Young Life
WORK CREW HANDBOOK
How to Develop an Effective Work Crew Training Program
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Dear Teammates:

Parting words are often the most important. We often say what matters most right before we say goodbye. The night before Jesus died, however, before He offered us His parting words, He offered a parting picture. He stood, tied a towel around His waist and stooped to serve His friends. Then, after washing a dozen pairs of dirty feet, He said, “You will be blessed if you do likewise.”

Congratulations! You have the privilege of leading kids to “do likewise”! You have the opportunity to call kids into the company of the blessed! You have the honor of helping kids recreate the parting picture Jesus left for us — the Masterpiece, if you will — of sacrificial service for our friends.

Make no mistake, work crew is hard work. It involves long hours. It is humiliating, frustrating, exhilarating and fun. And it is the most significant month many kids will ever experience. That’s because they rub elbows (hot, sweaty elbows) with Jesus. And they stand (on tired, aching feet) shoulder to shoulder with the Servant King. What a privilege! What an honor! What a joy!

The manual you hold in your hands will get you well on your way to recreating a Masterpiece in kids as they grow to be more like Jesus. May God give you everything you need — courage, patience, faith, hope and love — as you work to help kids step into the picture of servant leadership with Jesus. Thank you for rising to this most important challenge in kids’ lives.

I heard from one young woman recently who said she washed 450 dirty dishes every day for a month last summer on work crew. She said, “I could have never made it for 30 days while relying on my own power. It was all for Jesus, to expand His kingdom by expressing His love for each camper through my hard work.”

There you have it. The most amazing words you might ever hear an adolescent utter. I’d say this young woman is a card-carrying member in the company of the blessed. God bless you as you recruit new kids for that company again today.

In Christ,

Denny Rydberg
Overview
for Staff and Volunteer Team Leaders

The process of training and selecting candidates for work crew is the responsibility of the area director. All qualified young people who are assigned to a work crew position are expected to have completed a local training course that prepares them for their assignment. Usually this process is completed prior to the application process.

It is our hope that work crew training grows out of a deeper commitment to ongoing discipleship efforts in the area. In the second half of our Mission Purpose Statement, we declare that we are committed to “help them [Christian kids] grow in their faith.” Discipleship is the broad arena that develops lifelong followers of Jesus. Work crew training is one important subset of that idea.

This handbook is written for area staff and volunteer team leaders as a resource for use when conducting a work crew training course. We begin with missionwide standards for work crew and an outline of the basic concepts to be taught. Included also are actual area course outlines, as well as suggested course materials and forms to guide the work crew selection process. Each area should structure their course to fulfill the objectives outlined here.

You’ll notice that we have included missionwide qualifications for work crew kids, as well as essential elements of area work crew training that are “non-negotiables.” We must assume that all areas will ensure that these are followed. Beyond these, we encourage you to build on the ideas and principles in this handbook, and adapt or change as needed.

Young Life is not interested in every local area conducting the same standardized work crew training course. We tend to be a mission of creative people who desire flexibility and use of our gifts. Additionally we recognize geographical or cultural differences, and want to encourage contextualization of this material. Our desire is that the most qualified kids are chosen and that they receive the best possible training. We want you to adapt, add additional material or create experiences that you think are relevant for work crew preparation. Pick books to read, verses to memorize, projects to complete that fit your area and your kids. Make this one of your area's highest ministry priorities. The stakes are too high for us to give anything less than our best effort.

We are committed to thorough training and careful selection of our work crew participants. This will lead to the ultimate goal: Excellence in the work crew component of our camping program as we proclaim Christ to kids.
Qualifications of Work Crew Members
Expectations of Local Training

Missionwide Qualifications for Work Crew Kids

Work crew kids should be:
1. Committed followers of Jesus, continuing to grow in Him
2. Eager to serve Christ and Young Life campers in this tangible manner
3. Respectful of authority
4. Willing to learn about Christian community
5. Involved with Young Life locally
6. Prepared through an area Work Crew Training course
7. Desiring to experience growth in Christ as a result of this experience
8. Willing to work hard and for long hours while on work crew
9. Mature Christian kids who want to follow Jesus and serve in His kingdom (vs. immature Christians who might benefit from the work crew experience)
10. Kids whose lives validate the incarnational message of the Gospel

Missionwide Expectations for Local Work Crew Training

Essential content for local work crew training courses includes:
- Information about the “what” and “why” of a typical Young Life camp week
- An emphasis on surprise and the importance of not revealing the week’s activities
- Teaching on the elementary concepts of incarnational theology and an incarnational approach to ministry
- An explanation of how this incarnational approach is central to the Gospel, to Young Life, to our camping philosophy and methods and to the life and witness of believers
- Teaching on the importance of worship and participation in church
- An explanation of how their dress, work ethic, demeanor and relationships can either validate or invalidate the Gospel in the eyes of their peers (e.g. campers)

Participants in local work crew training courses should have the opportunity to:
- Memorize Scripture (see suggestions on page 14)
- Formulate and present their personal testimony
- Develop the discipline of regular study of Scripture and prayer
- Participate in pre-camp service at home, in Young Life and in the community
- Read Christian writing in addition to the Bible

Work crew training should prepare kids personally by stressing:
- Any evidence of view or actions that are racist or gender-biased is unacceptable
- The importance of healthy, but restrained attitudes about male/female relationships
- The importance of enthusiasm in serving at camp, regardless of the job
- The importance of tolerating differences and dealing with interpersonal conflict
- Respect for the space and belongings of others
- The importance of a “community of believers” to one’s growth in Christ
- Respect for doctrinal and lifestyle issues of others
- The importance of understanding that each individual on work crew has a different family background.

Work crew kids should not assume that everyone has a healthy home environment with two parents, and they should be careful not to ask potentially embarrassing questions
- Adherence to rules and maintaining good habits of health, hygiene and sleep
The Purpose of Work Crew
from Mal McSwain

There is no greater honor or higher calling than to participate with God in building His kingdom. Historically, Young Life’s camping program has provided an effective environment for this to occur. The work crew is a vital part of the proclamation process. The Gospel becomes meaningful and personal to kids when they not only hear it spoken in understandable language, but see it lived out on a daily basis from people their own age. The meaning and purpose of a Young Life work crew is much more than simply being camp helpers providing clean-up services for the Young Life staff. Work crew kids are partners in telling the campers about Christ! This is done in a variety of ways.

1. Work crew members are supporters
They welcome busses and vans. They make campers feel important, like they belong. They sing at club meetings and add excitement and enthusiasm to the camp atmosphere. They create a feeling of expectation and fun. Work crew kids support the camp staff!

2. Work crew members work
Hard, consistent work is not only necessary to keep the property running smoothly, it is also a key factor in the proclamation of the whole Gospel. Serving, sharing and giving is an important part of the truth about God. When campers see work crew working they are learning something central about their own understanding of faith and trust found in Christ.

3. Work crew members pray
Proclamation without prayer is not as powerful as it can be. The work crew provides an essential service through prayer. Work crew kids pray for individual campers, for cabins, for club meetings, for leaders, for problems, for anything that will assist in kids receiving the truth about Christ. This consistent ministry of prayer by the work crew can never be discounted or underestimated.

4. Work crew members live out their faith
They put flesh on their faith. They eat, sleep, smile, cry, laugh and make mistakes day after day in full view of several hundred campers. They live their lives in an open, vulnerable way. They demonstrate their faith through serving. Campers see the possibilities of a life with Christ as they watch the work crew live theirs.

5. Work crew members express their faith
Frequent opportunities arise each week where work crew kids have the chance to verbally share their faith. Cabin discussions, work crew night and personal conversations are some of the ways work crew assist the Young Life leadership team in sharing the good news of the Gospel.

The purpose of work crew is to join together with the other members of the camp leadership team in word and in deed to proclaim Christ’s Gospel to the campers that week. The particular ways and opportunities for work crew to do that are crucial to the wholeness of the Gospel. Servants of property? ... partially. But ambassadors of Christ, primarily.
A successful work crew training course in a local Young Life area need not be limited to kids who are candidates for a summer assignment on work crew. You will be surprised at how many teenagers want challenge and risk in their lives. Teach as many as you can how to serve! Discipleship programs, service opportunities and faith stretching experiences are necessary for all of the students we know who have begun their walk with Christ. Many area directors will use this work crew training course in a broader sense and will encourage more kids than just work crew applicants to commit to a course designed for personal growth and spiritual maturity. Young Life’s emphasis on discipleship can never be overestimated. Part of our Mission Statement is “to help them [adolescents] grow in their faith.” We must therefore place a high and consistent priority on Young Life programs that support biblical growth in our kids.

### Components of a Work Crew Training Course

#### I. Biblical Input

Effective work crew training courses emphasize Scripture and how it relates to daily life. This is an ideal time for kids to learn that serving others comes directly from principles and truths found in the Bible. Design your meeting schedule to have ample time when you get together to study, memorize, discuss and apply Scriptures. Many methods have been used. All have positive qualities. You design what’s best for you.

**A. Verse memorization**

Select a number of applicable verses and have kids learn them (and recite them) word for word. Long after the course is over they will still have God’s truth committed to memory.

**B. Outline a book of the Bible**

Pick one of the Gospels or Epistles and have kids outline the basic themes, chapter by chapter. Keep the format and questions simple or they might become overwhelmed with this kind of assignment.

**C. Study a biblical theme**

You might choose a topic such as sacrifice, service, integrity, faithfulness, etc. and have kids explore all the biblical texts on that subject. Have them write a short paper on what they are learning and how it applies to their lives.

**D. Read through the entire New Testament**

Keep a journal of insights, questions, fears and issues that come to mind as you are reading. Many teenagers have no concept of the unity of the Bible and how it holds together. Help them organize and schedule their daily reading so they can complete the New Testament in the allotted time.
II. Selected Books

The work crew training course is an excellent time to introduce kids to the wealth of Christian material available. List one or two good books in your course outline. This list should probably be updated from time to time. Autobiographies, biblical commentaries, devotional books, biblical-social issues and fiction are all acceptable and useful. Make sure, however, you take the time necessary to let the participants discuss what they are reading. For many, this may be their first encounter interacting with a Christian author. The insights gained need to be affirmed, challenged and respected.

One caution! Choose books (or portions of books) that kids can finish. Too much reading will tend to be counterproductive to the other important components of the course.

III. Prayer

Teach your kids how to make prayer a vital part of their faith journey. Successful work crew kids are praying kids. For them to grasp this truth early in life will be a lifetime gift. Below are several ideas on how to incorporate prayer into the work crew training course.

A. Prayer Journal
Ask kids to set aside regular time to pray and to record (briefly) their feelings and impressions. Don't give too many detailed instructions and requirements for this assignment. It will rob them of spontaneity and motivation. Make sure you check them from time to time regarding progress, frustrations or roadblocks. Share with them your own prayer journey.

B. Prayer Groups
Place a high value on praying together during the training meetings. Kids will learn how to pray simply by being around people who pray. You might change the prayer format each meeting, but structure ample time for this, not just an opening and closing word!

C. Prayer Partners
Some training courses have linked two or three people together and designed ways for them to pray regularly together via phone, letter, prayer list, small group, etc. Make sure you have good, consistent leadership if you choose this method.

D. Pray through the Scriptures
Blending personal prayer and biblical learning is a helpful discipline for many people. Show kids how to read a passage, reflect on it and then respond to the content with an appropriate prayer. It might be important to have them record how the focus of their prayer changes when using this format.

E. Contemplative Prayer
Quietness, solitude and silence are typically not natural for fast-paced adolescents. Learning to expect to meet God in an unstructured way can be very valuable. Use this carefully and be flexible. It may be meaningful to some and frustrating to others.
IV. Work

This may be the area where you learn the most about which kids are ready for work crew and those who are not. Working and serving is foreign to some and natural to others. Structuring work experiences will not only enhance growth in the life of the one taking the course, but will also give leaders solid criteria as they pick the right kids for summer work crews. Be creative! Choose different work projects from year to year. Network with churches and other youth organizations or agencies in your community. This is an excellent opportunity to express the meaning and purpose of Young Life within local communities. Several ideas to consider:

A. Personal-family work projects
Working at home, for many kids, is the most difficult. Family dynamics and structures, quite often, seem to be counterproductive to teaching children the joy of serving. Design into your training program daily assignments which will encourage kids to take the initiative to be helpful in their own family. Each kid might have a different list of things to do and each might have to be evaluated in an individual manner. Though complicated to administer, this could be a real breakthrough for kids who live in very complicated situations.

B. Community clean-up projects
Call local civic leaders, businesses or other organizations to identify clean-up projects (streets, parks, buildings or open areas) in your community. Build some fun into the experience. Kids will enjoy it and community leaders will thank you!

C. Serving those in need
Soup kitchens, medical clinics, group homes, elderly care facilities, church programs and relief agencies are always looking for practical help. Working in this kind of environment not only meets a real need, but it also brings kids face to face with some of the realities of life. Risk is present, but rewards are high as we watch our kids grow from serving others.

D. Working at a Young Life camp
A natural way to teach kids to serve is to organize a work camp at a Young Life property or to provide the work crew at a regularly scheduled weekend camp. Obviously this is an excellent way to give kids a healthy work experience, but try not to rely only on this kind of project. Balance this experience with another assignment within the family and/or community.

E. Building, fixing, repairing projects
Many groups have had real success in taking responsibility for a project and seeing it through to completion. It is important for our kids to see that their efforts really did produce something. Quite often, when deciding to do this kind of work project you will need qualified leadership, proper tools and sufficient materials. Be thorough in your preparation before you say yes to a project of this category.
V. Fellowship-Worship-Celebration

Every work crew training course should include a regular emphasis on our community life together in Christ. This should be more than a course, it should give kids a glimpse of what our lifetime journey with Christ should look like.

Carefully prepare each meeting to include those things that will affirm and uplift the gathered body of Christ. Build on this list as you think about what will work best for your area.

A. Visit a worship service together. Talk about different styles of Christian worship.

B. Assign kids (in groups) to attend two or three different worship services other than their own denominations. Have them give (or write) a short report on their feelings and impressions.

C. Conclude the work crew training course with a graduation celebration ceremony. You might, perhaps, give diplomas, awards or recognition tributes for those who have made distinguished contributions.

D. Build fun, surprise, laughter and food (sometimes) into your training sessions. Make it so kids want to come and hate to leave!

E. Do something during the duration of the course that isn’t tied into assignments or expectations. Plan a thank-you lunch or picnic, a sporting event, a play or something that says to kids that their lives, not just their performance is important to all of us.

VI. Evaluation

Evaluation of the work crew training process is essential. Both the adolescent applicants and the staff and volunteer leaders should participate in this process. Gain participants’ insight on your course by interviewing them or by having them complete an evaluation form. We want to have an accurate picture of what content and people were effective and which ones were not. Changes should always be made to keep improving the process every year.

Applicants who do not get chosen to serve on work crew deserve honest, but helpful feedback. This is essential to helping them grow in their faith.
Six-Week Format for Work Crew Training

Introduction

After an informational meeting at which potential work crew candidates have an opportunity to consider serving on work crew, interested kids make a commitment to attend six mandatory training classes and to serve on a weekend work crew (see weekly schedule, page 11). The basic elements of the training course are:

- **Becoming More Like Jesus Discipleship Journal** — a kid-friendly workbook that lends itself well to weekly assignments (available through NavPress).*
- **Developing and sharing testimonies** — to prepare for sharing their faith while at camp, trainees prepare written testimonies and also present them at some point during the training course. In assigning the written testimony, the leader introduces the idea of journaling as a good way to grow as a Christian, though this is not a required element of the course (during the first week of the summer work crew assignment, graduates of this course receive a care package that includes a journal).
- **Preparing a work crew application** — application is handed out on first night and collected week three.
- **Learning about different aspects of work crew** — participants learn about various work crew jobs and are prepared to work hard. Leaders also stress that the value of the work crew experience does not depend on which Young Life camp they are at or the job they are assigned.
- **Scripture and book memorization** — kids memorize one passage of Scripture each week and also the names of the books in the New Testament.
- **Work crew weekend** — an opportunity to experience a mini-work crew assignment and to process (with a leader) some of the ideas and information from the training course.

This course works well with a small group of kids who know each other (e.g. those who attended camp together the previous summer). For larger groups and/or groups of kids who don’t know each other, leaders may want to create “core” groups that allow kids to get to know and trust one another. Commitment is a key; if participants miss a class, they are expected to schedule a time to go over that week’s assignment with their leader.

*See information on the Staff Resources Web Site about NavPress discount. Type “Recommended Resources” in the search feature.
<table>
<thead>
<tr>
<th>Week</th>
<th>Topics to Discuss</th>
<th>Assignments</th>
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| 1    | - Introduce the goals and purpose of the six-week course.  
- Introduce the idea of journaling as a good way to grow as a Christian. Encourage students to begin a habit of journaling their thoughts, prayers, etc.  
- Explain to the students how to write their testimony and tell them that they will be expected to present it at some point during the six weeks.  
- Distribute work crew application | - Read and answer questions for chapter 1, “Being Like Jesus.”  
- Begin filling out work crew application.  
- Memorize Proverbs 27:17  
- Begin writing testimonies. |
| 2    | - Discuss chapter 1.  
- Have the students begin sharing their testimonies.  
- Answer questions about the work crew application.  
- Write and turn in testimonies.  
- Memorize 2 Corinthians 12:10. |
| 3    | - Discuss chapter 2.  
- Turn in applications.  
- Share testimonies.  
- Have an individual who has been on summer work crew come and share about his or her experience.  
- Recite memory verse (2 Corinthians 12:10). | - Read and answer questions for chapter 3, “Integrity.”  
| 4    | - Discuss chapter 3.  
- Share testimonies.  
- Talk about various work crew jobs.  
- Discuss expectations for work crew, fears, anxieties, etc.  
| 5    | - Discuss chapter 4.  
- Share testimonies.  
- Talk about the different properties.  
- Recite memory verse (Ephesians 3:10). | - Read and answer questions for chapter 8, “Seeing as Christ Sees.”  
| 6    | - Test participants on all memory verses and the books of the New Testament.  
- Address question: How do I continue to prepare for work crew?  
- Have kids develop a prayer team for their month on work crew. | - Sign up for a work crew weekend! |
As we build community in the work crew training time, self-esteem increases and self-criticism and personal anxiety decrease. As a result, kids seem more open to new ideas and also to people who previously appeared unapproachable to them.

In response to some of these needs and some educational observations, we have developed this work crew training program. For example, instead of having a person talk, we break the group into working small groups and have them work on a project. They get to know one another and begin to build limited community even in their training. I believe Jesus did exactly this as He had the disciples see what He was doing and then sent them out.

The training weekend becomes an experience in Christian fellowship rather than a competitive “super Christian” weekend.

**Suggested Outline**

**Friday night**

8:00 Arrival, registration, prayer partners assigned (avoid housing kids from same school together)

9:00 Table – “Get to know you” games and snack

10:00 Singing – What to expect and bedtime

**Saturday**

7:00 Wake up, Quiet time, kitchen and setup crew

8:00 Breakfast – topic provided to chat about at table

9:15 Clean-up – Clean up kitchen and rooms

9:45 Provide stationery so participants can write a letter to someone they need to reach out to (a person they have neglected, someone they have hurt, a person they admire, etc.)

10:00 Split into five groups for purpose of preparing a 30-minute group presentation on one of the topics below. Assign a leader to each group. Have materials pertaining to each topic

1. What is a Christian?
2. Stress
3. Prayer
4. What is a servant?
5. Worship

11:45 Lunch prep and set up
Suggested Outline (continued)

12:15 Lunch

1:00 Work project at camp: Divide participants into groups of five or six. If possible, keep the presentation groups from the morning session together for the work project.

4:00 Set up for dinner

4:30 First group presentation

6:00 Dinner

7:00 Group fun. This will include all participants, with the exception of the clean-up crew. This is a great opportunity to explain that work crew duties sometimes conflict with fun activities, hanging out with friends, etc.

8:30 Second group presentation

10:00 Snack

10:15 Third group presentation

11:15 Prayer partners meet, share their day and pray

11:45 Bed

Sunday

7:30 Wake up

8:00 Quiet time/juice and muffins

8:45 Fourth group presentation

9:30 Fifth group presentation

10:30 Brunch

11:00 Worship – with a time of sharing and evaluation

12:00 Clean up and depart
## Helpful Scripture and Books to Use in Work Crew Training

### Knowledge of Jesus
- John 1:1-14
- Colossians 1:15-20
- Matthew 1-2
- Luke 1-2
- Mark 1:1-11
- Philippians 2:5-11
- Hebrews 1:1-4
- Isaiah 53

### Miracles/Signs of Jesus in John
- John 2, 4, 5, 6, 9, 11, 21
- Conversations in John
  - John 3 - Nicodemus,
  - John 4 – Samaritan woman,
  - John 8 – Adulterous woman,
  - John 11 – Mary & Martha,
  - John 21 – Peter
- “I AM” statements in John
- Four Gospel accounts of the Cross
- Four Gospel accounts of the Resurrection
- 1 Corinthians 15

### The Father
- Genesis 1-3
- John 17
- Ephesians 1:3-14

### The Holy Spirit
- Acts 2
- John 14, 16
- Romans 8
- Ephesians 4

### Servanthood
- John 13
- Philippians 4
- Colossians 3
- James 2

### Miscellaneous Key Passages
- John 20:30-31
- 2 Corinthians 5:15-20
- Matthew 28:16-20
- John 20:21
- Acts 1:8
- 1 Corinthians 15
- Romans 10:10
- John 14:6
- Psalm 139
- Amos
- Psalm 19
- Matthew 25
- Esther
- Jeremiah 29
- Hebrews 11:1-12:3
- Acts 8:26-40

### Books and other material that have been helpful in training work crew
- John Stott, *Basic Christianity*
- Martin Luther King Jr. *Letter from the Birmingham Jail*
- Charles Swindoll, *Improving Your Serve*
- Michael M. Smith, *Becoming More Like Jesus*
- Ty Saltzgiver, *My First Thirty Quiet Times*
Preparation for Work Crew
A Note to Those Selected

Now that you’ve been selected to serve on work crew, use the time before you arrive at camp to prepare for your experience. Those who prepare thoughtfully will avoid potential disappointments and misunderstandings that arise from inflated or skewed expectations. God will uniquely and powerfully bless your month of service, but quite often it is much different than what we expected. The following suggestions might be helpful, as you get ready for this big adventure.

A. Pray for your month
Try to build into your regular schedule a time to talk with God about what is in store for you. Ask Him to challenge you with new and different friendships, to put you in stretching situations and to teach you through stress instead of taking it away! Talk with Him about your openness to surprise and hardship. Rather than tell Him what you want (job, living situation, boss, best friend, etc.) ask Him to make you spiritually ready for each day and the challenges before you. You will be amazed how He will answer your prayers. Three minutes daily will work wonders.

B. Pray for those with whom you will serve
Go through the list of others on the crew — the bosses, the camp leaders (if you know who they are) and get to know them by praying for them. Be outward (not inward) in your prayer attitude. Ask God to bless those who will be part of your work crew community. Your bosses on work crew, for certain, will be human. You will probably develop a wonderful (and perhaps lasting) relationship with your work crew boss. Each year Young Life assigns many loving and capable women and men to lead work crews. Their influence on your life will be very significant. But remember the stress of responsibility, the heavy work load and the many complications that occur at camp every day may leave them exhausted and irritable from time to time. They will not be able to give equal time and attention to each work crew kid. You might notice things in their character that are less than perfect. At times you might feel ignored and rejected by your boss. It takes a well-prepared and spiritually mature work crew person to remember that we are serving the Lord primarily, not the campers or the bosses. Respect them, support them, be honest with them and accept and encourage them in the reality of their humanity and weakness! They are trained to do that with you as well!

C. Trust God with the spiritual results
You and your friends on work crew will take great joy in seeing kids stand up at Say-So during the final club meeting. However, don’t fall into the trap of thinking that the number of kids who stand up is a reflection on the effectiveness of your work crew. As you prepare, give yourself the freedom and challenge to serve with all your heart and be excited for how God will work uniquely and individually with each camper. Numbers will never measure the spiritual impact of a week at camp. Quite often the seeds planted in kids’ hearts at camp don’t bear fruit for years. Ask yourself, “How well did we serve?” rather than, “How many did we reach?” as you evaluate each week of your assignment.
D. Deal with difficult areas in your life while on work crew

With a loving, Christian community and a tremendous job to accomplish, work crew is an ideal setting for personal growth. Analyze your life and ask God to help you mature in those areas which might need special attention. Let your parents, Young Life leader and work crew bosses know what you are working on. They might be a real support. Work crew is a great place to “drop the old and commit to the new!” Things such as:

Personal Discipline
Getting up on time, not procrastinating, cleanliness, adequate sleep, regular devotional times

Authority
Following directions, taking orders, cheerfully responding to leadership, questioning in respectful ways

Relationships
Breaking destructive social habits of relating to others, learning how to affirm and encourage

Personal Habits
Eating, drinking, chewing, talking, dressing patterns which might need changing

E. Avoid work crew comparisons

Trying to copy someone else’s experience at a Young Life camp is frustrating and impossible. Believe that God's plan for your time will be just what you need; filled with joy, growth, service and maturity. You won't be disappointed.
Sample Letter to Parents
for Those Selected to be on Work Crew

Dear Parent,

We are delighted that your son or daughter is interested in serving on work crew at a Young Life camp this summer. Though the demands of the work load are rigorous, we believe this will be one of the finest opportunities for your child to grow strong in his or her faith and also learn valuable lessons regarding service and sharing.

Not everyone taking this course will be selected to be on work crew. The Work Crew Training Course (schedule enclosed) is designed to prepare those to get ready and to help us determine who would best represent Young Life at our camps. The course will be challenging! Your support and encouragement will be very important.

Please call the local Young Life office if you have further questions. It is an honor for us to work with your son or daughter in this way. What a special gift it has been to get to know him or her.

Sincerely,

Young Life Staff

Evaluation Following Work Crew

The area director should be sure to sit with each young person who served on work crew and get an honest evaluation of the experience. Did he feel prepared? Did she grow in Christ? How was the overall sense of community? What was it like? Be sure to let your regional director know of any problem areas.

The property will forward to the area office the evaluation completed by the work crew supervisor and the self evaluation done by each work crew kid at the end of the assignment. These two documents and the direct feedback leaders get from kids after their work crew experience should be helpful in developing an excellent work crew training program.