

PYNSW SUMMER CAMP 22 Training Day

SUMMERCAMP2022

27 DECEMBER 2022 - JANUARY 1, 2023

pynsw.org.au/summer



Presbyterian Youth

WHO IS THIS MAN ?

Speaker: Davo Gunning from the book of Luke

NAME:

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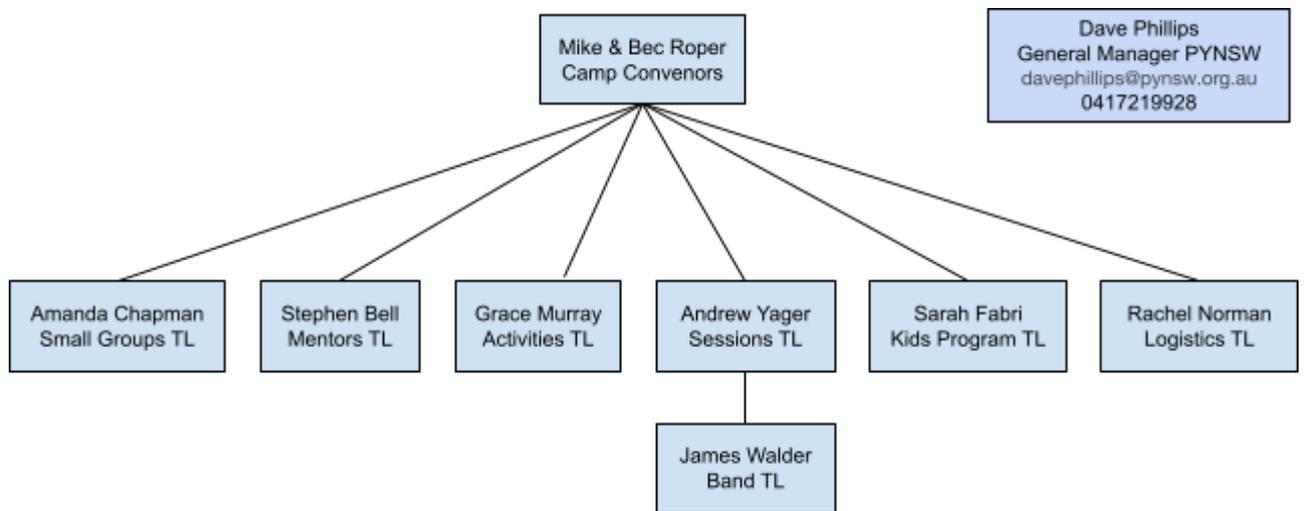
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Camp Structure



Please continue inviting Year 6 to Year 12 to camp.

SC22 Training Day Schedule

11:00am	Rego / Food Leaders arrive & Register. Snacks to be provided.	Rachel Norman
11:15am	Welcome Welcome, worship & explain the day. - Vision - Team Leaders - Camp Program	Mike & Bec Roper
12:00pm	Child Protection Covering some of the basic principles	Mike Roper
12:30pm	Lunch	Rachel Norman
1:30pm	Speaker Time Speaker to go through Talks with Leaders, covering big ideas of each talk and go over big ideas in the studies.	Davo Gunning
2:00pm	Team Time Leaders break up into their Camp Teams, run by the Team Leaders. The use of this time is <u>completely</u> up to the discretion of the Team Leaders. Speaker to visit each Team, ensuring we're all travelling in the same direction.	Team Leaders
4:00pm	Afternoon Tea	Rachel Norman
4:30pm	Q & A and Prayer Has anything come up during the day that isn't clear? Ask it here! A time to pray together for the camp	Mike Roper
4:55pm	Close	Mike Roper



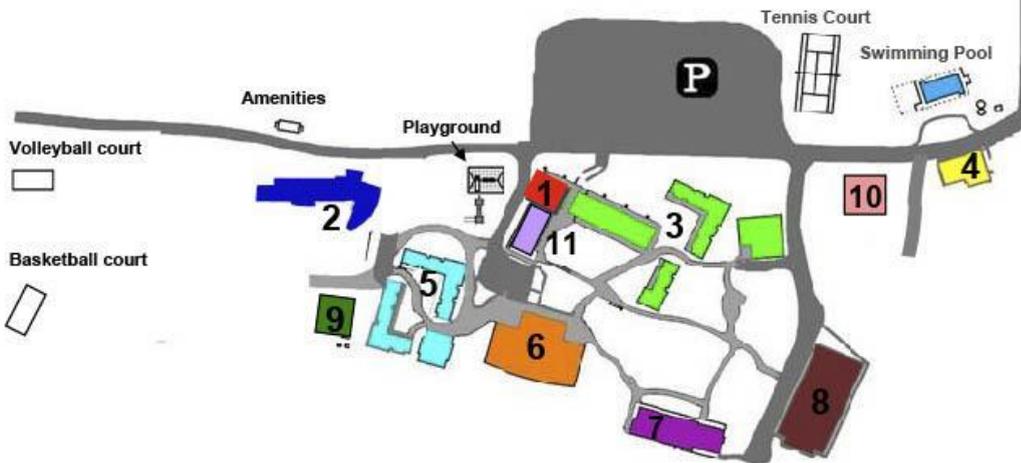
Main site map

Main Site map

- 1 Reception
- 2 Acacia
- 3 Waratah
- 4 Retreat
- 5 Banksia
- 6 Dining room & The Loft
- 7 Boronia
- 8 Auditorium
- 9 The Lodge
- 10 The Guest House
- 11 The Crawford room

We have booked:

- 3. Waratah
- 4. Retreat
- 5. Banksia
- 6. Dining Room & The Loft
- 7. Boronia
- 8. Auditorium
- 9. The Lodge
- 10. The Guest House
- 11. The Crawford Room



thetops.com.au

Camp is at The Tops - 51 Bendena Garden, Stanwell Tops NSW 2508

SC22 Camp Programme

Monday 27th December

3:00 pm	Registration
5:50 pm	Dinner
7:00 pm	Activities
8:00 pm	Evening Session
9:10 pm	Supper
10:00 pm	Bed
10:45 pm	Lights Out

Tuesday 28th December

7:30am	Wake Up / Prayer Meeting
8:30am	Breakfast
9:10am	Brush Teeth
9:30am	Activities
11:00am	Morning Tea
11:30am	Morning Session
1:00pm	Lunch
2:00pm	Small Groups
3:30pm	Activities
5:00pm	Free Time
5:50pm	Dinner (5:45pm Orderlies)
6:45pm	Read. Think. Act.
7:15pm	Activities
8:30pm	Evening Session
9:10pm	Supper
10:00pm	Bed
10:45pm	Lights Out

Wednesday 29th December

7:30am	Wake Up / Prayer Meeting
8:30am	Breakfast
9:10am	Morning Games
9:30am	Brush Teeth
9:40am	Morning Session
11:00am	Morning Tea
11:30am	Small Groups
1:00pm	Lunch
2:00pm	Free Time
2:30pm	Activities
3:30pm	Unstructured Free Time
5:50pm	Dinner (5:45pm Orderlies)
6:45pm	Read. Think. Act.
7:15pm	Activities
8:30pm	Evening Session
9:10pm	Supper
10:00pm	Bed
10:45pm	Lights Out

Thursday 30th December

7:30am	Wake Up / Prayer Meeting
8:30am	Breakfast
9:10am	Morning Games
9:30am	Brush Teeth
9:40am	Morning Session
11:00am	Morning Tea
11:30am	Small Groups
1:00pm	Lunch
2:00pm	Free Time
2:30pm	Activities
3:30pm	Unstructured Free Time
5:50pm	Outdoor Dinner (5:45pm Orderlies)
6:45pm	Read. Think. Act.
7:15pm	Activities
8:30pm	Evening Session
9:10pm	Supper
10:00pm	Bed
10:45pm	Lights Out

Friday 31st December

7:30am	Wake Up / Prayer Meeting
8:30am	Breakfast
9:10am	Morning Games
9:30am	Brush Teeth
9:40am	Morning Session
11:00am	Morning Tea
11:30am	Small Groups
1:00pm	Lunch
2:00pm	Free Time
2:30pm	Soccer Comp
4:00pm	Free Time
5:30pm	Dinner
6:30pm	Read. Think. Act.
7:00pm	NYE Celebration (including Intern-run Activity, Evening Session & Supper)
0:30	Bed
1:00	Lights Out

Saturday 1st January

7:30am	Wake Up / Prayer Meeting
8:30am	Breakfast
9:10am	Morning Session
10:30am	Morning Tea
11:00am	Small Groups
12:00pm	Read. Think. Act.
12:30pm	Lunch & Clean Site
2:15pm	Final Session
3:00pm	Camp Closes

Series Title: Who Is This Man?

Series Big Idea:

Talk Outlines:

Talk 1 – Luke 3:21-22 The Baptism and Genealogy of Jesus

Talk 2 – Luke 8:22-25 Jesus Calms the Storm

Talk 3 – Luke 5:17-26 Jesus Forgives and Heals a Paralysed Man

Talk 4 – Luke 9:28-36 The Transfiguration

Talk 5 – Luke 8:40-56 Jesus Raises a Dead Girl and Heals a Sick Woman

Talk 6 – Luke 23:26-24:53 Jesus' Crucifixion, Death, Burial, Resurrection, Appearances and Ascension

Study 1: Jesus Calms the Storm

Luke 8:22-25

1. Whose fault is it that they are in the boat to start with? (v22)
2. Is Jesus nervous about the trip? (v23)
3. What's a squall? (v23)
4. Are the disciples worried? (v24)
5. How scared should a fisherman be in a storm? Is this their first trip? (v24)
6. Is Jesus worried by the storm? (v24)
7. How does Jesus calm the storm? (v24)
8. Rather than ask, "is everyone alright?" Jesus says, "where is your faith"? Is that weird? (v25)
9. What did the disciples mean when they asked, "who is this", didn't they know it was Jesus?
10. What is significant about Jesus calming the wind and waves with only "a command"?

11. How do you feel about Jesus being asleep during a stressful time for the disciples?
12. How would you feel if you were in the boat and witnessed this miracle?
13. The disciples are more afraid of Jesus than they were of the storm, why do you think that is?
14. Is 'fear' a descriptor of your relationship with Jesus? Why/why not?
15. Shouldn't Jesus fixing the problem make the disciples less afraid rather than more afraid? Discuss.
16. Why is Jesus' rebuke of the waves and wind significant? (See also John 1:1-18)
17. Can you command nature to listen to you? What are the implications of nature listening to Jesus?
18. Jesus brings order where there is chaos, does this remind you of Genesis 1 and 2? Discuss.
19. If the storm can kill you, and Jesus can kill a storm, does that make him more dangerous? Why/Why not?
20. What are the implications of Jesus' power over nature here in the 21st century?

Study 2: Jesus Forgives and Heals a Paralysed Man

Luke 5:17-26

1. Who is listening to Jesus? (v17)
2. Why is it so crowded? (v17)
3. How do the paralysed mans friends help? (v19)
4. What does it mean that the power of the Lord was with Jesus? (v17)
5. Why is he forgiven? (v20)
6. What is the charge against Jesus? (v21)
7. Does Jesus hear their voice? Or something else? (v22)
8. Which is easier? Forgiving sins, or making him walk? (v23)
9. Why does Jesus need to prove himself? (v24)
10. How quickly does the healing occur? (v25)
11. Do the words of Jesus intrigue you? Discuss.

12. How far would you go to help a friend in need?
13. Is Jesus forgiving sin, rather than healing the back a cop out?
14. Why doesn't Jesus just give the man what he wants immediately? Why does he make him wait?
15. Do you have problems you wish Jesus would fix immediately? Do you think he might be trying to teach you something about eternity?
16. What is the effect of sin on humanity's relationship with God?
17. Do you think we take sin seriously enough? Discuss.
18. What do you think would have been your response if you witnessed this firsthand?
19. The friends are rewarded because of their faith. Is faith important? (See Romans 4 for more info)
20. How would you feel if Jesus forgave your sins? Would it change your life?

Study 3: The Transfiguration

Luke 9:28-36

1. Who is on this trip with Jesus? (v28)
2. What are they doing on this trip? (v28)
3. What happens to Jesus (v29)
4. Who rocks up? (v30)
5. Why were they sleepy? (v32)
6. What is glory? (v32)
7. Why set up tents? (v33)
8. What did the voice from the cloud say? (v35)
9. Who is the son? (v36)
10. Why didn't the disciples want to tell anyone? (v36)
11. How would you feel if you were Peter?

12. What's going on with the glowing faces?
13. Moses and Elijah represent the law and the prophets (Old Testament), what is significant about them "passing away"?
14. How does Jesus fulfill the law and the prophets?
15. Does this remind you of Jesus' baptism? (Luke 3:21-22) Discuss
16. Why should we listen to Jesus? Do you listen to Jesus?
17. How would you feel being face to face with the Son of God?
18. Moses and Elijah (law and the prophets) point to Jesus' upcoming crucifixion in Jerusalem. Is this symbolic of Jesus' ultimate fulfillment of the law and the prophets?
19. Why is the cloud scary to the disciples?
20. How is the unknown scary to you? Does Jesus' presence with you make that fear greater or lesser?

Study 4: Jesus Raises a Dead Girl and Heals a Sick Woman

Luke 8:40-56

1. Who is sick? (v42)
2. Why does Jairus go to Jesus? (42)
3. Who touches Jesus' Cloak? (v44)
4. Why does Jesus ask "who touched me?" shouldn't he already know? (v45)
5. What heals her? (v48)
6. How does Jesus respond to the news of the daughter's death? (v50)
7. Why does Jesus tell the people to stop wailing? (v52)
8. Why do they laugh? (v53)
9. How does Jesus heal her? (v54)
10. Why does Jesus order the parents not to tell anyone? (v55)
11. How do these healing miracles make you feel?

12. Isn't resurrection impossible? How can Jesus do this?

13. Does Jesus have superpowers? Or is it something else?

14. How does Jesus' confidence in being able to heal, sit with you?

15. How is Jesus' reputation as a healer affecting his mission?

16. If Jesus changed your life (literally) do you think you would owe him anything?

17. Do you think Jairus' "belief" (v50) affected the healing?

18. What role does faith play in your life? What is the object of that faith?

19. If Jesus has power over death, does that make him a scary enemy?

20. How would you feel witnessing something like this?

Study 5:

Luke 23:26-24:53

1. What happens to Jesus?
2. Is he really dead?
3. How long does he stay dead?
4. Who discovers Jesus is alive?
5. Who does Jesus appear to after rising?
6. Why does Jesus eat fish?
7. Why does the messiah have to suffer? (v46)
8. What is a witness?
9. What does “clothed on high” mean?
10. Where does Jesus go? (v51)
11. How do you feel about the resurrection?

12. If you can't beat Jesus by killing him, what are your options?
13. The Risen Jesus appears to many, why does he do this?
14. If Jesus is alive, what does that mean for you?
15. Jesus goes to heaven alive, what are the implications for his followers?
16. Now that everything has been fulfilled what should we do now?
17. Does the idea of death scare you? How does having Jesus affect that fear?
18. If Jesus has power over nature, sickness, the law and prophets and death, what are the obstacles he can't deal with?
19. Have you asked Jesus for help with your problems? (Sin is your biggest problem)
20. If Jesus is alive, are you his follower? Why/Why not?



Policies
Leaders
Section

PYNSW CAMPING CODE OF CONDUCT

The following constitutes PYNSW's Code of Conduct for behaviour for a person in a position of authority within PYNSW:

1. As a person in a position of authority within PYNSW you must always be concerned about the integrity of your position, likely perceptions of the church and the wider community, and the need to acknowledge the real or perceived power given to you as a result of holding this position. You should avoid situations where you are vulnerable to temptation or where your conduct may be construed to be a breach of this Code of Conduct. You will make yourself familiar with the provisions of PYNSW Safe Ministry Policy & Procedure.

2. You must not fail take action to prevent to the best of your ability and report as required and of the following:

- Child abuse
- A child of young person at risk of significant harm,
- Sexual misconduct, and/or
- Conduct that breaches the PYNSW Safe Ministry Policy & Procedure Code of Conduct.

3. Sexualised behaviour is any behaviour that may reasonably be perceived to be of a sexual nature according to the standards of the time by the person to whom it is directed. Sexualised behaviour is only permitted as set out in the Word of God. Except with one's own marriage partner, all sexualised behaviour is forbidden. If you are not married you must abstain from all sexual or sexualised behaviour.

4. You must not engage in or condone any behaviour that could be considered to be:

- Child abuse,
- Putting a child or young person at risk of significant harm, and/or
- Conduct that breaches this PYNSW Safe Ministry Policy & Procedure Code of Conduct

5. You must not engage in or condone any behaviour that could be considered to be sexual misconduct, understanding that sexual misconduct is contact or invitation, via any means, of a sexual nature which is inconsistent with the integrity of a person in a position of authority within PYNSW. Sexual misconduct includes any behaviour that could be reasonably considered to be sexual assault, sexual exploitation, sexual harassment, coercion or grooming of an adult or a child or young person.

6. Sexual exploitation refers to any form of sexualised behaviour with an adult, child or young person, whether or not there is consent and regardless of who initiated the behaviour, where that behaviour is contrary to the Word of God. Therefore, you will not among other things engage in or condone any of the following:

- Behaviour or a pattern of behaviour aimed at the involvement of others in sexual acts, including but not limited to coercion or grooming behaviour,
- Sexualised behaviour with a person below the age of consent,
- Sexualised behaviour with a person with whom there is a supervisory, pastoral care, or counselling relationship,
- The production, distribution, possession of or accessing of pornographic material of any kind,
- Taking advantage of the conscious or unconscious use of sexually provocative behaviour that some victims of abuse display,
- Engaging the services of a prostitute, or soliciting or providing such services,

- Visiting, without legitimate reason, a brothel or any place maintained for the abuse-of-sex industry,
- Viewing or reading, in print or otherwise, material of a sexually explicit nature, except for a legitimate purpose,
- Participating in sexually explicit conversation via social media, chat rooms, gaming or any other means, and
- Asking, without legitimate reason, any questions about the intimate details of a person's sexual life or providing details of your own sexual life.

7. Sexual harassment means unwelcome sexualised behaviour, whether intended or not, in relation to an adult, child or young person where that person reasonably feels in all circumstances offended, belittled or threatened. Such behaviour may consist of a single incident or several incidents over a period of time. Therefore, you will not, among other things engage in or condone:

- Implicit or explicit demands or suggestions for sexual activities,
- Making any gesture, action or comment of a sexual nature to a person or about a person in their presence,
- Making jokes containing sexual references or innuendo using any form of communication,
- Exposure to any form of sexually explicit or suggestive material, including but not limited to pornography of any kind,
- Physical contact that is inappropriate to the situation or uncomfortable or confusing for the receiver, including kissing, hugging, touching, pinching, patting or aggressive physical conduct,
- Touching any sexual part of the body, including the “only kidding” or accidental occasions of sexual touch,
- Generating or participating in inappropriate personal correspondence (including electronic communication) in respect of sexual or romantic feelings or in breach of the Code of Conduct,
- Inappropriate giving of gifts, including those of a sexual, suggestive or romantic nature that is in breach of the Code of Conduct,
- Inappropriate or unnecessary discussion of, or inquiry about, personal matters of a sexual nature,
- Inappropriate intrusion of personal space or physical privacy, including being alone in a bedroom or bathroom or allowing inappropriate exposure during activities that require dressing or changing clothes,
- Voyeurism, and
- Persistent following or stalking.

8. Coercion or grooming behaviour refers to physical or psychological actions intrinsic to initiating or hiding abusive behaviour, which involved the manipulative cultivation of relationships with vulnerable adults, children and/or young people, their carers and others in authority. You will not exhibit any behaviour that could be considered to be coercion or grooming behaviour.

9. With regard to children and young people:

- You will not visit a child or young person in their own home unless a parent is present or you visit with another person in a position of authority within PYNSW with parental permission.
- PYNSW will not provide any form of accommodation for any reason where there is not strict segregation by sex, with the exception of married couples and families. Supervision of children and/or young people will be provided by a person of the same sex. You will uphold PYNSW's accommodation rules at all times.
- You will ensure that any activity involving children and/or young people is open to observation by parents and other adults with a legitimate interest

10. With regard to adults, children and young people, you will not condone or participate in bullying behaviour. Bullying is the repeated seeking out or targeting of an adult, child or young person to cause them distress and humiliation or to exploit them, including exclusion from a peer group, intimidation and extortion. If another person indicates by their words or actions that they feel bullied or harassed

by you, review your conduct. If in doubt, cease the conduct and seek advice. When teaching, admonishing or exercising discipline as part of your pastoral ministry, be sure you do it respectfully.

11. With regard to adults, children and young people:

- You will not participate in or allow nude swimming or other such activities
- You will not participate in or allow initiations and secret ceremonies.

12. With regard to adults, children and young people, you will not harass another person. Harassment means unwelcome conduct, whether intended or not, in relation to another person where the person feels with good reason in all the circumstances offended, belittled or threatened. Such behaviour may consist of a single incident or several incidents over a period of time. It includes:

- Physical contact;
- Gestures or language (overt or implied) including continual and unwarranted shouting; • unjustified or unnecessary comments about a person's capacities or attributes;
- Openly displayed pictures, posters, graffiti or written materials;
- Communications in any form (for example, phone calls, email, text messages); and
- Following or stalking.

13. With regard to disciplining children and young people, when a child or young person's behaviour requires correction, either for the safety and welfare of themselves or the group, you will:

- Ensure a warning precedes any discipline, where the situation permits;
- Explain the discipline to the child or young person;
- Give the child or young person an opportunity to explain;
- Make sure the discipline is appropriate to the occasion and age of the child or young person;
- Never use corporal punishment or otherwise abusive forms of discipline;
- Never use isolation as a form of discipline;
- Only use physical restraint to protect children or young people from harm or to avoid an accident; and
- When physical restraint is used, immediately advise the General Manager, PYNSW who will keep a record that identifies the restraint used, the persons involved and any witnesses, and sets out the incident's circumstances and inform the child or young person's parent or carer.

14. With regard physical contact with adults, children and young people, in general (excluding circumstances such as immediate physical danger or medical emergency) physical contact should be initiated by the child or young person or occur with their permission. When you make physical contact with a child or young person, you will be very careful that you respect the child or young person's feelings and privacy. Ensure that any physical contact you have with children or young people is of a non-sexual nature and appropriate to the situation. Avoid any physical contact that is sexually stimulating, or that may be construed as sexually stimulating. Children and young people may or may not be aware of creating such situations. It is your responsibility to be alert for such situations and to cease any inappropriate physical contact immediately. Appropriate contact includes:

- Bending down to a child's eye level, speaking kindly and listening attentively;
- Gaining permission before hugging a child or young person and respecting their right to refuse;
- Taking a child's hand and leading them to an activity;
- Comforting a child or young person by placing an arm around their shoulder and giving a gentle squeeze from the side;
- Praising or welcoming a child or young person by holding their two hands in yours;
- Patting the child on the hand, back or shoulder in affirmation; and
- Holding a preschool child who is crying, provided that they want to be held.

Inappropriate contact includes contact set out in this Code of Conduct and:

- Kissing or coaxing a child or young person to kiss you;
- Extended hugging or tickling;
- Touching any area of the body normally covered by a swimming costume, specifically the buttocks, thighs, breasts or groin areas; and
- Carrying older children or young people, sitting them on your lap or having them rub up next to you.

15. With regard to adults, children and young people, you will take care to ensure an appropriate balance of transparency and confidentiality so that the private concerns of others are not disclosed or revealed improperly. In ordinary circumstances, when you are providing pastoral care to, or working with members of the opposite sex, you will strive to do so in an environment that allows visual surveillance and, where reasonable, have other people within hearing distance.

16. You will not drive a child or young person unaccompanied.

Where specified provisions cannot be followed in an emergency, the circumstances of the emergency and the actions taken should be reported to and approved by the General Manager, PYNSW. Where the actions taken are not approved they will be considered to be a breach of the Code of Conduct. Any breaches of this Code of Conduct for any reason will be reported to the General Manager PYNSW as soon as possible. The General Manager will then report the matter to the CPU.

Within this Code of Conduct words in bold have a specific meaning. You can find these in your copy of the PYNSW Safe Ministry Policy & Procedure. Some that you may need include:

- Child abuse: Includes neglect, emotional abuse, physical abuse, sexual abuse, domestic violence.
- Notifiable circumstance. The CPU must be advised of all notifiable circumstances, including:
 - any fact, circumstance, allegation, notification, knowledge of, verbal advice of, direct or indirect connection to, or attempt of abuse, and
 - all allegations, complaints, reportable allegations and allegations – reportable conduct.

A notifiable circumstance may identify someone who is currently or has been a member of the church, someone who is currently or has been a person in a position of authority within the church, a current or ex- employee, a current or ex- student, a current or ex-volunteer and/or a current or ex-third party.

Risk of significant harm. At risk of significant harm is a term used by Community Services for situations where a reasonable person has current concerns about the safety, welfare or wellbeing of a child or young person. Conduct putting a child or young person at risk of significant harm may also be reportable conduct and is a notifiable circumstance.

Physical Affection Policy for PYNSW Camps

This is a policy that relates to people who are in similar positions (Camper to Camper, Leader to Leader) on PYNSW Camps. The PCNSW Child Protection Policy and the PCNSW Code of Conduct should be referred to for all other situations.

PYNSW believes that physical affection outside of marriage should be confined to the biblical standards of brotherly affection. On PYNSW Camps there is an opportunity for Leaders to model appropriate ways of displaying physical affection whether they are friends, dating, engaged or married.

PYNSW believes that dating is to be a pathway to marriage at an appropriate age and will therefore discourage coupling at our Camps. This is in contrast with what the world tells us relationships should and could look like, but we are called to live holy lives, with Jesus as our guide.

Relevant bible passages that inform this policy include:

Romans 13:8-10 - Let no debt remain outstanding, except the continuing debt to love one another, for whoever loves others has fulfilled the law. The commandments, "You shall not commit adultery," "You shall not murder," "You shall not steal," "You shall not covet," [a] and whatever other command there may be, are summed up in this one command: "Love your neighbour as yourself." Love does no harm to a neighbour. Therefore, love is the fulfillment of the law.

Romans 13:13-14 - Let us behave decently, as in the daytime, not in carousing and drunkenness, not in sexual immorality and debauchery, not in dissension and jealousy. Rather, clothe yourselves with the Lord Jesus Christ, and do not think about how to gratify the desires of the flesh.

1 Corinthians 6:18 - Flee from sexual immorality. All other sins a person commits are outside the body, but whoever sins sexually, sins against their own body.

Ephesians 5:3 - But among you there must not be even a hint of sexual immorality, or of any kind of impurity, or of greed, because these are improper for God's holy people.

On PYNSW Camps, displays of affection should be limited to:

- Touching as you would a brother or sister
- Hand holding/arm linking
- Hugs where your bodies are facing side on, not pressed against one another
- Only fully clothed (no exceptions)

Displays of affection on Camp should never include:

- Kissing
- Contact while partially dressed, such as while in swimmers
- Touching under clothing
- Sitting on each other's laps

Participants of PYNSW Camps who are found not to be abiding by these rules will be addressed by Camp leaders and might be referred to the Camp Executive. This will include being asked to change their behaviour but could also require you to be sent home from Camp.

Use of Technology on PYNSW Camps

Technology has become a necessary and core part of much of our modern lives but it needs to be used with wisdom and only at the appropriate times. On PYNSW Camps mobile phones and other technology must not be used in ways that contradict Camp rules, the Presbyterian Church of NSW (PCNSW) Child Protection Policy, the PCNSW Code of Conduct, or that break the law. Links to relevant documents are available on the PYNSW website.

Campers are encouraged to leave these items at home as they can be a distraction and we cannot guarantee they will not be lost or damaged. On PYNSW Camps, mobile phones and other technology are only supposed to be used during free time. These times are usually noted on the Camp Programme, but if in doubt, you can ask a leader. Exceptions to this rule apply if permission has been given by the Camp Executive.

There are a number of Leader roles on Camps that require regular and at times instant communication to ensure the smooth running of Camp and the safety of all participants. This means some leaders will be required to use phones throughout Camp, however leaders are urged to be discrete, so as to not disrupt Camp, and to ensure they are only using their phone in appropriate ways.

God's word tells us in Colossians 3:17 -

And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him.

This means on PYNSW Camps, we expect all participants to use phones and other technologies, for God's glory and with respect to others.

Any breach of the technology policy will result in disciplinary action by the Camp Executive. Actions taken to resolve issue occurring on Camp may include:

- Disciplinary discussions with the Camp Convener, which might result in the confiscation of technology for the duration of Camp
- Contacting a campers' parents
- Being sent home from Camp
- Contacting the police
- Contacting the Conduct Protocol Unit (CPU) of the Presbyterian Church of NSW

Bullying Prevention

Introduction

For some young people, camp is a marvellous experience where they learn new skills, get to do things that aren't usually available to them, and build confidence in their own abilities to survive in a world without their parents. Unfortunately, other young people, camp is just one more place where their lives are made miserable by bullies. Away from the safety of familiar adults and protective surroundings, young people who are bullied may feel completely cut off from any source of help. At home, a victim of bullying has safety zones – their own home, for instance, or a private place where no one will bother them. Campers may already be feeling homesick, and have no access to the people to whom they'd usually turn. Removed from their familiar surroundings, the victim of bullying at camp may feel far more isolated and alone than they would have if the same behaviours happened at home. At the same time, camp may provide a unique opportunity to break the cycle of bullying and instil positive behaviours in its place.

What is bullying?

Bullying is often defined as “repeated acts of emotional, social, or physical behaviour that are used intentionally to control, intimidate, manipulate, or cause harm to another individual”. The dry definition, however, doesn't do justice to the actual act of bullying, nor does it help form a picture of what bullying is and can do. Acts of bullying range from intentionally singling out an individual for exclusion from activities to physical assault. In severe cases, bullying has culminated in the death of the victim of bullying.

Bullying may include many different types of behaviour, but most will fit into one of the following categories:

Physical Abuse: Pinching, poking, pushing, slapping, tripping – physical abuse includes any physical contact that is meant to be harmful, painful or embarrassing.

Verbal Harassment: Name-calling, teasing, snide remarks – any use of words that is meant to embarrass, belittle or hurt another is bullying.

Threats and Intimidation: Threatening another with harm – either physical or emotional – is a form of bullying. Threats need not be verbal – a gesture can be as potent a threat as an explicit, graphic verbal threat.

Extortion or stealing: Demanding, manipulating or stealing money or possessions is bullying.

Exclusion: Deliberate exclusion from a peer group or clique is bullying

Non-bullying behaviour

It is also important to recognise what bullying is not. Examples of non-bullying behaviour:

Playful teasing where all participants are on equal footing is not bullying.

Physical fighting where both participants are of equal standing and have 'competing claims' is not bullying.

Groups of people who choose not to associate with each other by mutual agreement are not bullying each other.

Spotting signs of bullying

The checklists of signs below have been compiled from various sources. The more signs, the more likely it is that there is bullying going on.

The young person:

- is consistently picked on by others;
- has frequent physical injuries, bruises, black eyes and scrapes;
- behaves in an unusually submissive manner – giving away belongings, for example;
- has a noticeable change in behaviour in relation to another person or people;
- avoids certain areas of the campsite;
- sticks close to leaders in certain contexts, such as during activities or free time or over dinner;
- seems to be ostracised or isolated from the rest of the group;
- is the recipient of name-calling or threats;
- is the recipient of subtle bullying (particularly common to girls) such as eye rolling, snickering when they speak, and deliberate exclusion from social activities; and/or
- is frequently late for activities.

What to do if you see bullying behaviour

When leaders observe a bullying incident or suspect trouble between campers, they must act immediately. This goes for situations in which verbal bullying or exclusion may be taking place, as well as physical bullying. When leaders see distress on a camper's face, it is imperative that they move into the situation to observe. Leaders who stay back or do not respond consistently set the tone that the negative behaviour will be tolerated.

***How to intervene –**

I. **Investigate** if a camper is showing signs of being bullied, e.g. sits on their own at meals, always leaves their room last and on their own. Ask what is going on for them at camp.

II. **Stop** the person or persons who are doing the bullying – E.g. "That is not an acceptable way to treat people. We expect everyone at camp to be treated with respect and kindness".

III. **Warn** the person or persons who are bullying that if they continue to treat others this way they will be taken to see the camp parents. If they persist further they will likely be sent home by the Camp convener and their parents informed.

IV. **Check** that the person who is being bullied has someone to talk to (e.g. Small group leader) and is being cared for, e.g. if they feel stressed being in the same dorm room with a bully, talk to logistics to find them another room.

V. **Alert** a relevant camp parent of what has occurred – who, where, what you said to those involved.

Other things to keep in mind:

Remember that you have authority over the campers. Even though you may only be a year or two older, what you do while they're in your charge will have an impact on them.

Act within your capabilities. If you are struggling with a situation or a camper, seek help immediately from a camp parent, the camp convener or mentor.

Set things out for the campers you are responsible for from the beginning. Right from the start of camp, discuss what is and isn't acceptable. Make sure that campers know that bullying is unacceptable behaviour.

Do not play favourites with your campers. Kids do notice – and while some might feel excluded, other may use it as a thing to bully another about.

Keep your eye out for potential bullying victims. Those who are annoying, cry easily or are 'different' are typical victims.

If you think a young person in your cabin needs some extra help with social skills – whether because he's a bully or a victim – discuss what you can do with camp parents, your mentor or Child Protection Officer.

Spend time with kids who may be annoying or challenging.

Let kids know that they will be safe when they report bullying. Under no circumstances reveal who it was that "dobbled".

Aggressive behaviour

If aggressive behaviour is observed, leaders should separate the campers and provide "de-escalation" time. If you are a small group leader it will be best to call a camp parent or your mentor to take the campers involved through a de-escalation time, so it doesn't take your focus off the rest of your group.

During this "de-escalation" time, campers may be given some time to reflect on their behaviour. You can ask them to reflect upon their behaviour using "I" statements and not get into the "blame game." It is not important who started a situation, but to focus on the personal responsibility of the camper who crossed the line either to bully another or even to retaliate. Have campers describe what they did wrong in their own words, and what they can do to make reparations. Campers may return to an activity when the emotional reaction has dissipated and there is some ownership of what they did to cause their loss of "fun."

Creating a non-bullying environment at camp

Bullying cannot survive in an environment that doesn't support it. No matter what reason people give for bullying, when there is no reward for bullying and when other more appropriate behaviours ARE rewarded, the bullying will decrease dramatically. Here are some steps to reduce bullying.

1. Increase supervision in areas where there is unstructured play and interaction. Bullying is most likely to happen in outside areas, in the lunchroom, in corridors between activities, in bathrooms and in dorm rooms – all areas where there is little adult supervision. One of the first and most important things you can do to start making a dent in bullying is to increase supervision in those areas.

Trust your instincts. If something 'feels' like bullying, there's a good chance it is.

Watch for 'pack' behaviour as young people often take their cues on how to behave from one person or one group of campers.

Keep your eyes and ears OPEN to what they are hearing or seeing. Most young people report that bullying and taunting takes place in front of leaders and goes unnoticed. Be aware of the signs of bullying.

2. Role modelling appropriate behaviour sets the tone for the camp. Leaders by their reaction to bullying and the way they treat each other and campers, model what is expected from campers.

Be a good role model for campers in how you speak and act towards them and others.

Be a good role model for bullying intervention as well; step in immediately and calmly when you see a bullying situation. Do not react with anger or attempt to shame. Simply state that the unacceptable behaviour stops immediately. Intervene to stop bullying IMMEDIATELY when you see it happening.

Even if young people in the group assure you that no one is getting hurt or being made fun of, remind them that it's against the rules, and won't be tolerated.

3. Consistency and consequences are the keys to creating an atmosphere of trust and respect, and in turn an atmosphere that discourages bullying. The most effective way to head off bullying at camp is to train every single leader at camp to recognise and counteract bullying behaviour the moment that they see it. There must be a clear system of warnings and consequences for unacceptable behaviour, and all leaders must be aware of the system and must administer it consistently.

4. Guarantee the anonymity of anyone who reports bullying. An adjunct of that is that you must also guarantee that you WILL take all reports seriously and investigate them.

Leaders can be bullied too

Leaders need to understand that campers sometimes bully them. Camp leaders are more likely to report incidents to leadership if they don't fear humiliation and embarrassment of losing control of their campers. Campers will test leaders. They need to feel supported by other leaders who may have experienced the same thing or leadership who can be nonjudgmental and help them problem solve when these situations arise.

Bullying among leaders

Sometimes there can be bullying behaviour among leaders. Some leaders may accept this behaviour as part of interacting with each other to fit in, but behind the scenes, these behaviours may create unhappiness and distress. Bullying among leaders is unacceptable and will not be tolerated. Any concerns should be raised immediately with the CPO.

This section is from the Campers Booklet so that you, as a Leader, know what will be in their book and what procedures they have been directed to follow.

NEED HELP?

The best thing about PY Camp is that we create a short-term community while we are together. It's like a family - we all have a part to play, and we all look out for each other and try to keep each other as safe and as happy as possible. Unfortunately, it doesn't always work out that way. You might be injured or upset but there are always people you can talk to.

If you need help with anything, the single most important thing to do is to **TELL SOMEONE**, and the best person to tell is your Small Group Leader. Your Small Group Leader isn't just there to lead you through studies and games, they are there to help you and listen to you while you are at Camp.

If you can't find your Small Group Leader, or you don't feel comfortable talking to them, you should talk to a Camp Parent.

- **If you feel sick or are bitten by anything**, you should speak to the Camp Parents. They can assess you and might offer basic treatment such as providing a bandaid, and if they think it's necessary they will call the First Aid person for you.
- **If you are being bullied or unfairly treated, or you don't feel safe for any reason**, speak to your Small Group Leader or a Camp Parent. Even if what is happening is seen as fun by other Campers, Presbyterian Youth will not tolerate these behaviours. You need to talk to your Small Group Leader or a Camp Parent immediately. If the person you speak with tells you "Just don't let it bother you" or "Ignore them and they'll stop", tell a Camp Parent or another Leader. You do not have to deal with bullying or other problems by yourself.
- **If you see someone else being bullied, sidelined, victimised or unfairly treated, or you don't think they are safe for any reason** don't just watch or walk away. Don't join in. Go talk to your Small Group Leader or a Camp Parent immediately. Telling on a bully is not 'dobbing'. Bullies rely on people not telling. If you know that someone is being picked on or hurt, you have a responsibility to tell someone because you are all part of the PY family. Please don't be afraid of repercussions, rather, think of the person you are helping.
- **If you experience unwanted attention** by another Camper or Leader hassling you in any way, talk to your Small Group Leader or a Camp Parent about it.
- **If you accidentally set off a fire alarm**, you won't be in trouble. For good reasons, fire alarms in rooms are sensitive and the sooner the alarm is investigated the better for everyone. Tell a Camp Parent immediately so they can get it switched off.
- **If you break something**, don't panic. Accidents happen and the site management can make repairs quickly if they know something needs to be fixed. Just let a Camp Parent know and they will follow it up with the site management.
- **If you hear a fire alarm**, especially at night, move immediately to the assembly areas outside your building. Leave your belongings behind and, if you are the last one out, close the door.

Camp rules are here to keep everyone safe and help us all have a good time.

- Room are out of bounds to the opposite sex
- No alcohol, smoking or drugs on camp
- Only the Camp Conveners can give permission to leave camp
- Decisions of the Camp Executive are final
- All meetings and activities must be attended
- Mobile phones can only be used during free time unless permission is given by a **Leader**
- Treat other people and their property with respect
- Bullying, victimisation, racism and the like are not tolerated

On the camp application form you agreed to follow the rules. Breaking the rules will have consequences, one of which may well include being sent home.

*That was where the Camper book ends.
The following sections are related to Leaders and your Leadership on camp.*

SERVING ON PY CAMP

Over the next few pages you will see the guidelines and policies that we expect you to adhere to - not just while you are volunteering at Camp, but in all areas of your life. These policies are written down for your safety, as well as that of the youth on Camp and the continued ministry of Presbyterian Youth and the Presbyterian Church of NSW.

The most important element in Leading on Camp is your personal relationship with God, through Christ. We cannot lead and encourage others to know God personally if we do not know God this way ourselves. That is why your relationship with God must guide the way you lead, serve, and enjoy your time at Camp. This should not confine this to Camps - your behaviour at Church, when you're with your friends, browsing the Internet or posting on Facebook (or any other social networking site) must be a testament to the God you serve. By volunteering to serve at PY Camps, you are considered a person of authority within the church and you will be held accountable for any breaches in your behaviour.

Leading and Living together on Camp - Holy, Help & Helpful

Be holy. Whatever you do needs to reflect the life of a person striving to be holy in Christ and as one having authority in the Church

Get help. You are not alone. If you are having difficulty with the Campers in your care (such as in your dorm room or Small Group) ask for help. Camp is structured to ensure everyone on Camp is supported in every situation as much as possible.

Be helpful. Adhere to the Camp rules and our Code of Conduct at all times. Co-operate with other members of the Camp team, like Quartermasters, Camp Parents, Activity Leaders. It makes Camp safer, and in general easier.

Leading in Prayer

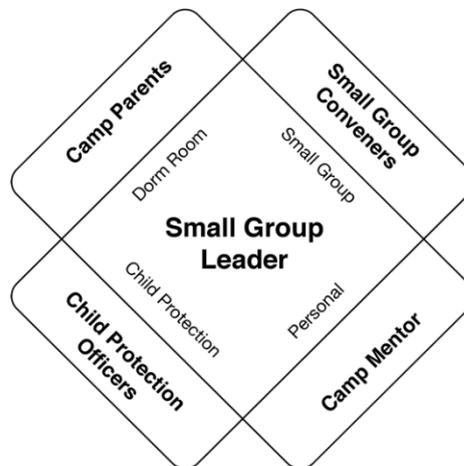
You may be asked to pray at a variety of times during Camp - before meals or during Sessions. We have to be mindful that we are not only praying to God, but also leading others in prayer and serving them. Remember you are praying on behalf of the whole Camp, so use the plural pronouns 'we' and 'our'. Say short prayers so that everyone can maintain attention. Avoid jargon. Don't switch to an unnatural 'prayer mode'. Use your normal voice and keep a normal posture. Be flexible. Be prepared to give things a go.

For Small Group Leaders

The Small Group Leaders role doesn't start and end with the Small Group time on the programme. Rather, it's all through all of Camp - every activity, game, meal, night, day, singing, praying, orderlies and clean up. Being a Leader is a lifestyle. You are at the forefront in helping the Campers have a good time learning about God, themselves and where they stand with Jesus.

Who do I go to for help?

(Small Group Leader as example)



Getting to know Campers

Getting to know Campers is a responsibility that we all share, whether we are Small Group Leaders, running Activities or participating in any other role on Camp.

For Small Group Leaders, the Campers in your group are the people that you're most directly responsible for during Camp. It is really important that you establish good relationships with those in your group and that you keep an eye out for them, in particular. Here are some guidelines for how to get to know them best:

- **Be genuine.** Don't try and behave like a kid if you're in your 20s or 30s; kids appreciate and respond to honesty.
- **Find common interests.** Just like when getting to know anyone else, you can find something you both like (sport, books, funny videos etc). Ask questions to find out what they like doing in their spare time.
- **Give space.** You don't need to hang around the kids all the time. Give them space and remember there is a difference between being lonely and having time to yourself.
- **Look out for those on the outer.** Some kids have a hard time making friends, and getting to know them could make all the difference in the world to their experience on Camp.

It is very important that these guidelines are used wisely. Leaders should never talk to a Camper (of any age) in a closed setting (eg: in a closed off room with nobody else around). This doesn't mean you can't talk in private but ensure you can be seen by others (ie sitting on the oval or at one end of the hall).

Campers of the opposite sex

It is particularly important to be aware of how you interact with Campers of the opposite sex. If you notice Campers of the opposite sex who are loners or need someone to talk to about personal matters, speak with another Leader of the same sex or ask one of the Camp Parents to look out for them. This doesn't mean you can't build a positive relationship with these kids but just don't do it on your own or in a closed setting. If you don't have a co-Leader of the opposite sex, establish a "buddy system" with another Leader or two so that you can help each other out in these situations. If you need help and don't know what to do, ask the Small Group Conveners, Mentors or Camp Parents.

Guidelines for interacting with young people under our care as Christian Leaders

There are three basic principles when having any type of conversation with a young person by a Leader at Camp or on-line:

Always be in the open – not behind closed doors where you can't be observed by others. This means you should not private message or email a young person without including others in your conversation.

Remember God is listening:

God test – Is this conversation honouring God?

Parent test - If their parents were listening/reading this, would they feel comfortable with this conversation?

Don't get in deeper than you can handle – if issues arise that are greater than your ability refer the young person to others who are better equipped to deal with it. When in doubt pull out and ask for help.

Caring for Campers who disclose abuse

A good Camp environment will produce a sense of community and build trust between Leaders and Campers, which will give youth confidence to share personal things in their lives. Sometimes at a Camp a topic might be discussed in a Small Group, question time or comments made in a talk or seminar, which could remind a Camper of abuse they experienced. As a Leader you need to be aware of how these things could affect the Camper and the other people in your group.

Keep an eye out for anyone who becomes suddenly withdrawn, agitated, distressed or shows other unusual or uncharacteristic behaviour when challenging topics (sexual, family, bullying etc) are raised. Do not directly confront a person but keep a close eye on them, ask if they are OK and would they like to talk to someone. It is important that information gets passed onto the Child Protection Officer (CPO), so **it is essential you do not promise to keep anything a secret**. Remember you have plenty of support on Camp from the CPO, your Mentor and Team Leader. Being exposed to disclosures can be difficult.

You must tell the CPO if you become aware of:

- any fact, circumstance, allegation, notification, knowledge of, verbal advice of, direct or indirect connection to, or attempt of abuse,
- all allegations or complaints, that identify someone who is currently or has been a member of the church, someone who is currently or has been a person in a position of authority within the church, a current or ex-employee, a current or ex-Camper, a current or ex-volunteer and/or a current or ex-third party.

Abuse is a broad term and you can find definitions of these terms in your Code of Conduct. For the purposes of PYNSW, abuse includes:

- o child abuse
- o risk of significant harm,
- o sexual misconduct, and/or
- o conduct that breaches the PYNSW Code of Conduct.

If a Camper decides to disclose to you, they are doing something very important, and they have decided they feel safe including you. It is very important that you follow the following instructions:

- **Listen.** Don't put words in their mouth or add anything.
- **Get the gist.** Obtain appropriate information so that you know what is being alleged and who is involved without probing too deeply.

- **Ask what you can do to make the Camper feel safe.** If it is about a situation on Camp, take action to make sure they aren't at current risk of harm.
- **Explain what will happen next.**
 - Explain that it cannot be kept a secret
 - Assure them that it will be kept in strict confidence but you need to talk to the CPO on Camp
 - Leave them with a trusted friend (Camper or other Leader) and tell them you will come back **Report to the Child Protection Officer.** You can find their number in the back of the book and you should call them as soon as the conversation is finished and you have followed the previous steps.

What do I actually say?

When a Camper makes a disclosure they are usually distressed in some way. The more recent the abuse and/or the younger they are the more distressed they are likely to be. It is really important to respond appropriately and with care. **They could show one or more of the following – anxiety, physical agitation, crying, withdrawal, anger (etc).**

It is extremely important for you to:

- **Stay calm and listen.** Don't rush them and don't answer for them. Let them take their time and tell you their version of things before you report to the CPO. If you require assistance you should ask another Leader to contact the CPO and/or your Mentor.
- Don't be afraid to **show how you feel:**
 - “I'm really sorry this has happened to you”
 - “I wish I could have been there for you”
 - “I think you have been brave to tell me this”
 - “I can see you have suffered a lot”
 - “It makes me so sad/angry that someone could do that to you”
- **Explain things** by saying:
 - “This is a really important thing you are telling me and we need some help. I need to talk with someone at camp about this to get some help. I will be very discrete when I do so.”
- **Keep reassuring them** by saying:
 - “Abuse is a terrible thing and you are not alone”
 - “You are doing the right thing in telling me this”
 - “You will be helped through this one step at a time”
 - “It's not your fault”

What happens when I tell the CPO?

When a person at camp reports a disclosure of abuse, the Child Protection Officer (CPO) will interview the Camper and Leader together in private as soon as possible to determine whether a report to CPU needs to be made and the immediate issues for the child or young person, such as their feeling of personal safety at Camp, level of emotional distress and their personal safety on returning home after Camp. The CPO will then take appropriate action.

ONLINE CONDUCT FOR LEADERS

Guidelines for interacting with young people under our care as Christian Leaders

Jesus is Lord over all areas of your life. Jesus sees everything you look at and say on-line. Therefore, everything you do is a reflection on your relationship with Jesus, good and bad. PY expects that Leaders will conduct themselves the same way online as they do in person. As a Leader on a PY camp you are still regarded as a Leader after Camp by the Campers and their parents. Whatever you do needs to reflect the life of a person striving to be holy and as one having authority in the Church.

<https://www.esafety.gov.au/esafety-information/esafety-issues/digital-reputation>

Some general pointers to remember about social networking:

- o **Don't share too much info.** If you wouldn't say or share something face to face then don't put it online. You might feel anonymous but your digital identity is a lot more visible than you might think.
- o **Think before you post.** It is very difficult to remove something once it is online.
- o **Friends online are real people.** It is very easy to lie or only show certain parts of yourself online. It is important that you are true and honest.

On-line communications can create intense relational situations because of its ease of access, the comfort of distance and the unobserved nature. A relationship can be developed far more quickly than was possible before on-line communication was common. To avoid getting yourself in an inappropriate situation, you are expected to:

- o **Always be in the open.** Do not have private conversations using emails or direct messages without involving others
- o **Remember God is listening.** Are your words or intent honouring God? If their parents or your Minister saw what you were doing/saying, would they feel comfortable?
- o **Don't get in deeper than you can handle.** If issues arise greater than your ability, refer the young person to others who are better equipped.

Social Media such as Facebook, Twitter, Instagram, Snapchat etc

- o It is ok to accept friend requests or follows from Campers, but it needs to come from them otherwise it can be misinterpreted.
- o Do not converse in private spaces with Campers, such as Direct Messages or temporary conversations like Snapchat. Use your wall of the PY Camping page/group.
- o It is PYNSW's policy that Leaders **do not use Snapchat with Campers.**
- o All social media communication should be done in ways that are visible and/or known to others.

Text messages/Emails/Phone Calls/Video Chats

1. **Be accountable.** Tell a co-Leader or friend that you are conversing with a Camper via SMS or email. Ask the parent's permission to send emails to a Camper.
2. **Always copy your co-Leader** in on any emails you send to a Camper. Never use BCC (Blind carbon copy), always use CC (open Carbon Copy).
3. Where possible, get the parents' permission before speaking on the phone or via video. Make sure both phone calls and video chats are in public areas where others can see you or are present.

CHILD PROTECTION

Reportable conduct is:

- Any sexual offence or sexual misconduct, committed against, with or in the presence of a child or young person, including a child pornography offence.
- Any assault, ill treatment or neglect of a child or young person.
- Any behaviour that causes psychological harm to a child or young person.
- The above applies whether or not actions take place with the consent of the child or young person. This includes emotional, physical, sexual abuse, neglect and domestic violence.

Child Protection Procedures at PY Camps in the case of a disclosure:

1. Listen, listen, listen.
2. Get the gist of the allegation. Do not probe too deeply, do not add anything.
3. Make sure the person feels safe at Camp.
4. Explain that you and they need help in knowing what to do, that in confidence you need to talk to someone at Camp who knows what to do.
5. Report it directly to the CPO. Do not report via another Leader.

PY CRITICAL INCIDENT/ EMERGENCY PLAN & IMPORTANT NUMBERS

The first Leader at the site should:

- Contact First Aid person if necessary
- Where necessary, contact emergency services immediately
- Isolate casualty, stabilise and manage trauma
- Contact Camp Convener
- Reduce further risks to Campers/Leaders
- Provide care, manage shock and trauma in others
- Comprehensively brief the Camp Convener on all aspects related to the emergency or critical incident at the earliest opportunity
- Write up a report as soon as possible

Other Leaders:

- Where necessary, implement change to programme
- Attend incident briefing
- Be alert for shock, gossip and wider trauma
- Redirect external calls about event to Camp Convener
- Direct all media to Camp Conveners

Important numbers will be provided in the Camp Booklet

NOTES:

Questions? camps@pynsw.org.au

