

Hey everyone,

We have been hearing back some questions and concerns regarding our move towards asking the staff to raise \$250 as requirement to be on summer staff. We thought it would be a good idea to clarify some things with everyone as we walk down this new path. It is our hope that the following words would help you as you evaluate the rationale and your resulting response of whether to apply or not.

The main question we are being asked is why do I need to raise \$250. I am already volunteering and giving up a good portion of my summer to serve at Bighorn. I want everyone to know that we do recognize that and the huge value that each of you bring in volunteering at Bighorn. We have been blessed by the willingness of countless youth over the life of Bighorn who come to give and serve.

I know that many of you see serving here at Bighorn as a volunteer job. While it is that, we are hoping to create a mindset and attitude of coming to serve for the summer at Bighorn as an opportunity to serve in a missional capacity. Many youth do missions trips every summer either here in the US or abroad with their churches or other organizations and are asked to raise all the monies needed to cover the cost of their experience. At the end of the day we want to be impacting lives for the kingdom. The impact of asking you to raise \$250 allows us to bring on a good sized summer staff team but also keep our overhead in a place where we can offer camps at a rate where more people might be able to come and be impacted for Christ.

We hope and desire to see the process of going out and inviting other people to partner with your ministry at Bighorn this summer as a way to broaden the network of those impacted by what God will do in and through you. We hope that by sharing during and after the summer with your support group what the Lord is doing others would be encouraged and invested in your time and that ultimately God would be glorified.

There are some of you that might be in a place where you don't feel it is appropriate to ask others for money. I want to be sensitive to that. The whole idea of asking at least three different sources for money comes from a desire for you to involve others in your time here at Bighorn. If you feel that you cannot ask others and would rather raise that money through a job or another source I want to provide opportunity for that. I am going to ask if you don't ask at least three sources to support you, that you would commit to asking at least three people to be a prayer team for you during the summer and that you would connect with them throughout the summer and follow up with them after your time at Bighorn.

The last thing I want to remind everyone of is that we have always worked in relationship with people here at camp. We will always default to discretion in relationship over a policy if warranted. I want to open up a freedom for you to let me know if we need to work out a solution to your individual circumstances so that you can still serve here. Please feel free to call me at camp or drop me an email.

It is my hope that this process will create a new level of commitment and seriousness to the ministry God has for us this summer. I look forward to serving alongside you again as we enter into another adventure before the Lord.

God Bless,

Luke Underhill

**Reminder - Staff Applications are Due March 1**