



STUDENT HANDBOOK

2022-2023



August 5 – May 26
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DEVOTIONALS



The following devotionals by Tim Kight give a biblical explanation of the Teleios word.

TELEIOS

Ephesians 4:11-14

"And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. "

God designed the church to be a discipleship community. A learning community. A fellowship of people who progressively grow into greater degrees of spiritual maturity.

The Greek word that Paul uses here for "mature" is teleios, a powerful word that is rich with meaning. Teleios was used by the Greeks to describe something that was

whole and complete, thereby functioning according to the purpose for which it was designed. The Latin equivalent is the word *integritas*, thus describing a condition of wholeness and integrity.

The picture that Paul paints is a process of spiritual growth whereby our defects and deficiencies are progressively being made whole. Defects are things in us that are broken, and deficiencies are things in us that are missing. Through the process of spiritual growth, the Lord repairs what is broken and restores what is missing. That is how we become *teleios*—whole and complete and mature—functioning according to the purpose for which we are designed.

The standard of *teleios* is "the measure of the stature of the fullness of Christ." In other words, we are to become Christ-like. We are to bear his image. The result of *teleios* is that we no longer believe and behave like immature children who are tossed about by false doctrines and deceitful people.

It is important to understand that *teleios* is very specific; it is how God designed you to function and operate. It represents the wholeness of the image of God in you. You are at your best when you do our job with *teleios*, and when you love your family with *teleios*. This is not an abstract theological concept. It is practical, specific, day-to-day skill for how to live and work.

God created you, redeemed you, and calls you to be *teleios*. Trust him and respond to his call.

www.acalltoexcellence.com/teleios/

THE TELEIOS WAY

Ephesians 4:11-13

"And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature (teleios) manhood, to the measure of the stature of the fullness of Christ."

The *teleios* way requires disciplines that must be learned and developed. A theme that I repeat in the devotionals is that these disciplines are not given to you automatically when you are saved. If you don't intentionally and purposefully build

teleios disciplines into your life, then your effectiveness at work and at home will be diminished.

You can be saved, but not mature.

The focus of Paul's ministry was helping the followers of Jesus grow to maturity, to grow in teleios. He makes this crystal clear in Colossians 1:28-29.

"Him we proclaim, warning everyone and teaching everyone with all wisdom, that we may present everyone mature (teleios) in Christ. For this I toil, struggling with all the energy that he mightily inspires within me."

The word that Paul uses for "toil" is kopio, which means "to labor or strive." The word he uses for "struggle" is agonizomai, which carries the idea of "laboring or striving with relentless effort." The use of both these words communicates with exceptional clarity the importance of relentless effort in the process of spiritual growth.

However, note also that Paul says the power and energy for the relentless effort required for spiritual growth comes from the Lord. It is not something that can be done by means of purely human strength. God's power is a prerequisite.

The Lord wants us to trust him and do the work to grow to maturity. He wants us to be teleios Christians.

www.acalltoexcellence.com/the-teleios-way/

COUNTING THE COST



Now comes the part where you must decide if you are prepared to accept the challenge of enrolling in Teleios. Think carefully. We are asking you to give up a lot, but we believe you will leave with far more than you ever would have had.

DO YOU MEET THE BASIC QUALIFICATIONS?

1. Are you coming because you want to come, or are your parents making you come?
2. Do you have a clear testimony of faith in Christ, sincere love for God, and desire to know and serve Him?
3. Are you a high school graduate or equivalent?
4. Do you have a sound and able body capable of hard work?
5. Are you eager to learn, responsible, reliable, respectful, submissive?
6. Are you willing to work long and hard, often doing jobs you do not like, and at the mercy of a changing schedule?
7. Are you able to participate in the entire program?
8. Are you willing to abide by the purpose, philosophy, Doctrinal Belief Statement, and Living Waters Bible Camp policies?
9. Are you committed to abiding by the Teleios Handbook?

PROGRAM DESCRIPTION



WHAT WE ARE NOT

Before we say what we are, it might help to know what we are not:

1. We are not a traditional internship program whose primary focus is to train you for a career in Christian camping though at Teleios you will gain skills and experience that will help you wherever you go in life.
2. We are not a traditional gap year program whose primary focus is to provide life direction and preparation for college, though at Teleios you will gain direction and preparation.
3. We are not a job whose primary focus is to earn money for college through at Teleios you will work hard and long; you will not receive any pay since your work is offsetting the program's cost.
4. We are not a college whose primary focus is to get you a degree while spending all kinds of free time with your friends though at Teleios you will be pushed to perform at a college level.
5. We are not a means of escape from parents or life. Trust us: this is the wrong place to come to escape.
6. We are not a rehab program for troubled youth. The training we offer will make a difference, but it is not designed to address the many underlying issues that troubled youth must deal with in working toward wholeness.

WHAT WE ARE

Now that you know what we are not, what are we? Teleios is a ten-month, in-residence discipleship program that focuses on cultivating a humble heart that is essential to becoming like Christ. Think of it as "humility training." Becoming like Christ is a lifelong pursuit, and the goal of Teleios is to equip and train you with the attitudes and skills you need to keep pursuing Christ to the end. The training is intensive. Progress is slow. Our prayer is that when you finish the program, others will notice that you are more like Christ than when you started. You will live, learn, and serve with a team of students in the care of mentors who are committed to your progress toward Christlikeness. Your training will consist of a mix of formal instruction and service experiences both at and away from Camp. These experiences will not only be used to cultivate the character of Christ in you, but they will also equip you with critical skills that will serve you well for the rest of your life.

The Teleios program utilizes the year-round ministry needs of Camp to encourage students to serve and grow. As a vital part of the ministry team, you will work in many departments and experience many roles for the purpose of teaching service, humility, and personal responsibility.

LOCATION

Teleios is located on the grounds of Living Waters Bible Camp in Westby, WI. Westby is a small rural farming community, 30-minutes southeast of La Crosse and 2 hours northwest of Madison. Living Waters is nestled in a peaceful valley in the historic coulee region of western Wisconsin – a perfect place to leave behind the rush and noise of life so you can "be still and know that the Lord is God."

EXPENSES

The Teleios Program is available at no cost for tuition. The 40 weekly hours of work that you will put in will cover the program's cost.

Participation in the program provides room, board, and travel expenses for all trips directly associated with the program.

Participation in the Camp Mexico Mission Trip is required at your expense (Around \$1000: \$700 discounted fee plus \$300 food and incidentals). A passport is required at the start of the program.

Approximately \$25 per month will be provided by the Camp for personal needs: personal care supplies, snacks, or special food items.

Note: This \$25 are not meant to pay for transportation, insurance, phone bills, medical bills, or any other expenses outside the program.

PROGRAM DRIVERS



It is important for parents and students to understand how and why this program is taught. The elements that drive Teleios (TEL-ay-os) are:

OUR THEME VERSE

Him we proclaim, warning everyone and teaching everyone with all wisdom, that we may present everyone mature (Greek: Teleios) in Christ. For this I toil, struggling with all his energy that he powerfully works within me. Colossians 1:28-29 (ESV)

OUR MISSION

The mission of Teleios is to propel students toward maturity in Christ so that the power of the life of Christ can be unleashed in them as they obey His command to make disciples of all nations. Colossians 1.28-29; Matthew 28.19-20

CREATION EDUCATION

Many organizations offer nature programs, but very few offer creation-based nature programs. Being Creation-based means much more than adding an "Oh, by the way, God made all this" at the end of your talk. You will be trained to introduce students not simply to the wonders of God's creation but to the majesty of the God

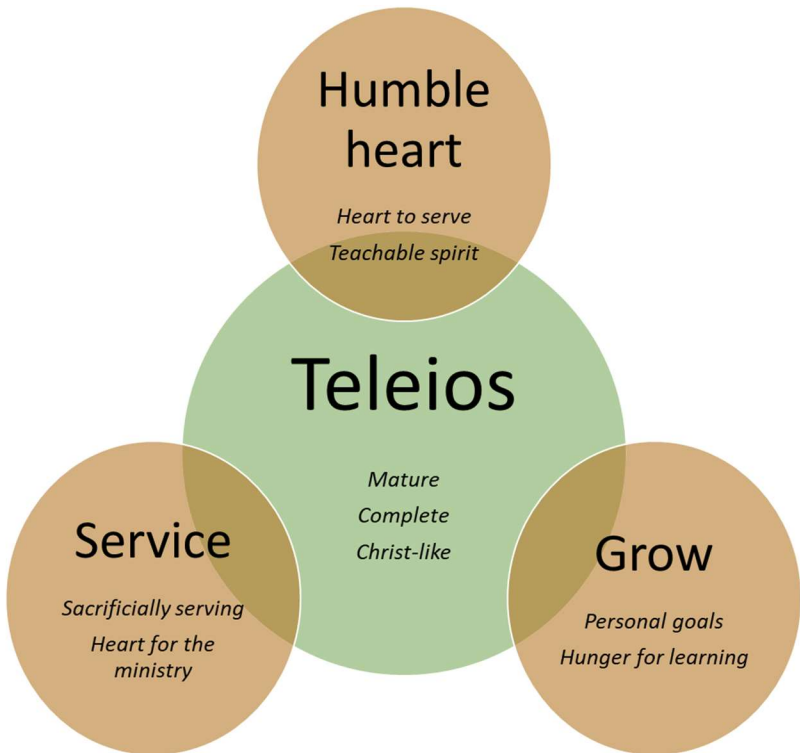
of Creation. Living Waters Bible Camp is a leader in providing Creation-based outdoor education in the Midwest.

OUR GOALS

1. To instill a determination to live out the humility of Christ, as they learn to place the interests of others above their own. Philippians 1.3-8
2. To train students toward mastery of the basic disciplines needed to rely on God to accomplish His work.
3. To inspire students with testimonies of faithful believers whose lives and service are empowered by Christ. Hebrews 12.1; 1 Corinthians 11.1
4. To provide means by which they can ascertain God's call on their lives and develop an action plan for progressing into that calling. Romans 12.2

THE TELEIOS COMPONENTS

For your Teleios experience to be successful, three components need to be in place:



The program will provide opportunities to Grow, Serve, and develop a Humble Heart. However, you are expected to bring in the right attitude: A heart to serve, a teachable spirit, personal goals, hunger for learning, a sacrificially serving attitude, and a heart for the ministry.

If you do not have the right attitude, this program is NOT for you. We are not expecting perfection, but an attitude of trying to do your best during the program.

I agree to have the right attitude of growth, service, and a humble heart for the Teleios program. If, at some point in the program, my attitude is not in the right place. I understand that it is then my choice not to be part of the program.

Name: _____

Signature: _____

STUDENT LIFE



The Bible tells us that no matter what we do in life, even if it is simply "eating and drinking," we are to "do it all for the glory of God" (1 Corinthians 10.31). Therefore, life at Teleios is to be lived in the presence of God, under the authority of God, and to the glory of God (R.C. Sproul).

SUBMIT TO AUTHORITY

You learn to submit to God by submitting to those whom God has placed over you in authority. You strengthen your "humility muscle" by learning to submit to your work supervisor, host, and Teleios director.

TEAM RELATIONSHIPS

God is most free to work in us when we put the interest of others above our own. But that is much easier said than done, which is why we take time to help you learn to sacrifice your own interests in favor of another.

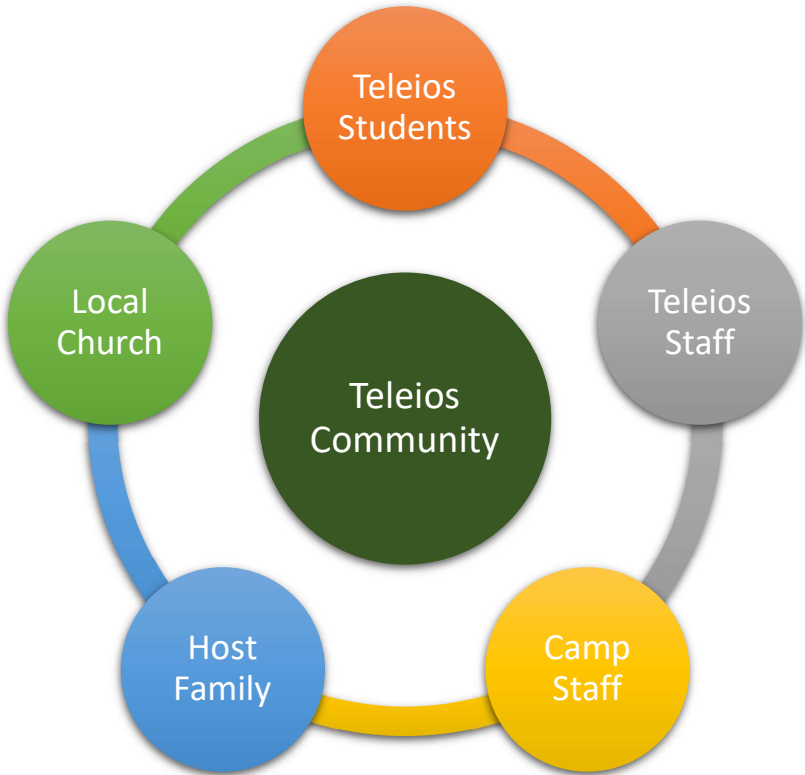
DATING RELATIONSHIPS

You are being asked to devote ten months of your life to God, making what may be a painful sacrifice, not out of legalism, but as a way of declaring to God that He is more important than anything (or anyone) else. This means that:

- If you are dating or even engaged to someone, only one of you may enroll in the program in a given year.
- If you are dating someone before you come, the relationship will have to be put on hold.
- If you arrive single, plan on leaving single. You will not be permitted to start dating anyone during the program.

FRIENDSHIPS

The Teleios program will provide a new community of people committed to helping you accomplish the program's goals.



We encourage you to focus on building and cultivating godly relationships in your Teleios Community. Friendships outside the program are not discouraged, but we ask you to give priority and first place to your Teleios community.

DIGITAL LIFE

We require you to begin the Teleios program with an eight-week fast from all digital media and entertainment. You will be required to turn in all your digital devices (phone, smartwatch, gaming devices, music devices, laptops, etc.) to the Teleios Director. Email and family/business calls will be allowed using Camp's computers and phones with the permission of the Teleios Director.

After the fast period, it comes the training period. The goal of this period is for you to learn how to use your media devices for God in a responsible way, making good use of your time.

- You will learn to be engaged and not to use devices when working, learning, or when other people are around.
- You will learn to limit your use of media devices for entertainment purposes.

You will be required to define days and times of media usage. As we see you manage your media use responsibly, you will be allowed to handle your own devices. If no progress is seen, you may be required to go back to a fasting period during the program.

SERVING TOGETHER

At Camp. At church. In the community. On the mission field. Our goal is for you to leave Teleios as a "lifer" – one who is committed to a lifestyle of sacrificial service. Like Jesus.

HOUSING

Students will either stay in the home of a full-time staff member, or if more room is needed, in a cabin on camp property. Housing arrangements will vary according to the number of students and the proportion of each gender and are assigned at the sole discretion of the Teleios Director. Male and female students are housed in separate facilities and may only socialize in designated common areas during visiting hours.

If living in a staff member's home, it is expected that you will show consideration to the fact that their family is forfeiting their privacy to accommodate you. Therefore it is important that students abide by the rules of the house. This is part of the training.

- At all times, rooms will be kept neat and orderly.

- The host family will establish a curfew.
- Students must provide their own towels, pillows, and bed linens. No pets.
- You may decorate your room in a manner that reflects the consensus of all your roommates. No paint, wallpaper, borders, nails, or screws in the walls.
- At the conclusion of the program, you are responsible for leaving the room in the condition it was in when you arrived and is subject to the approval of your host or the Teleios Director.

MEALS

When serving at Camp, meals are provided for students whenever there are groups at Camp and are served in the camp dining hall at designated times.

As part of your training, students will work together with the kitchen manager to plan and prepare meals when meals are not otherwise provided. Supplies for these meals are covered by Camp. Snacks and other special items are at the expense of the student.

Please notify us of special dietary needs for a diagnosed medical condition. Variations for personal preference are at the expense of the student.

MISCELLANEOUS

INSURANCE

Students are required to show proof of health insurance, and you are required to maintain coverage for the duration of the program.

SHOPPING

Every other week Camp will provide a trip to Walmart for all Teleios students. We ask you to plan ahead and get all your supplies on this trip.

TRANSPORTATION

Students are permitted to have one vehicle. Other arrangements can be made on an as-needed basis.

MEDICATIONS

Students will maintain possession of their prescription medicines but are required to identify any potentially life-threatening medical conditions on your application along with a list of associated prescriptions.

PREREQUISITES



GOALS

Before arriving to the Teleios program you are required to think about your personal, skill, and spiritual goals.

Goal #1 _____

Description:

Goal #2 _____

Description:

Goal #3 _____

Description:

At the beginning of the program, you will spend time further defining milestones and measurements for your goals. These milestones and measurements will be approved by the Teleios Director, and progress will be monitored in a monthly accountability meeting.

FOUNDATION CAMP

Students under 21 years old are required to go through Foundation Camp prior to enrolling in the Teleios program.

APPLICATION

The application process is a two-way street: it gives us a chance to evaluate your readiness for the program, and it gives you an opportunity to assess whether you want to spend a year with us.

The application process involves three steps:

1. Submit your application and references via the online process.
2. Based on a preliminary assessment of your application, the Teleios Director will contact you to schedule a site visit.
3. Interview during the visit.

Please submit your application by July 15, 2022. We will then contact you soon after receiving all your application materials with an invitation to schedule a site visit and interview.

Apply online at www.lwbc.org/teleios



*E8932 Reo Ave.
Westby, WI 54667
www.lwbc.org
608.634.4373*

PROGRAM ELEMENTS



CLASS

The program will provide weekly classroom time where we will cover the following topics (upon availability):

Christian Living

- The Church
- Christian Maturity
- Purity
- Relationships and forgiveness
- Find your spiritual growth resources

Topical Bible Studies

- Spiritual gifts and personalities
- Hospitality

Bible Classes

- Missions in the book of Acts

Personal Development

- Time management
- Finances

Other classes may be available from visitor teachers.

You are expected to attend all classes, be engaged, and complete the homework in time.

LEARNING TIME

The program will provide weekly learning times where a movie, video, or article or teaching will be presented, followed by a discussion time. You are expected to always be engaged in the learning time.

BOOK READING

During the program, you will be required to complete the following reading

- The New Testament
- Just Do Something
- When Helping Hurts
- Ministry book (Selected by your work supervisor)
- Mentoring book (Selected between you and your mentor)
- Optional Book (Selected by you)

You will be expected to give a 15 min verbal presentation of your highlights of each book.

MENTORSHIP

Once per week, you will meet with your mentor (a Full-time staff or spouse). This is a 3-hour period in which you will:

- Get mentored.
- Serve the family.
- Have fellowship.

Note: Serve time may not be in the same time slot as the mentor meeting. Your mentor ask you to serve the family on a special project or a babysitting night instead.

You and your mentor will select a suitable book to read and discuss together.

COMMUNITY ACTIVITIES

The Teleios community are the Teleios students, your host family, other host families, and Camp staff and spouses.

You are expected to be part of your Teleios community by sharing meals, organizing and being part of games and outings, helping with service projects and other activities. Although time alone and external friends are allowed, it is important to give first place to your Teleios community in your activities and weekly schedule planning.

CAMP

Get immersed in the ministry of Camp. The demands are great, and the pace is often relentless. You will primarily serve in one of the Camp departments: kitchen, maintenance, housekeeping, video, marketing, programming, guest services, and office administration.

You will serve 40+ hours a week in your department. Apart from your department, Here is a list of just some of the responsibilities you may take on:

- Facilitating group games, team adventure challenge, and climbing tower programs.
- Facilitate creation education and nature programs (which means you'll need to speak in front of people).
- Food preparation and clean-up. (Setting tables, washing dishes, cleaning the kitchen)
- Prepare camp facilities for guests, including setting up and clean-up (e.g., mopping floors, cleaning toilets, etc.).
- Maintaining the grounds and buildings (e.g., weed trimming, snow removal, maintaining trails, etc.
- Camp promotion (facilitating camp booth at promotional events) Serve as cabin leader or discussion leader.

STAFF FAMILY ACTIVITIES

During the year, you will be part of most of the Staff family activities(i.e., Christmas celebration, special meals, and outings). As part of your sacrificial service, you will be asked to babysit staff kids to enable the staff and spouses to have meeting times.

CAMP ATTENDANCE

During the Teleios program, several camps may be of your interest (i.e., Young Adult or Ladies retreat). During those camps, we encourage you to work with your supervisor to participate in some of the teachings and activities while fulfilling your responsibilities. The Teleios director may require you to join a cabin for the night as part of your Teleios training during those camps.

CHURCH LIFE

Every mature christian is expected to be an active member of a local church. You will be required to attend the local church of your host family. As part of your training, you are expected to be involved in church life by having fellowship with the believers, attending the church events and use your gifts and talents by serving in at least one area (Worship, youth group, Sunday school, AWANA, teaching, etc.)

SCHEDULE



STARTING DATE

The program will begin on August 5, 2022 at 2:00 pm, and ends on May 26, 2022.

Upon completing the Teleios program, students may apply to be on Summer Staff. Students are welcome to arrive earlier in the summer.

VACATIONS

During the program, the following vacation time is allowed:

- Thanksgiving break: Nov 23 (Wednesday) to Nov 27 (Sunday).
- Christmas break: Dec 11 (Sunday) to Dec 26 (Monday).

As you make plans for your vacation, please consider the following:

- Plan on leaving on your first day of vacation since camp expects you to be fully engaged in your activities up to the day before your vacation
- As you leave, you will need to leave your room ready for your host family to use for their own relatives and friends visiting during the holiday (wash your linens, make the bed, put your stuff away, sweep/vacuum the room, etc.) Plan on using your first day of vacation to pack, clean, and travel.

- Plan on arriving back to Camp on your last day of vacation (Nov 27 and Dec 26) since we expect you to fully resume your activities the next morning.
- If you decide to stay during part or all your vacation time. Please make arrangements with your host family and Teleios director for lodging options
 - If staying at camp you will be expected to be part of your host family activities, including cleaning, snow removal, cooking, and house projects.

Note that Spring Break is not available since that week the Teleios students go to the Camp's Mission Trip to Mexico.

TRANSPORTATION TO CAMP

We understand plane tickets are cheaper to Chicago or Minneapolis, but be aware that picking you up or driving you to Chicago/Minneapolis requires a staff person to spend 8 hours driving, pay 2 meals on the road, spend around \$80 in gas money and pay tolls (a \$250 expense for Camp).

For this reason, we ask you to make your own arrangements to arrive at Camp (carpool with other students, drive your car and help other students, ask a family member to pick you up/drop you off), or fly from/to LaCrosse airport for a camp staff person to drive you. This applies to when you arrive/depart for the program, your vacation time, and family emergencies.

We require you to make and communicate your transportation arrangements to the Teleios Director before purchasing plane tickets to avoid burdening the staff to solve your transportation needs.

WEEKLY SCHEDULE

Given the nature of the Camp, it is difficult to describe a "typical week." During the summer and fall especially, we are hosting groups almost seven days a week. Schedules are constantly flexing to adapt to the needs of each group. Your ability to adapt to this uncertainty is critical to your success and is a part of your training.

An ideal week will include:

- 40+ hours of work.
- 2-3 Evening Bible Studies (church, home group, personal)
- At least one service activity (AWANA, youth group, worship, etc.)
- Classroom time (3h)
- Mentoring meeting (3h)

- Accountability meeting (once every month)
- Involvement in host family activities (housework, yardwork, trips, chores, games, etc.)

The Teleios program does not provide free time. We want to discourage the concept of "free time" as an irresponsible use of time commonly occupied in excessive entertainment.

Instead, we have introduced the concept of "Teleios time," where you are free to schedule.

- Chores (Cleaning, laundry, cooking, etc.)
- Host family projects (Home repairs, improvements, and cleaning)
- Mentorship meetings (3h per week)
- Service time at Camp and church
- Study and reading time
- Church meetings, Bible Studies, and conferences
- Rest
- Friendships
- Outings and fellowship
- Flex Time (The schedules changes! Leave some time to accommodate these changes)

Before the week starts, you will receive a schedule like this:

	Sun,14 Nov	Mon,15 Nov	Tue,16 Nov	Wed,17 Nov	Thu,18 Nov	Fri,19 Nov	Sat,20 Nov
6:00 AM							
6:30 AM							
7:00 AM							
7:30 AM		Weekly Meeting					
8:00 AM		Teleios Class					
8:30 AM	Church	Teleios Class	Work	Work	Work	Work	Work
9:00 AM							
9:30 AM							
10:00 AM							
10:30 AM							
11:00 AM							
11:30 AM							
12:00 PM			Lunch	Lunch	Lunch	Lunch	Lunch
12:30 PM							
1:00 PM	Work		Work	Work	Work	Work	
1:30 PM							
2:00 PM							
2:30 PM							
3:00 PM							
3:30 PM							
4:00 PM							
4:30 PM							
5:00 PM							
5:30 PM							
6:00 PM							
6:30 PM		Learning time @ Silers					
7:00 PM							
7:30 PM							
8:00 PM							
8:30 PM	Host family meeting			Schedule work meeting			
9:00 PM							
9:30 PM							
10:00 PM							
10:30 PM							
11:00 PM		Lights out	Lights out	Lights out	Lights out	Lights out	
11:30 PM							

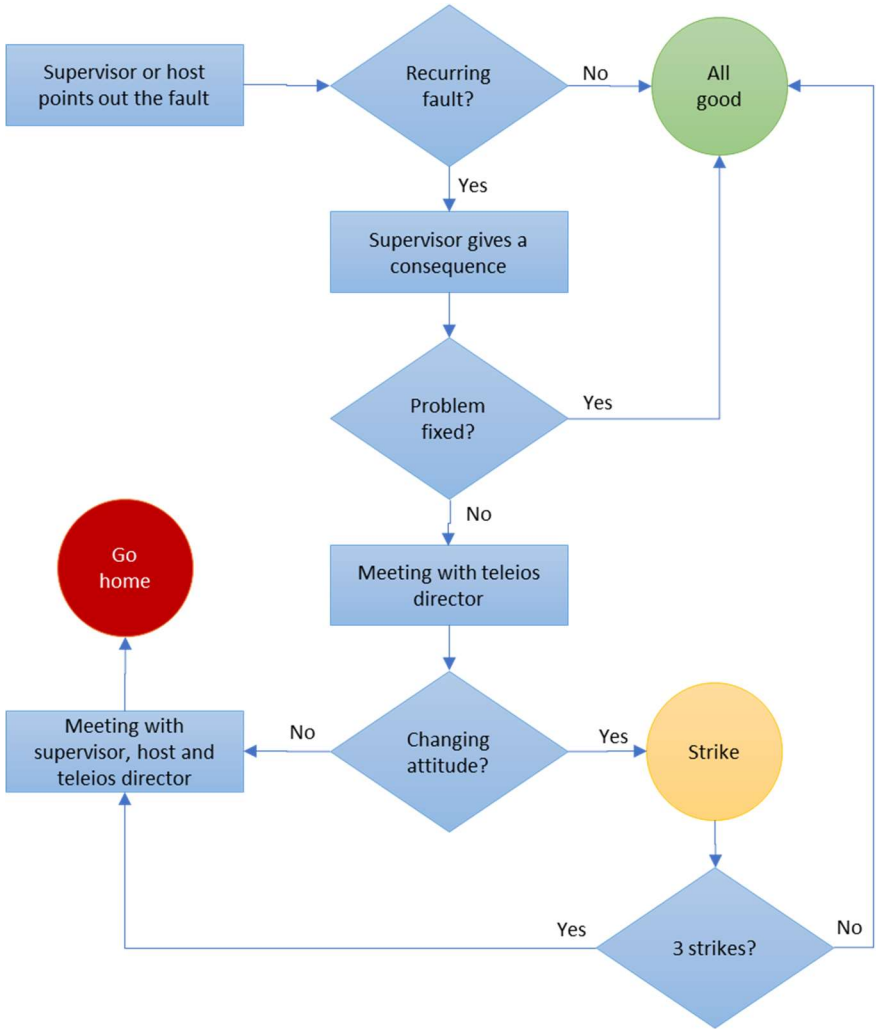
You will be required to fill out all Teleios Time (green) and submit for approval to your work supervisor, host family, and the Teleios Director. This is a sample of what your schedule may look like after approval:

	Sun,14 Nov	Mon,15 Nov	Tue,16 Nov	Wed,17 Nov	Thu,18 Nov	Fri,19 Nov	Sat,20 Nov				
6:00 AM	Sleep	Sleep	Sleep	Sleep	Sleep	Sleep	Sleep				
6:30 AM		Get ready									
7:00 AM		Get ready	Weekly Meeting	Get ready	Get ready	Get ready	Get ready	Get ready			
7:30 AM	Church		Teleios Class	Work	Work	Work	Work				
8:00 AM		Laundry									
8:30 AM		Lunch	Lunch					Lunch	Lunch	Lunch	Lunch
9:00 AM											
9:30 AM											
10:00 AM											
10:30 AM	Work	Host Family Project	Work	Work	Work	Work					
11:00 AM											
11:30 AM											
12:00 PM											
12:30 PM											
1:00 PM	Call Friends	Flex	Dinner & Fellowship @ Silers	Dinner & Fellowship @ Silers	Dinner	Dinner	Dinner & Fellowship @ Silers				
1:30 PM											
2:00 PM	Chores	Learning time @ Silers	Homework	Chores	Prayer Meeting	Movie	Mentor Meeting				
2:30 PM											
3:00 PM	Host family meeting	Chores	Schedule work meeting	Reading	Reading	Flex	Devos				
3:30 PM											
4:00 PM	Flex	Reading	Flex	Media Time	Media Time	Flex	Devos				
4:30 PM											
5:00 PM	Reading	Dinner & Fellowship @ Silers	Dinner & Fellowship @ Silers	Dinner	Chores	Dinner & Fellowship @ Silers	Dinner & Fellowship @ Silers				
5:30 PM											
6:00 PM	Walmart Run	Learning time @ Silers	Homework	Chores	Prayer Meeting	Movie	Mentor Meeting				
6:30 PM											
7:00 PM	Chores	Chores	Schedule work meeting	Reading	Reading	Flex	Devos				
7:30 PM											
8:00 PM	Host family meeting	Chores	Schedule work meeting	Media Time	Media Time	Flex	Devos				
8:30 PM											
9:00 PM	Flex	Reading	Flex	Media Time	Media Time	Flex	Devos				
9:30 PM											
10:00 PM	Devos	Devos	Devos	Devos	Devos	Devos	Devos				
10:30 PM											
11:00 PM	Bed	Lights out	Lights out	Lights out	Lights out	Lights out	Bed				
11:30 PM											

After the schedule is approved, it is expected to be followed as close as possible but understanding that Camp may change to adapt to the needs of the groups. You are also allowed to request one change on the schedule if the change does not negatively affect other students, staff, or activities.

DISCIPLINARY PROCESS

The following chart explains how discipline will be handled in the Teleios program.



I understand and agree to abide by the Disciplinary Process.

Name: _____

Signature: _____

TELEIOS HOUSING AGREEMENT



Living in a community is an essential part of life – Ministry/business, college, marriage, and family. Learning how to show love/care for one another and learning responsibility is an integral part of being a servant leader.

FOOD & MEALS

Meals at Camp are available for you whenever they are served, or you are serving at Camp.

Meals at your host family's home are provided by your host family and are based on their schedule.

- Breakfast is on your own except announced.
- Lunch during the week will be at Camp.
- Lunch during the weekends is on your own except when announced.
- Dinner will typically be with your host family. However, you are responsible for helping fix Dinner. Check every day with your host family.

You are expected to clean after each meal if it is on your own and help clean if a family meal.

The host family may provide guidelines for snacks or food items when you are not eating together as a family.

- Extra snacks may be available in the home. You may purchase additional snacks on your own.
- Special or specific food requests are also your responsibility.

LIVING ARRANGEMENTS

As a Teleios student, you will live with a host family. This will allow you to be involved with the "behind the scenes" of a family in ministry. The purpose of this arrangement is for students to realize the work and stress and balance of ministry (at Camp, home, and the local church), personal time (physical, social, learning, and emotional), and family time (wife and children and relatives). There will be opportunities to serve in the home by helping in the house, serving others coming into the host home, or helping with daily chores.

1. Expect 2-3 hours per week of help in and around the house.
2. We try hard not to, but you may have to give up your room on occasion for other guests.
3. The intent is to realize the greater responsibilities of a missionary home.
4. Lodging with a family will provide a sleeping area and a place to put some clothes. Storage for other personal items is limited.
5. You must communicate with your host family anytime you leave and state an expected time for your return.
6. You must ask your host family if you wish to have visitors at the house.
7. Students are expected to participate in family functions such as cleaning, weekend trips, visits with friends or family, yard work, and church.
8. Laundry will be your responsibility and should be coordinated.
9. Maintaining hygiene and appropriate dress in the home is expected.
 - a. Showers after working – don't go to be bed sweaty.
 - b. Shirts for guys to be worn except swimming.
 - c. Modest clothing for girls to be worn at all times.
 - d. Please dress modest and no underwear showing
10. Maintaining the common areas to keep clean and picked up is essential as many people come through the home, and leaving stuff around affects others.
11. Keeping your room and personal area clean is a must. Rooms will be inspected weekly.
12. Internet access will be limited to public areas for accountability reasons.

13. Maintaining a curfew is essential to the Camp ministry and sensitive to the host family.
 - a. 10:00 pm any guests to be gone.
 - b. 10:00 pm you must be back in the house.
 - c. 11:00 in your room
14. Discuss special late nights when other Teleios students have to work early the next day.
15. Spreading gossip, rumors, or complaining about the personal lives of your host family is not only against Scripture but is unproductive in resolving differences or problems. Destructive behaviors such as these are grounds for dismissal because it allows Satan a foot in the door of relationships and the ministry.
16. Strive to ask for permission rather than forgiveness upfront.

LIVING RELATIONSHIPS

As a Teleios student, you are in the home to learn humility and servant leadership. Open communication is necessary between you and the host family to understand expectations and have valuable relationships

A review at 30 days and an evaluation at 90 days of your living arrangement and relationships will be conducted with the Teleios Director.

Both parties recognize that conflicts or disputes may occasionally arise. In recognition of the Biblical calling to live at peace with one another, this Agreement commits us both to mutually agree to resolve any dispute in a Biblical manner according to the principles stated in 1 Corinthians 6:10; Matthew 5:23-24; Matthew 18:15-20, and other pertinent Scripture. First, seek reconciliation with the person. If there is no resolution, go to your direct supervisor or another year-round staff member as a mediator. If there is still no peace, go to the Teleios Director or the Executive Director for mediation.

COMMUNITY AND FAMILY RELATIONSHIPS

We encourage you to spend quality time with your family on scheduled time off. Make sure and check with your hosts a few days ahead so their plans can adjust as well.

You are required to take an active part in your local assembly/church.

This hereby affirms that I have read and agree with this housing agreement, and with the Lord's help, while serving Living Waters Bible Camp as a Teleios Student in a spirit of unity with the best of my abilities.

I understand and agree to abide by the Housing Agreement.

Name: _____

Signature: _____

DOCTRINAL BELIEF STATEMENT



Version: 02-26-2022

STATEMENT OF FAITH

1. We believe that the Scriptures of the Old and New Testament are inspired of God and inerrant in the original writing, and that they are the eternal, supreme, and final authority in faith and life. (2 Tim. 3:16-17; Heb. 4:12; 2 Peter 1:20-21; Matt. 24:35)
2. We believe in one God, eternally existing in three Persons: Father, Son, and Holy Spirit. (Matt. 3:16-17, 28:19-20; Eph. 4:4-6)
3. We believe that Jesus Christ was begotten by the Holy Spirit and born of the virgin Mary. We believe He is true God and true Man and that though He was tempted as we are He did not sin. (Isaiah 7:14; Luke 1:26-35; Phil. 2:5-8; Heb. 4:15)
4. We believe that man was created in the image of God, that he sinned and thereby incurred not only physical death, but also spiritual death which is separation from God, and that all human beings are born with a sinful nature and are totally depraved and unable to remedy their own helpless

state. (Gen. 1:27; Rom. 3:23, 5:12; 1 John 1:8,10; Eph. 2:1-9)

5. We believe that the Lord Jesus Christ died for our sins according to the Scriptures as a substitutionary sacrifice, and that all who believe in Him are justified through His shed blood. (1 Cor. 15:3-4; 2 Cor. 5:21; Eph. 1:7-8; Heb. 9:27-28; 1 John 2:2)
6. We believe in the resurrection of the crucified body of our Lord, in His ascension into Heaven, and in His present life as High Priest and Advocate. (Acts 1:9; 1Tim. 2:5; 1 Cor. 15:1-8, 20-22; Rom. 8:34; Heb. 4:14)
7. We believe that all who receive the Lord Jesus Christ by faith are born again of the Holy Spirit, and thereby become children of God and are made members of the one Body, the true Church of Jesus Christ. (John 3:3-5; Acts 16:30-31; 1 Cor. 12:12-20; Eph. 1:3-14)
8. We believe in the bodily resurrection of the just and the unjust, the everlasting blessedness of the saved, and the everlasting punishment of the lost. (John 5:28-29; 1 Thess. 4:13-18; Rev. 20:11-15)

TEACHING DISTINCTIVES

We hold the following Teaching Distinctives to be Biblical truth and as such, do not allow for varied teaching on these matters:

1. We believe that God wonderfully and immutably creates each person as either male or female, and that these two distinct, complementary sexes together reflect the image and nature of God. Rejection of one's biological sex is a rejection of the image of God within that person. We also believe that God designed sexual intercourse to take place within marriage only. We believe that He designed and ordained the marriage relationship to be between one man and one woman. We believe sexual intercourse and/or other intimate sexual acts that take place outside of marriage to be sin. (Ex. 20:14; 1 Cor. 6:18; Gen. 1:26-27, 2:24; Matt. 5:27-28, 19:4-6; 1 Tim. 3:2, 12; Col. 3:5-6; Lev. 18:22; Rom. 1:26-27)
2. We believe that all human life is sacred and created by God in His image. Physical life is God's sovereign gift; this makes all human life sacred and we are morally and scripturally bound to protect it from the moment of

conception until natural death. Deliberate killing of the unborn, the sick, the disabled or the elderly is forbidden by God the Giver of life. (Gen. 1:27, 9:6; Psalm 139:13-18; Proverbs 31:8-9; Jer. 1:5)

3. We believe the Bible supports a pre-tribulation rapture, the personal and impending return of Christ, seven-year tribulation, and the return of Christ to reign 1,000 years with the saints, after which the eternal state will be unfolded. (I Thess. 4:16-17; Dan. 9:27; Rev. 20:6-7; John 14:3)
4. We recognize that women were used in the N.T. to teach men outside of the church setting. When expositional teaching is given at Living Waters Bible Camp, we believe that a man should teach when the target audience includes men. We use this practice at Living Waters to model what is ultimately to be seen at the local church. This does not preclude women from experiential sharing (e.g., experiences on mission trips or husband and wife team sharing marriage or relationship counseling). (Acts 18:26)
5. We believe that all the saved are sealed by the Holy Spirit, kept by God's power, and are thus secure in Christ forever. (Eph. 1:13-14, 4:30; John 10:28)
6. We believe in the continued expression of the spiritual gifts, however, "sign gifts" such as healing, commanded miracles, raising the dead, speaking in and interpreting tongues appear to have been given primarily for authentication in the apostolic generation and are extremely rare today and should be evaluated within their original intent of confirming God's message and messengers, for the sole purpose of advancing the Gospel in areas where the name of Jesus has not been heard. Jesus was accredited (verified) by God as Israel's Messiah through miracles and signs and wonders before His crucifixion, the apostles were approved as a continuation of Christ's authority on earth in the same way after His resurrection. These gifts are not mentioned with the other gifts of the Church in Romans 12:6-9. (I Cor. 12:7-11, 27-31; Acts 2:22, 14:11)
7. We believe in a literal six-day creation as outlined in Genesis and other places in the Bible. We believe in a young earth which was scarred through sin and the fall. We also hold to a literal interpretation of the deluge during the time of Noah. We believe there was no death before

sin. (Rom. 5:12; Gen. 1:1; Gen. 6-8)

8. We believe that all people are descended from Adam and Eve, and are therefore of one blood. We believe that only one human race exists, and that any discrimination based on someone's natural physical characteristics is sin. Further, we believe that God is the creator of diversity, desires that all people should be saved, and will redeem people from every tribe, language, people, and nation who come to a saving faith in Christ. (Gen. 3:20; Rev. 5:9; Ex. 4:11; 1 Sam. 16:7; Acts 10:34; Gal. 3:28)

FINAL AUTHORITY FOR MATTERS OF BELIEF AND CONDUCT

This Statement of Faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Living Waters Bible Camp's faith, doctrine, practice, policy, and discipline, our Board of Directors is Living Waters Bible Camp's final interpretive authority on the Bible's application.

By signing here, I agree to support the Doctrinal Belief Statement of Living Waters Bible Camp. Accordingly, I will not use the facilities for activities, nor promote beliefs and conduct, that are inconsistent with this Doctrinal Belief Statement.

Name: _____

Signature: _____

CODE OF CONDUCT



Version: 02-26-2022

1. Policy Inclusions. This ministry's code of conduct is rooted in its sincerely held religious beliefs and is consistent with the following:
 - a. The Ten Commandments (Ex. 20:2-17)
 - b. The Great Commandments as stated by Jesus Christ (Matt. 22:37-40)
 - c. Living Waters Bible Camp Doctrinal Belief Statement

2. Ministry Community. All persons connected with this ministry community who have an approved application (employees, volunteers, board members, etc.) shall hereinafter be referred to as ministry community members. All other persons will be considered campers.

Note: Campers are not bound to this code of conduct, however, they will not be allowed to promote and/or practice anything in contradiction to this code of conduct when at Camp or in a Camp program.

3. Personal Conduct. The ministry community members should conduct their personal affairs in a way that honors God and doesn't provide undue opportunity for unfavorable reflections upon the Christian beliefs and

mission of the ministry, either expressed or implied. The Holy Spirit, along with the use of common sense, good ethical standards, and discretion will guide all who are called into community with the ministry to proper conduct. While our primary responsibility is to the ministry of Camp, this Code of Conduct applies while at camp or away from camp (including media, social media, or any other platform).

4. **Disciplinary Process.** Failure to maintain the standards specified in this code of conduct is subject to discipline, up to and including removal from the ministry community. It is expected that all members of our ministry community will strive to conduct themselves in a manner consistent with biblical standards, values, and character.

In the event that the Executive Director becomes aware of a ministry community member's failure to maintain this code of conduct, he will start a disciplinary process following the model of Matthew 18:

- a. The Executive Director will point the fault to the individual in private. The goal is for the individual to understand, learn, seek the Lord, and ultimately repent from his/her sin.
- b. If the individual does not correct his/her behavior, the Executive Director will take 2 or 3 witnesses, preferably board members or full-time staff, and address the individual in private. Again, the goal is for the individual to understand, learn, seek the Lord, and ultimately repent from his/her sin.
- c. If the individual still does not correct his/her behavior, the Executive Director will enforce additional discipline up to and including removal from the ministry community. Announcements will be made to the board and/or Full-Time staff in addition to the appropriate people on a need-to-know basis.

Violation of ministry rules and policies may result in a verbal warning, a written warning, immediate removal from camp property, and/or removal from the ministry community. Note: In extreme circumstances, the Matthew 18 model may apply after the disciplinary action has occurred. Note: disciplinary action for any code of conduct violations by the Executive Director or a board member will be administered by the board of directors.

5. **Rules of Conduct.** Ministry community members are expected to become familiar with and abide by the standards outlined in this policy. The purpose of these rules is to maintain a community environment that

protects the safety and dignity of each community member and enhances the smooth operation of the organization without placing unreasonable restrictions on anyone's Christian liberty.

- a. Ministry community members are expected to model appropriate conduct and interpersonal relationships that demonstrate a growing Christ-likeness which is manifested in a lifestyle which serves and gives itself to reconciliation.
- b. Ministry community members are expected to model appropriate language on and off-campus and model speech that demonstrates a growing Christ-likeness.
- c. Ministry community members are expected to maintain appropriate attitudes of concern for others.
- d. Ministry community members are expected to operate within their respective roles. Problems concerning ministry community members' roles, relationships, and professional conduct should first be handled directly with the person involved. If a satisfactory resolution cannot be concluded, the matter should move up the relevant chain of responsibility. Specifically, ministry community members should respect the integrity and confidences of other community members and those outside of our community attending any of our ministry's functions.
- e. Ministry community members are expected to seek faithful Church fellowship, be in good standing of a local Church, and not under Church discipline.

In summary, Christian ethics demand that ministry community members act in love, integrity, confidentiality, and alignment with the mission/purpose of this ministry.

6. Inappropriate Conduct. Set forth below are some examples of misconduct subject to disciplinary action, however, this list is not exhaustive, and examples are not listed in order of seriousness.
 - a. Falsification of records or information.
 - b. Engaging in an inappropriate activity which a ministry community member knows, or has reason to know, will adversely affect the mission of the ministry.
 - c. Deliberate damage or destruction of any ministry property or the property of any ministry community member.
 - d. Engaging in criminal conduct based on Biblical principles.

- e. Insubordination, including but not limited to, failure or refusal to follow the instructions (reasonable, moral, and/or biblical) of a supervisor, teacher, or other ministry leader.
- f. Flagrant use of abusive language
- g. Failure to notify a supervisor when unable to report to work.
- h. Wearing unprofessional or inappropriate clothing for the setting.
- i. Violation of any safety, health, security, or ministry policies, rules, or procedures.
- j. Committing a fraudulent financial act or a breach of trust.
- k. Unlawful harassment including harassment of a sexual nature (with the understanding that this ministry reserves the right to operate according to its sincerely held religious beliefs about biblical marriage and sexuality and therefore does not define “harassment” as including any enforcement of, or adherence to, its biblical principles and expectations in the areas of marriage, sexuality, dress, and discipline).
- l. Engaging in, teaching, supporting, or promoting any sexual acts and/or relationships outside the confines of biblical marriage between one man and one woman.
- m. Rejection of one’s sex assigned by God at conception (including dressing in such a way as to willfully reject one’s biological sex).
- n. Denigrating or elevating any ethnic characteristic such as but not limited to: skin tone, physical appearance, place of birth, social status.
- o. Teaching, supporting, or promoting anything that is contrary to the Statement of Faith within the Doctrinal Belief Statement.
- p. Engaging in, teaching, supporting, or promoting anything that is contrary to the Teaching Distinctives within the Doctrinal Belief Statement while at camp.

If a ministry community member has any doubt about whether certain conduct will constitute behavior that suggests a willful violation of the religious beliefs and practices of the ministry, the community member should ask the Executive Director.

Ministry community members should remember that they are Ambassadors for Christ and representatives of Living Waters Bible Camp whether on site or offsite. Discipline may result for violation of this Code of Conduct, whether the violation occurs on Living Waters Bible Camp property or not.

By signing below, the ministry community member acknowledges they have **read, understood, and agree to abide** by this Code of Conduct and that this ministry reserves the right for disciplinary action (up to and including removal from the community) for any action(s) in violation of this Code of Conduct.

Name: _____

Signature: _____

TELEIOS HANDBOOK AGREEMENT

Here is a summary of all the agreements you have committed to for the Teleios program:

- I agree to have the right attitude of growth, service, and a humble heart, for the Teleios program. If at some point in the program, my attitude is not in the right place. I understand that it is then my choice not to be part of the program.
- I understand and agree to abide by the Disciplinary Process.
- I understand and agree to abide by the Housing Agreement.
- I understand and agree to abide by the Doctrinal Belief Statement.
- I understand and agree to abide by the Code of Conduct.

I understand and agree to abide by the Teleios Handbook and all its agreements.

Name: _____

Signature: _____

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"Remember your Creator" Ecc.12:1