively pursuing the Lord through Bible study, prayer, fellowship, regular involvement with the local church, etc.

LEADERSHIP CHARACTERISTICS

- Demonstrates high levels of integrity, servanthood, humility, boldness, and a willingness to model Christ in tasks & attitudes
- Willing & actively engaged in personal physical, emotional, and spiritual growth in order to serve with excellence
- Able to see the overall picture of camp and be patiently engaged in helping to cultivate it's long term effects
- Serve with intentionality and purpose - seeking to thrive not just survive
- Ability and desire to build trust and unity with other Summer Disciples and CWR staff
- Ability & willingness to be creative and consistent in encouragement and appreciation of others
- Relatable, fun, friendly, welcoming, having a sense of humor, patient, engaged
- Attitude: positive, willing, teachable, driven, enthusiastic, fluid, able to be autonomous, lead with humility



CAMP LIFE

OVERVIEW

As a Summer Disciple, you will be giving up a great deal of privacy and comfort, working long, demanding hours, and adhering to camp policies which may be limiting and not necessarily reflect your normal way of living.

It is important that you have accurate expectations for what will be required of you during your time serving at Čhaŋkú Wašté Ranch. There are various reasons for the policies and guidelines that have been established:

- Our desire for those who minister here is to separate themselves for the purpose of ministry striving to live a life above reproach.
- Due to the nature of our living arrangements and size, these policies are vital to make life run much smoother for everyone.
- To live in unity, we must all demonstrate a respect for the convictions of others. These guidelines help make that easier.
- Čhaŋkú Wašté Ranch has built an excellent reputation that families in our community associate with our organization. Your adherence to these policies assists to maintain that.

Each of these policies have been made prayerfully and with much consideration. We understand that some of this may be a sacrifice for many who serve with us. It is our prayer that you will see these areas as a small sacrifice in comparison to the opportunity of sharing the love of Jesus and growing in your walk with Him.

CAMP HOUSING

In your housing situation this summer, you will have fun, as well as be challenged to live with others in unity. In committing to serve at Čhaŋkú Wašté Ranch's Summer Camp, it is also assumed that you are committing to reflect Christ's love, grace, and forgiveness on a regular basis with your roommates and fellow co-workers. Summer Disciples are expected to respect all camp property including housing, and fellow housemates. Summer Disciples are expected to share in maintaining cleanliness in assigned living spaces, including personal space and common areas. To ensure that you are prepared to fulfill your duties, it is also expected that everyone receives adequate rest. We trust that as a group, you will collectively set and respect wise boundaries for yourselves and your fellow housemates requests for quiet times.

CAMPERS SHOULD NOT, UNDER ANY CIRCUMSTANCE, BE INVITED INTO A STAFF MEMBER'S RESIDENCE.



WEEKENDS, FREE TIME & CURFEW

The Summer Discipleship Pathway is a position for adaptable persons; be prepared for unanticipated extended hours and limited free time, even during weekends and some evenings. Camp hours will be all consuming, requiring your undivided attention. Personal business needs to be handled either before summer or during your limited free time. Summer Disciples will have designated time off each Friday at 1:00pm through Saturday at 3:00pm. **Property curfew is 10:00pm.** Summer Disciples should be **onsite and in their assigned housing location NLT 10:00pm.** Summer Disciples are required to be onsite each Saturday by 3:00pm to receive incoming teams, assist with check in, and participate in the welcome meal and orientation. Additional free time will be Sunday following church services through Monday morning as long as all responsibilities are complete.

CURFEW IS 10:00PM. SUMMER DISCIPLES SHOULD BE ONSITE AND IN THEIR ASSIGNED HOUSING LOCATION NLT 10:00PM.

CHURCH

Because it is vital for our staff to be spiritually nourished, Summer Disciples are expected to attend Sunday morning and Wednesday evening church services. There are several evangelical churches within our ministry serving area on the Reservation to choose from for both worship services and other potential serving opportunities outside of the Summer Camp required activities.

COMMUNICATION WITH THE OUTSIDE WORLD

Phones: Casual, non-camp related cell phone use during the camp day is strictly prohibited. Many Summer Disciples utilize their phones for schedules, alarms, reaching other staff members, etc. However, we do require campers to disconnect from their phones; incoming teams are asked to do the same. Therefore, keep your phone use to a minimum and only for required camp duties. You are here as a leader and even these subtle actions will disciple those around you. Be sure you are modeling what you are requesting in regards to cell phones.

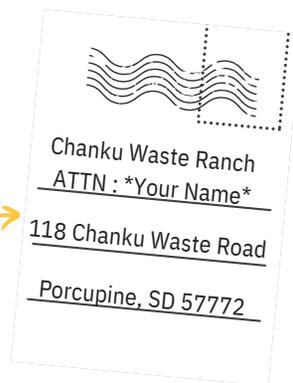
Please let your family and friends know that you will not be able to immediately respond to calls or texts during camp hours. Feel free to share our camp office number as an additional option in case of emergencies.

Camp office: 605-455-2052

Receiving Mail & Packages:

Mail is picked up and distributed daily from our mailbox at Rockyford School. UPS & FedEx deliver onsite.

Summer Mailing Address:



MEALS

One thing is for sure, you will not go hungry during summer camp! Monday - Thursday all of your meals will be prepared and provided by the incoming team. CWR provides the Saturday evening welcome supper. Typically, there are more than enough leftovers and ingredients available when each team leaves to cover your remaining weekend meal times. Each housing unit has a microwave and refrigerator available also, and the camp kitchen can be used when teams are not onsite. Bringing/buying extra snacks is a great idea for those who need a little more or have special food preferences beyond what is provided. **Notify the Camp Director of any food allergies/restrictions.**

Summer Disciples are **required to attend Saturday, Monday & Thursday suppers** with the team. Other evening meals and breakfasts can be enjoyed elsewhere.

INSURANCE & TRANSPORTATION

INSURANCE

Summer Disciples are expected to have their own health insurance coverage and are responsible for any medical bills incurred during or as a result of serving at Čankú Wašté Ranch. **CWR DOES NOT provide any form of personal health or auto insurance.**



TRANSPORTATION

2 Summer Disciples will be authorized drivers of ministry vans. Fuel for off duty outings will be at your shared expense. Be mindful of trips to avoid unnecessary wear & tear on vehicles, and go as groups to respect your driver's time. The assigned drivers should not be treated as your personal taxi service. :)

Social Media

Social Media is an excellent way to keep supporters and prayer partners up to date with your life at camp. Čankú Wašté Ranch engages social media as one tool to make the name of Jesus known, to share the Good News of the gospel, and represent our Oglala Lakota community well. As a summer camp, we are grateful to connect with children from many different experiences, including some in very sensitive environments such as foster care. We are committed to honoring both our call to protect the young people in our care as well as to respect the requests of those who simply choose not to share photos of their children. We ask you to join us in doing the same.

CWR only posts images of community members that have signed a photo release or given verbal consent. Even still, we do this with mindfulness and great discretion. Feel free to share anything we have posted on our social media pages.

Please see the Summer Camp Handbook for additional directives on posting on social media platforms.

It is very likely that you will receive friend/follow requests from campers as the summer progresses. Please continue to maintain appropriate boundaries in this area, specifically in private messaging - including gender boundaries. Female Summer Disciples should not engage in private communications with male campers and vice versa. This is one simple way we represent healthy relationships and teach wise usage of social media.



As a disciple of Christ, our lives are a reflection of Jesus to all we come in contact with. It is vital for us to remember that our personal choices will reflect our heart condition and Lord of our life. With this in mind, we expect all our staff to show concern and respect for others in each of the following matters of personal habits, attitudes, and conduct:

RELATIONSHIPS

You are going to meet so many wonderful people throughout the summer and we hope you will build Christ centered friendships that last a lifetime! While we encourage friendship, we **STRONGLY discourage starting dating relationships**. You are serving with a small team, carrying immense responsibilities, while growing in your walk with Jesus, all of which requires your undivided attention. In the event that focus is lost during camp for any reason and it hinders your relationships or effectiveness with the campers or staff of Čanĝkú Wašté Ranch, or if rules are blatantly broken, appropriate action will be taken, which may include termination of your time with us.

ANY ROMANTIC RELATIONSHIP BETWEEN A SUMMER DISCIPLE AND A MINOR IS GROUNDS FOR DISMISSAL. A "MINOR" IS ANY PERSON: CAMPERS, COMMUNITY MEMBERS, INCOMING TEAMS, ETC. UNDER THE AGE OF 18

PERSONAL SEXUAL PURITY

It is important for our staff to understand the importance of sexual purity in their interpersonal relationships. Biblical standards for human sexuality clearly prescribe a heterosexual relationship within the context of marriage and sexual chastity for those who are single. (**Genesis 1:27-28; 2:18-24; 1 Corinthians 6:17-20; Galatians 5:19**) Staff are asked to conform their conduct to this while serving with us. We believe that confused sexuality and unrepentant sexual sin can have serious consequences on the effectiveness of the ministry of the staff members involved, on Čanĝkú Wašté Ranch as a whole, and the Kingdom of God .

SMOKING, ALCOHOL, DRUGS & THEFT

Čanĝkú Wašté Ranch has a zero tolerance policy for and entirely prohibits theft and any consumption or use of: alcohol, drugs, chewing tobacco, smoking or vaping. This includes both on and off the camp property.

(Please Note: Lifestyle Policies are in effect throughout the entire summer, whether the staff member is on or off grounds.)

THE WORDS YOU SAY...

While we strongly encourage both positive and negative feedback about Čanĝkú Wašté Ranch, administration, or problems you might be experiencing, we are opposed to negative complaining, gossip, or lack of team unity. One of the most destructive forces to a cohesive team is complaining, gossip, or negative/inappropriate discussions. Thus our goal is Ephesians 4:29, "Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen."

Profanity - Use of profanity in any way towards campers, staff members, parents, or anyone on and off camp grounds is not acceptable. The words we say and how we say them matter, even to our peers. Please be slow to speak, remembering we are called to be a reflection of Christ.



MUSIC & ENTERTAINMENT

Music - We LOVE music and hope that you spend much time in worship filling your hearts with melodies you want to overflow to your actions. Music played during chapel, games, or any other public part of your time with us must NOT contain anything vulgar, provocative, or explicit in nature, this includes sexual, drug, or alcohol references. Please be mindful of secular music played in camp-owned buildings or vehicles. In cabins or housing, if you want to listen to secular music, it should first be discussed with and "OK'd" by your roommates, or listened to privately with headphones.

Television, Movies & Games - TV use in dwellings should be respectful and mutually agreed upon by all residents. During TV times or trips to town, Summer Disciples are expected to be careful of what they "feed" their minds and spirits and should have no part in watching unwholesome shows or movies. Čanĝkú Wašté Ranch does not restrict the rating of movies seen off-site but does challenge each staff member to carefully consider the content and subject matter of the films being taken in. No R-rated/explicit videos are allowed to be shown on camp property or in camp provided housing.

GENDER BOUNDARY POLICY, THE 3 RULE, & LOVE

While you will be working directly with members of the opposite sex, it is imperative that clear, healthy gender boundaries are established from the start. **Unmarried members of the opposite sex should never be in private locations alone, including vehicles, beds & buildings. This pertains to Čanĝkú Wašté Ranch full time staff, Summer Disciples, campers, members of incoming teams, and any other persons.**

Stick to the 3 Rule: Maintain groups of 3: 2 females and 1 male or vice versa. Watching a movie? Have 3 people present. Running to the store for a Coke? 3 people in the vehicle. You get the idea!

LOVE: We love love around here and hope one day we're invited to your wedding! *BUT* for this 10 weeks out of your *whole life*, please keep the main thing the main thing - and spend your time falling deeper in love with just **Jesus**.



STAFF ATTENDANCE

With only 32 actual camp days, **your focused, all-in attendance each day is critical.** Relationships formed with campers are crucial, missing even one day can disrupt your group's dynamics as well as add exceptional burden to your team members.

Absence - In the event of an illness-related absence, Summer Disciples must notify the Camp Director directly and as soon as possible so that adequate coverage can be determined.

Timeliness - Lateness is not permitted, especially during the camp week. You are not just serving, but also leading the team onsite who has been asked to be on time. Summer Disciples are expected to be at required activities at least 5 minutes prior to the start time. For example, if your bus route is scheduled to leave at 7:30, you need to be present and ready NLT than 7:25.

Communication - We understand things happen and strive to give grace as we will also need it. However, it is imperative that **direct, immediate** communication be made with the Camp Director for any unexpected situations that may arise.

WEAR IT WELL

Čhaŋkú Wašté Ranch staff do not have a designated uniform, however we do strive for excellence in every area of ministry including our attire. Camp weather can be unpredictable and drastically different from day to day, sometimes morning to afternoon. It will be important for you to bring options of clothing you would wear in both the summer and fall seasons. Every Thursday is Water Day and will include you getting wet and even potentially messy, keep this in mind as you pack.

Also, as a trauma informed ministry center, we make every effort to create an environment of FELT SAFETY, which includes how we present ourselves. Modesty is one way we represent Christ and seek to provide a place of purity for our campers, community and incoming teams. While there is not a uniform, there are some standards we ask you to uphold, whether on or off grounds:

FOR THE FELLAS

Swimsuits:

Swim trunks and t-shirts are fine for water activities. Swimwear should be functional and modest, no short shorts or speedos. Males are required to keep shirts on during ALL activities.

Shorts:

Wear comfortable, presentable shorts/pants to camp everyday. Shorts **must be at or below fingertip length when standing.** Please do not wear tight fitting shorts, spandex, or cut-offs. Shorts or pants should be functional for the camp day.

FOR EVERYONE

Shirts:

Wear t-shirts or modest tank tops. Spaghetti straps, low cut tops, see through or shirts with wide cut arm holes are not permitted. It does get hot in South Dakota, you will want to bring plenty of shirts to have available.

SHIRTS MUST BE WORN AT ALL TIMES

Comfortable Shoes:

You will be on your feet several hours at a time, choose reasonable footwear such as tennis shoes or hiking style sandals. Flip flops are not recommended based on the amount of walking and random activities that will come up. It would be wise to have extra shoes available for both the camp day and off duty hours if possible.

FOR THE LADIES

Swimsuits:

Please bring a modest one-piece swimsuit or shorts and a darker colored shirt to wear for water day and/or offsite activities. Shorts over swimsuits is also requested for water day activities. Bikinis should not be worn during your time at CWR.

Shorts:

Wear comfortable, presentable, modest shorts or pants to camp everyday. Shorts or skorts **must be at or below fingertip length when standing.** Please do not wear yoga pants, shorts shorter than mid-thigh, or spandex. Shorts, skorts, or pants should be functional.

DURING WEEKENDS & PERSONAL TIME: PLEASE REMEMBER YOU ARE STILL A REPRESENTATIVE OF ČHAŇKÚ WAŠTÉ RANCH AND ALL OF THE MODESTY GUIDELINES REMAIN IN EFFECT.

Bag:

Not required, but could be helpful to have some type of bag for any additional items you may need or want throughout the day - snacks, extra shirt, water bottle, etc.

ADHERENCE TO THE DRESS CODE IS EXPECTED. YOU WILL BE DIRECTED TO MAKE APPROPRIATE ADJUSTMENTS IF ATTIRE DOES NOT ALIGN.



DISCIPLESHIP ORIENTATION



COMMON "LINGO" & A TASTE OF CULTURE

Arrival - Summer Disciples are welcome to arrive the week of Memorial Day. Orientation will begin Wednesday morning so summer staff will need to be on-site **no later than Tuesday**. We understand that flights can be expensive and that you may need to choose an earlier option to manage the cost.

Please confirm all travel arrangements with the Camp Director prior to booking so we are able to coordinate airport transportation and housing.

Returning Summer Disciples have the option to join us up to 2 weeks prior to Orientation to assist with pre-camp preparations. This provides another layer of experience in the behind the scenes of ministry. Arriving early is an additional benefit for our alumni but is not required or expected.

Orientation Schedule & Times - 9:00 am – 4:00 pm Wednesday & Thursday and a team outing on Friday. During Orientation, expect to have especially limited free time.

These 3 days will be packed with information, training, and team building to further equip you for all the summer will hold.

ATTENDANCE & PARTICIPATION ARE REQUIRED.



WHAT TO EXPECT:

Monday-Tuesday - Team arrival

Wednesday - Welcome & Prayer; Trauma Training, Admin Overview, Immersion Project, Team Covenant, Prayer/Bible Study @ Creator's Fellowship

Thursday - Scavenger Hunt, Route Tour & Binder/Tablet Training, Supper with Alumni

Friday - All Staff Meeting, Summer Disciples' Team Outing

Saturday - Rest, First Team Arrival & Welcome Supper

Sunday - Fellowship Connection with Executive Director & Operations Director

We can feel left in the dark when others start speaking the "insider" lingo of a community. These are a few basics from around here to familiarize yourself with:

Čhaŋkú Wašté - pronounced Chon-koo Wash-tay, is Lakota for Good (Wašté) Road (Čhaŋkú), or: The Good Road in the Badlands. You will hear our organization referred to as "CWR".

Lakota / Oglala Lakota - Most of our community are from the Oglala Lakota Sioux Tribe, some are from other Tribes around the country. They are known as Oglala Lakota, Lakota, Native American, Native, or Indigenous. While our community *are* Native American Indians, please refrain from using the term "Indians" as this can be considered very disrespectful.

Pine Ridge Reservation - Sovereign land populated by, council led, and policed by the Oglala Lakota Tribe; also includes it's own hospital operated by Indian Health Systems (IHS).

The Rez - Slang word for Reservation.

Districts - Individual communities within the Rez. CWR serves 6 districts within a 30 mile radius of us: Porcupine, Manderson, Kyle, Rockyford, Wounded Knee, and Red Shirt.

Traditional - Very unique from family to family, but may include things such as: Sweat, Sundace, Pow Wows, Smudging, etc.

Sweat/Sweat Lodge - A mound like structure built as a place of prayer that includes heated rocks to increase the temperature and create an environment of "pouring out" prayers.

Sundance - Annual traditional ceremony that is hosted throughout the Rez during the summer months.

Pow Wow / Pow Wow Grounds - Community gathering place for wearing of regalia, drum groups, singing, & cultural dancing.

Smudging - Traditional practice of burning sage to cleanse oneself or environment, typically done during ceremonies, times of prayer, special occasions.

Sharps - Sharps Corner is 12 miles down the road from us. Locals refer to "Sharps" as the physical location, Sharps' Housing, or the gas station - Common Cents.



CHALLENGES TO THE POSITION

No doubt, camp is a ton of fun and will be very rewarding, but it also has its challenges - many that we cannot predict or prepare you for. There are some though, that are common to this type of intense serving experience. We ask that you take these seriously and seek the Lord's direction quickly as they come up. Some of the greatest work the Father will do in and through you will be in the challenges He allows you to navigate. Leaning on the Lord and being open with your team will be invaluable tools both during the summer and in your future endeavors.

THE NEED TO ALWAYS "BE ON"

Your role at camp includes people at every turn, and even the most extroverted of us can grow weary of "peopling" at times. However, you will need to be actively engaged, participating in activities without getting so involved that you forget to keep your campers safe and lead your church team well. Your attitude will pour over to those around you, especially in situations you do not feel enthusiastic about. It will be crucial for you to find appropriate times of rest and personal time with the Lord so that your attitude reflects the fruits of His Spirit and strength at work in you.

REGRESSIVE PULL

When you are around campers, it can be easy to embrace the kid in you to the point you forget what you're here for. We ask that you act CHILD LIKE while maintaining your role as a leader, which can take some serious self control. Campers will thoroughly appreciate and be drawn to your CHILD LIKENESS, but also to the structure and FELT SAFETY of the boundaries you set.

BALANCING BEING A FRIEND & LEADER

You will need to develop a happy medium between being a friend to your campers and being firm with boundaries and expectations. They may assert their independence by disagreeing with you or complaining about seemingly everything. Your patience will be tried and boundaries tested - calling each other names, talking when you have asked for quiet, getting angry when asked to move from a favorite activity, etc. Please keep in mind this can be stressful for the unprepared but rest assured that we will prepare you with tools to handle these situations.

OFFSITE SUPPORT PERSON

We highly encourage you to have an intentional, offsite trusted believer to connect with while you are here.

There will be situations you need to talk through that will be best handled with someone outside of your day to day. Your team will also be navigating many heavy things therefore discussing some situations with an offsite person will be a healthy, vital approach for everyone to be successful.

There is no way for us to prepare you for everything that camp will bring, but we have addressed a lot to get you on your way. Take some time to think through these BIG IDEAS; they will be foundational as you embark on this exciting pathway of leadership and development.

- What are the 3 staff behavior areas covered by the Child Protection Policy?
- What is the Gender Boundary Policy?
- What personal action steps will you take to be a healthy team member?
- Are you adequately prepared to adhere to the Dress Code policy?
- What fruit of the Spirit do you struggle with the most? How can you lean in to the Lord to grow through that this summer?
- Why do boundaries matter when working with children?
- Describe in your own words what "Regressive Pull" is.
- What is Čhaŋkú Wašté Ranch's cell phone policy?

WHAT IS 'FELT SAFETY'?

FELT SAFETY is a foundational aspect of CWR Summer Camp. Simply saying we are safe is not enough for us. Our goal is to actively implement an environment along with personal attitudes & actions that allow our campers and teams to experience all the Lord has for them while they are with us.



STAFF CODE OF CONDUCT

At Čhaŋkú Wašté Ranch, we take our job to care for and protect the well-being of each of our campers very seriously, which is why we have adopted a set of standards we expect staff and volunteers to adhere to. This document clearly defines acceptable and unacceptable staff behavior towards those we serve, as well as those we serve with. All staff members are required to complete Ministry Safe and Trauma trainings, provide a background check, and sign and return a copy of this “Code of Conduct” before beginning duties involving children or youth.

We understand that the required trainings could elicit memories and/or open up your own personal experiences. Please communicate with us or another trusted individual in your circle to navigate whatever may arise. Your story is as precious and unique as any other person we serve and is just as worthy of tenderness and healing.

TOUCH

APPROPRIATE

- Handshakes, fist bumps, high-fives
- Short, congratulatory or greeting side hugs, arm around the shoulders
- Group games when no one is being harmed or is uncomfortable by appropriate physical touch
- Tending to a minor injury but only with verbal consent from the injured individual

NOT APPROPRIATE

- Private back rubs, tickling, massages, etc.
- Touching or exposing of private parts - **NO EXCEPTIONS** -
- Touching a child or anyone else in anger, disgust, or frustration
- Frontal hugs with opposite sex
- Sexual embraces, Lap sitting, Kissing, Intimate wrestling or tackling
- Piggy back rides

TALK

APPROPRIATE

- Verbal praise & encouragement
- Scripturally based teaching (non-sexual)
- Chants or songs that are uplifting and have a positive meaning
- Appropriate conversations about another’s life situations that does not make them feel uncomfortable
- Prayer for appropriate requests from minors

NOT APPROPRIATE

- Compliments or questions relating to physique or body development
- Sexual jokes, homosexual innuendos, or bathroom humor
- Sexual conversations, coaching, or gestures of any kind
- Gossip
- Engaging in/encouraging critical and/or judgmental conversations
- Swearing or vulgar language
- Verbal harassment or abuse
- Individual secrets or special gifts
- Conversations about personal dating relationships and/or “match making”

TERRITORY

APPROPRIATE

- Stick with the 3 Rule - **never** find yourself alone with a camper or member of the opposite sex in a private location
- Stand inside bathrooms with at least one other camper or staff member
- Be aware of where your whole group is, floating around to each area to engage

NOT APPROPRIATE

- Being alone with a camper in a private area
- Inviting campers into your residence
- Being alone with a member of the opposite sex in private locations
- Allowing campers to split off into private areas without supervision

“As a Grandparent, camp to me is about our Lakota children getting to bond with people who love and follow Christ. No matter what they’re going through, or how hard things may be at home, nothing is hard at camp. Camp is all about love.”

- Camper Grandmother

Child Protection in Action As a Čhaŋkú Wašté Ranch staff member you agree to report any behavior that seems suspicious, questionable, abusive or inappropriate between campers and/or staff. Čhaŋkú Wašté Ranch maintains a “zero tolerance” policy for child abuse, and any staff member found in opposition to or violating this policy will be dismissed. Child sexual abuse is punishable by law and Čhaŋkú Wašté Ranch is bound by law to and will report allegations of sexual abuse to the proper authorities.

Print Name

Signature of Staff Member

Date



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