

AACP Core Values Implementation



1. CHRIST CENTERED

SUMMER

1. Demonstrate grace and forgiveness to staff and campers.
2. Practice servant Leadership.
3. Staff should have an active relationship with Christ.
4. Plan Christ-centered programs.
5. Reflect a Christ-like character in words and action.

YEAR ROUND

1. Practice Grace-filled hospitality.
2. Welcome guests like family.
3. Anticipate needs of guests.
4. Demonstrate forgiveness and grace to guests and staff.
5. Practice servant leadership.
6. Follow-up summer decisions Christ and baptism.
7. Maintain facility so nothing stands between guests and the cross.

2. SCRIPTURE DRIVEN

SUMMER

1. Provide Bibles for kids who need one.
2. Give campers the opportunity to interact with God's Word.
3. Create policies anchored in scripture.
4. Empower and train staff to lead campers in Bible studies.
5. Encourage and provide time for camp staff to have an active devotional life.

YEAR ROUND

1. Make Bibles available in all guest rooms.
2. Bible quotes on display.
3. Create Bible-based policies.
4. Give camp staff time for personal devotions.
5. Stewardship—Order—Work ethic—all a reflection of Biblical principles.



3. NATURE FOCUSED

SUMMER

1. Recruit Christ-centered staff who have a passion for nature education.
2. Support nature programming by compiling Christ-focused nature materials.
3. Offer nature-based classes where campers have the chance to explore outdoors.
4. Encourage staff to use metaphors to draw memorable lessons from nature.
5. Annually rotate nature displays (pictures, posters, dioramas) at camp.
6. Create outdoor and indoor learning spaces.
7. Implement a philosophy that values creation and its Creator by intentionally being aware of the nature at camp.
8. Connect with teachers, church members, and wildlife rescues to provide campers an opportunity to interact with live animals.

YEAR-ROUND

1. Read *Christ's Object Lessons* by Ellen White to inspire metaphorical thinking.
2. Spend time outside each week for no reason other than experiencing nature.
3. Provide binoculars and field guides of local plants and animals for guests to use.
4. Create attractive feeding areas for wildlife (bird feeders, butterfly gardens, duck ponds).
5. Develop ample shelter for wildlife (thickets, underbrush, trees, ponds).
6. Design a self-guided interpretative nature trail using pamphlets and/or signs.
7. Encourage Summer staff to connect with a wider community of nature enthusiasts.
8. Host nature-focused events (environmental cleanups, nature photography, outdoor church programs) that encourage church member participation.
9. Maintain/improve outdoor and indoor learning spaces.
10. Write biannual nature object lessons for conference magazines or newsletters.



4. COMMUNITY VALUED

SUMMER

1. Conduct regularly scheduled staff meeting.
2. Plan staff socials during the summer.
3. Special staff team building events—secret pals, prayer partners.
4. Play team games such as softball, basketball, volleyball.
5. Have on going staff friendly competition such as ping pong, corn hole, etc.
6. Planning special spiritual events like staff communion, prayer groups.
7. Make time available for various teams to go out and eat such as kitchen staff, aquatics, activity leaders, etc.
8. Give kitchen staff a meal off by activity staff serving a meal on a regular basis.
9. Arrange for college staff to attend AACCP Conventions.

YEAR ROUND

1. Conduct regular staff meetings.
2. Conduct daily worships.
3. Plan regular social events.
4. Give special awards—staff of the day, go the extra mile, etc.
5. Make sure staff participates on a regular basis with communion.
6. Give staff opportunities to attend training events such as AACP, ACA/CCCA conventions, sectional events.
7. Visit other camps.
8. Encourage camp to have regular weeks of prayer.
9. Individuals have devotionals for a half hour anytime of the day on the clock—optional.



5. DIVERSITY COVERED

Types of Diversity: Socioeconomic, gender, ethnic, Adventist vs. Non-Adventist, physically challenged, single parent home/blended family home/same sex parents.

SUMMER

1. Have scholarships available for campers from low income-families.
2. Offer the same rate for everyone regardless of religious affiliation.
3. Hire staff so that the ethnic composition of staff reflects the ethnic composition of the camp's constituency.
4. Hire staff members that are bilingual.
5. Make sure that the staff members checking in campers are culturally diverse.
6. Address cultural sensitivity during staff training.
7. Address staff members regarding the use of Adventist/Christian lingo that is not always understood by the general public.
8. Invite camp pastors of both genders and also of different ethnicities/cultures.
9. Make camp as handicap accessible as possible.
10. Consider starting a blind camp, diabetic camps, etc.

YEAR ROUND

1. Hire staff so that the ethnic composition of staff reflects the ethnic composition of the camp's constituency.
2. Assign staff that culturally identifies with the guest group to work during their stay.
3. Have staff of both genders work in different areas (kitchen, desk, etc.)
4. Hire staff members that are bilingual.
5. Make camp as handicap accessible as possible.
6. Develop a "Body of Christ" statement that says that all are valued by God.



6. EXCELLENCE FOR GOD'S GLORY

SUMMER

1. All staff review ACA accreditation standards for their area and make sure they are following complying with standards.
2. All staff work together to make sure maintenance and grounds look great representing the SDA church.
3. Properly store equipment, props, decorations, and recreational supplies that are not being used in adequate storage facilities.
4. Ensure that all staff are presenting themselves in a professional manner in dress and appearance.

YEAR ROUND

1. Provide professional growth days visiting other camps in the area.
2. Involve year-round staff in ACA accreditation process.
3. Obtain professional certifications paid by camp and are on the clock.
4. Develop uniform policies. Allow departments to project their uniforms with camp log. Look into renting uniforms for workers like maintenance, and garage. Camp covers half of the expense and employee pays half.
5. Provide professional nametags, with photo id, name, department and years served for all employees.
6. Camp provides three uniforms, shirts and pant, that they do in house laundry. Food service wears smocks.
7. Nice looking signage in all areas of camps. Entrance sign should be kept up and eye appealing with nice looking shrubbery and flowers at the entrance.
8. Plan a camp cleanup every Friday.
9. Have available proper storage and have it well organized.
10. Each department of camp have storage space for their activities.
11. Create a cultural of empowering and training of the staff for excellence.
12. Provide excellent websites and keep up to date.
13. Utilize and monitor social media.

