

The logo for Triple R Ranch features the words "TRIPLE" and "RANCH" in a black, serif font, flanking a large, stylized red letter "R" that has a distressed, hand-painted appearance.

TRIPLE **R** RANCH

# Know/n

**Summer Camp 2024  
Staff Info Guide**



# Know/n

*"3 And this is eternal life, that they know you, the only true God, and Jesus Christ whom you have sent."*  
~John 17:3

Hello everyone!

We are so excited for you to join us for Summer 2024 at Triple R Ranch! We know you could have chosen to be in lots of different places this summer, so we are glad that you chose to be here serving with us! We are looking forward to an amazing summer of providing life changing experiences for every kid that steps onto camp.

Working at a summer camp has its own unique set of benefits and challenges. I have heard it said that working at a summer camp is the "Hardest job you will ever love". And no doubt about it, this job is challenging! Still, there are so many opportunities that come with working at a summer camp (especially Triple R Ranch!). There are a variety of things that you will have the opportunity to do this summer. You will be able to ride a horse, pet a goat, canoe the Northwest River, or talk to a kid about the life changing power of the gospel. We are really looking forward to all of the opportunities that this summer will bring!

2024 is shaping up to be a fantastic summer. As we get closer to that time, we want to ensure you have everything you need. Summer camp can require great energy (mental, emotional, physical, and spiritual). We encourage you all to be in the Word daily, be in prayer moment by moment, and be intentional in asking the Lord to prepare you for this upcoming summer.

Our goal is to have over 60 staff, to help us reach over 1200 campers this summer. We have a great challenge ahead of us, and we are so excited the Lord has provided us with the opportunity to invite you along! As each of you joins us in this endeavor, we want to express our gratitude for your commitment to this ministry. Each of you brings a unique set of skills and qualities to the table, and we are confident that you will positively impact the campers' lives. Our vision for the summer is to create an unforgettable experience for the campers and staff alike, positively impacting lives and helping everyone grow in their faith. We know that our work is challenging, but we also know it is enriching and rewarding.

As you prepare for the summer, we also want to provide you with any resources that you need to succeed. Please let us know if you have any questions or concerns; we will gladly assist you.

Finally, we want to emphasize the importance of building community among the staff. By supporting and encouraging one another, we can create a positive and loving environment where everyone can thrive. We encourage you to get to know one another before the summer and be in prayer for each other to step into the calling the Lord has placed before you!

Thank you again for joining us this summer. We are excited to see all that we can accomplish together!

If you ever need anything, please do not hesitate to reach out! Our contact information is located on the last sheet of this guide. We are praying for you all and are excited to work with you!

Blessings,

**Griffin Persons & Noah Jervey**

# HOW TO USE THIS GUIDE

Please take some time to read over all of the information in this packet. This will help you prepare for camp, and VERY IMPORTANT information is included on these pages.

## NEW PEEPS

Welcome to the family! There may be a few questions you have (or many). This guide should help you know some things in advance. Whether you have been to Triple R as a camper, you know a few people who have worked here, or you have never heard of us before a month ago; God has a plan for this summer, and we are excited for you to be a part of it! Our full-time staff have been working hard to prepare an awesome summer program that will reach hundreds of youth and spread the truth of the gospel to potentially thousands! Our goal is that you will feel like part of the family before staff training is even over! If there is ANY information that is not included here and you need to know it, don't hesitate to contact us.

The countdown has begun...

## RETURNERS

Please take some time to read over this information! You may be familiar with our program, but we want to make sure everyone is on the same page before Pre-Camp Orientation. As this guide will contain new information for various aspects of camp, please make sure to take note on things that may be different from other years! We are excited for everyone who is coming back, and we hope this summer will be the best!

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# SUMMER BIBLE STUDY AND MINISTRY PLAN

## BIBLE STUDY

This summer, the theme Known is simple regarding our vision for the staff. To truly live in the fullness of eternal life Jesus speaks of in John 17:3. We are only in Him if Christ is in us. Therein lies the overflow that we want from the staff this summer. John 17 is an extremely rich chapter filled with the heart of God for those who come to know Him.

In John 17:20-23, Jesus takes a moment to pray for those whom the Gospel would reach and transform. He prayed that all who believe in Him would be one, just as He is with the Father. Not only that they are one, but also in Him. To truly walk in this unity of love God has displayed in Himself so that the world may believe. In knowing God, there is much that should follow, and we here at Triple R would be honored to walk that out alongside the staff so that God is glorified in our labor and the Gospel may be made known to these campers. To live in unity here and seek deep communing with the Father.

## HOW TO GET READY...

1. Prepare your heart, mind, and soul. We ask a lot from our summer staff, and it would be wise to prepare for a summer of work, ministry, and fun! I tell some staff about how the months before summer is the time to "practice" before the big game. Spend time in the word. Pray for the list below. Prepare for the Lord to present opportunities for you to be used and to grow!
2. Prepare for things to change and flex. As a member of our staff, you are joining the overall mission of Triple R. Having applied for a specific position; we aim to keep assignments as consistent as possible. Sometimes, plans change in ways we couldn't expect. Many things can shift around during camp as we depend on the number of campers and staff each week. We may ask some of you to fill a different position for a week. Please know that no matter what role you serve, you are a part of the ministry, and whatever work you do is valued!
3. Begin to shape your legacy. You will impact campers, other summer staff, and full-time staff. You can become a part of the ministry in everything you do, helping us with our mission, or you can expect this to be like every other summer job. I pray that your experience here is unlike anywhere else. Take the opportunity to create a lasting legacy of someone who is sold out to the service of others!

## WHAT TO PRAY FOR...

1. The Kids. We will have many campers come through our ministry this summer. Pray they experience the Lord.
2. The Summer Staff. Not only will we need strength, but we want everyone to grow in some way this summer.
3. Safety. From injuries and illnesses, to staff traveling, to program activities, there are many aspects where the Lord's protection is desired.
4. Full-time staff. Ask that the Lord guide us for developing the best summer camp program.
5. Triple R Ministry. We want this summer to be the best it can be and the Lord is the only one who can make that happen!
6. Take time to pray for yourself and ask the Lord to bless you so that you may glorify Him to a greater extent than you can do on your own. He knows your needs and can help fulfill them to spread His glory this summer.



# BEFORE YOU ARRIVE YOU SHOULD...

Here is a checklist just for you! Please make sure each of these has a big fat check in the circle BEFORE arriving for staff orientation. Some of the information is included in this packet so keep this updated as you read through it!

- Make sure that you have accepted the work agreement email! All you need to do is reply back saying you understand the work agreement and agree to the weeks we have assigned to you.
- If you have not started filling out paperwork yet, you can log back into your account with us by simply clicking on the APPLY button on our website. From there, instead of applications to fill out, there are links to different forms and paperwork. Once you have accepted the work agreement, you will have access to all your paperwork and medical forms, so make sure you recheck after each step of the hiring process!
- You MUST bring your UNEXPIRED, ORIGINAL identity documents (no copies) for I-9 Employment Verification. (eg. Drivers License AND Social Security Card, Student Picture ID AND Birth Certificate, or Passport.) (There are more details found on the form itself as well as on the instruction page in the folder with the documents)
- For everyone working we need two non-Triple R, non-family references. We also request a pastoral reference, but this can also be one of the two. Griffin or Noah will reach out to you if we need anything specific. If you have received a work agreement, we have what we need!
- Join the Triple R Ranch - social media groups and communication groups! (We will send Senior Staff the Discord invite.)
- Review packing list and make sure you have what you need.
- Know what DAY & TIME to arrive at Senior Staff Pre-Camp Orientation or Junior Staff Check-in for your first week of work. We will send out a Senior Staff arrival form in May for anyone arriving before check-in.
- If taking prescription medicines – Bring them to camp.
- Go to the dentist and/or all doctors appointments BEFORE arriving at camp.
- Call our office if you need anything at all – (757) 421-4177 or email Griffin at [griffin@tripler-ranch.org](mailto:griffin@tripler-ranch.org)

# PACKING GUIDE

Triple R is confident that you know what would be appropriate to bring as a summer staffer of a Christian camp. Just in case, we have given some small details to help make sure you make the best choices. Let us know if you have any questions or if you need anything!

## IF YOU PLAN TO BRING YOUR EXPENSIVE STUFF

The nature of camp is not one for expensive equipment or personal items. We do not guarantee that things won't get broken, stolen, or lost. Yes, we work at a Christian camp, but we do have things go missing. We love to ensure our staff is cared for and protected, but we cannot replace every item that doesn't make it during the summer. So, with that said, you may bring your custom-made \$300 14k gold-plated alarm clock, but know it is at your own risk. We understand that cell phones are a common and sometimes essential tool for people to have with them, so cell phones are allowed but must remain off and can only be used in off-time in our specified areas. Make sure to prepare your family and friends for your lack of cell phone availability (break it to them gently and console anyone who cries!) Laptops are allowed but be prepared not to use them in your cabins or late at night. You can use them in your off-time and designated spaces, and remember to care for it to ensure it doesn't disappear.

## Senior Staff PRE-CAMP ORIENTATION BAG

During Orientation, you will likely be sleeping in a cabin different from where you will live for the summer. We suggest having a smaller bag with essentials to keep from unpacking all seven pairs of shoes and your Fortnite lava lamp. Having a couple of pairs of shoes and several outfits ready to go will keep the cabin clutter down! Please note that Orientation will have large chunks of time spent in seminars (so have some "chill" comfy clothes ready) and doing work and activities (so maybe not "chill" comfy but "active" comfy ready). For bedding, Support staff and boy counselors should bring a set of twin sheets and a pillow. Girl Counselors should bring full/double-sized sheets. Girl Counselors may spend some time on a twin bed during orientation, but you will have a larger one during camp.

## DRESS FOR FIRST AND LAST DAYS OF CAMP WEEKS

- o Khaki Pants/Shorts or Nice Jeans (Avoid faded or torn pants)
- o Belt (if you want to look spiffy)
- o Closed toed shoes
- o We will provide your camp shirt

## CAMP CLOTHING (These are not requirements, but strong suggestions as we know what to expect)

- o Athletic shoes
- o A pair of water shoes (Chacos, Tevas, something with a back strap on them)
- o A pair of muddy weather shoes (These may not survive the summer)
- o Swim suits (modest one piece or tankinis only ladies,
- o Plenty of socks and underclothes
- o Pajamas or sleeping clothes (required for guys and girls, modest please)
- o Jeans (they help with bugs and poison ivy when outdoors)
- o Shorts of modest length (shoot for around a 4-5" inseam, you will want lots of these, both athletic and normal)
- o Hat for the crazy sun
- o Light jacket, sweatshirt, or fleece
- o T-shirts (This is what you will live in!) (Tanktops must be modest and unable to see down sleeves and neck if leaning forward)
- o Long sleeve T-shirts are also great for keeping bugs and mosquitos off
- o Rain jacket or poncho

# PACKING GUIDE (CONTINUED)

## DOCUMENTATION

Please bring completed physical forms to checkin regardless if you upload them to your account or not. Any forms you fill out ahead of time online will make Check-in smoother. Information about these will be sent to you before pre-camp

- Read ALL emails COMPLETELY when they come in.
- I-9 Form
- VA-4 Form
- W4 Form
- Background Check Forms:  
There are two forms of background checks. There is one for a Centra Registry Search and a second is from the Office of background investigations which requires fingerprinting. You will be emailed instructions on what to do for both of these background checks. If you are able to complete either or both of these before coming to camp it will save a great deal of time. If you are not able to complete them, please email Griffin at [griffin@triplerranch.org](mailto:griffin@triplerranch.org)
- Medical Form - you can only access this once you have accepted the work agreement.
- You MUST bring your UNEXPIRED, ORIGINAL identity documents (no copies) for I-9 Employment Verification. (eg. Drivers License AND Social Security Card, Student Picture ID AND Birth Certificate, or Passport.) (There are more details found on the form itself as well as on the instruction page in the folder with the documents)
- Be prepared to have your photo taken upon arrival at staff training.
- If Lifeguard, First Aid / CPR, Ropes, or anything certified – Bring your certification card/information to camp.
- Call us if you need anything at all – 757-421-4177 or email Griffin at [griffin@triplerranch.org](mailto:griffin@triplerranch.org)

## STUFF NOT TO BRING

- Alcohol, illegal drugs, or tobacco (including but not limited to vaping products, e-cigarettes, and marijuana)
- Weapons (swords, machetes, or unnecessary pocket knives)
- Mini fridges
- TVs and/or gaming systems
- Pets
- Paintball/Airsoft gear
- Archery equipment
- Climbing gear (except shoes and chalk bags are fine)
- Bikes, Skateboards, long boards, mountain boards, or rollerblades





Canoeing

Buffalo Cabins

Grizzly Cabins

Lodge

Hobby Hogan

A-Frame

Treenowle

Rock Wall

Archery

Riftery

Ponderosa

Parking

Sports Pavilion

Pool

Trading Post

Office

Parking

Hotel

Gaga Ball

Human Foosball

Picnic Pavilion

Activity Field

Riding Arena

Critter Corral

Maintenance Department

Low Ropes Course

High Ropes Course



# WHAT CAN I DO IN THE MEANTIME?

- Feel free to create some awesome music playlists with your favorite Christian, Instrumental, and Disney songs.
- Spend some time thrifting and grab some clothes and shoes that you feel comfortable getting campified.
- Buy a Nalgene or Hydroflask to stay hydrated.
- We will be inviting everyone to a Senior Staff summer Discord server so be sure to introduce yourself.
- Practice your favorite camp songs and cheers.
- Invest in a sunscreen or bug spray company. (you will use a lot of it during the summer)
- Ask about others from your school or area who are working this summer and meet up with them.
- Get a head start on your Chaco/Teva tan.
- Consider purchasing in a fanny pack and/or fun lanyard.
- We will provide a list of the week themes before camp. You can get a fun costume for the theme dinner each week.
- Tie dye something (or a lot of things).
- Get in the mode to journal as we will have things happening all the time and the Lord will teach you so much it's hard to keep track of everything.
- Let everyone know that they can send you mail to:

\*Your Name\*

3531 Bunch Walnuts Rd.  
Chesapeake, VA 23322

- Finally, you can pray. I know we mention this many times but it's the most important and valuable thing to do before you get here. You are going to dive in head first to a crazy, awesome, and fun adventure this summer. Days and weeks will go by so fast and so slow at the same time. You will meet people one day and feel like you've known them for years after just a week or two. The Lord can help prepare you for this if you ask Him to.



# FREQUENTLY ASKED QUESTIONS

## WHAT TIME SHOULD I ARRIVE AT SENIOR STAFF ORIENTATION?

We have check-in on June 4th from 2-5 pm. Please have physical forms filled out (even if you have uploaded them already) and your orientation bag to drop off at your cabin. You can drive back to the Blue Parking zone (found on the map), park on the tree line, and meet us in the center hall of the Ponderosa building.

## WHAT, OTHER THAN CLOTHES, SHOULD I PACK?

We suggest support staff and boy counselors bring twin sheets and girl counselors bring full/double size sheets. Shower caddies are always great, airtight containers for snacks, plastic drawers are good, small clip lamps are suitable for the night owls, Bible, Journal, Sunglasses, Hats, and Flashlights get regular use.

## CAN I BRING MY LAPTOP & CELL PHONE?

Yes, you can bring your cell phones and laptops to camp. However, you will only be allowed to use them on hours off and in certain areas.

## WILL I HAVE ANY OFF TIME OR VACATION TIME DURING CAMP?

Yes, every day, we aim to provide two consecutive hours off for all counselors, and for non-counselors. On weekends Senior Staff will have from Friday at 6:30 until Sunday at 2:45 free.

If you ever need to change a scheduled week, please get in touch with Griffin as soon as possible.

## WHEN DO I FIND OUT WHAT CABIN AND AGE GROUP OR WHERE I'LL BE LIVING?

The Senior support staff will be assigned cabins at the end of Pre-Camp Orientation and can stay there for the whole summer (we may move a couple of people to maintain an even number in living spaces, but it is rare). Counselors can get shifted around to different age groups and may change cabins from week to week.

## DO I NEED TO BRING MY CAR TO CAMP?

No, it is not required! A good number of summer staff will have a car out at camp, but if you don't bring one, you will be able to catch rides with others. If you bring a vehicle, Triple R is not responsible for damages if anything happens to it. You will leave it parked in a designated parking area.

## WHAT CAN I WEAR DURING THE WEEK?

We expect all staff to dress modestly; if you ever have a question about something specific, please reach out to Griffin at [griffin@triplerranch.org](mailto:griffin@triplerranch.org).

**Barn Staff** - During work hours, our wranglers must wear collared shirts, preferably western-style button-ups, cowboy hats, and boots. (Junior staff can wear T-shirts)

**Kitchen and Maintenance staff** - Our cooks and ranch hands must wear closed-toed shoes during work hours.

Cooks are not allowed to wear tank tops in the kitchen.

**All other staff** - We encourage comfortable T-Shirts and modest shorts. It can get hot, and rarely are there hours not doing activities or work.

## DO YOU HAVE LAUNDRY FACILITIES ON CAMP?

We do have washers/dryers available for staff use.

## ANY OTHER QUESTIONS?

Please feel free to email Griffin at [griffin@triplerranch.org](mailto:griffin@triplerranch.org)



## **CONTACT**

**Griffin Persons**  
**Camp Staff Manager**  
**griffin@triplerranch.org**  
**Cell: 757-817-9132**

**Noah Jervey**  
**Camp Program Manager**  
**noah@triplerranch.org**  
**Cell: 757-807-9528**

# **SEE YOU SOON!**