

## 10 CAN's Hunting Division

Motto: 'Hunt the Good'

Mission: Heal warriors, restore families, grow youth, and empower women. Diversify the outdoors by introducing minorities. Combat poverty by training underprivileged families on food acquisition.

Vision: Build a network of Christian Outdoorsmen, Warriors, and Women to lead a local, state, national, and international program that provides hunting adventures through landowners, donors, outfitters, guides, etc. Connecting Christian Warrior Outdoorsmen with one another to support each other on various hunts. Develop a television series that uses these hunts to restore hope.

Goals:

1. Develop and fill State coordinator positions and one national coordinator position.
2. Replicate the Youth Hunting Program of Florida in other states.
3. Partner with similar organizations to provide hunt swaps in various states.
4. Establish deep childhood roots in the outdoors through the five senses.
5. Heal moral wounds by stimulating good childhood memories and giving purpose.
6. Provide holistic training for future outdoorsmen.
7. Restore family bonds through adventure.
8. Promote and support conservation efforts.
9. Reduce crime and poverty.
10. Represent Christ through lifestyle, vicarious ministry, and being the light of hope.



## Introduction

THANK YOU...for believing in this ministry; for sacrificing so that others may grow and know Christ; for freely giving your time, talent, and treasure. You are part of a program within a larger operation. The Hunting Division is one of the most effective elements of the Christian Adventure Network (10 CAN, Inc.). In so, it is important that we uniform our efforts to be efficiently effective. This instruction manual will provide operating procedures, rules of engagement, and techniques for working with warriors, women, youth, minorities, and other organizations.

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## **1: Purpose**

Welcome to the Christian Adventure Network known as 10 CAN, Inc. Our overall mission is to save heroes, raise warriors, and restore hope through faith, family, and the great outdoors. We're a team of missionaries serving the Kingdom through a variety of outreach programs. We evangelize through action, adventure, and the great outdoors. The fruit of our spirit is the most powerful weapon in our arsenal. 10 CAN is yours to build upon and make your own. But remember, it's not about religion but relationship.

The purpose of this manual is to uniform our Hunting Division. Whether you work with Warriors, Women, or Youth, this is your Operating Instruction (OI) for mission success. You are welcome to add, but do not deviate from the base formula. Uniformity is vital for safety, growth, and the mission of leading others to Christ.

The outdoors is our church sanctuary. Learning to navigate superficial friends, disrespect, complacency, chaos, drama or traumatic, financial hardship, forgiveness, combativeness, hopelessness, and temptations is part of becoming a leader within our organization. Spiritual Combat Training may be helpful if you're unable to control certain fallacies. Warriors, women, and youth are especially vulnerable to these spiritual attacks. Our goal is to create purpose-driven Christians, but our approach is unorthodox.

Vicarious Ministry (VM) is our secondary strategy for sharing our faith with others (lifestyle is primary). VM was formed during a campfire conversation on our annual Kentucky hunting adventure in 2016. Collin Williams (a preacher) and Matthew Burke (founder of 10 CAN, Inc.) planned a devotional about Halloween. The youth were running about, having a grand time, and the parents were all preoccupied in conversation. After several failed attempts to assemble everyone around the campfire, Matthew and Collin felt led to begin conversing anyways. But this was no ordinary conversation, it was projected and dominated sidebar conversations. Everyone began to eavesdrop, and as guests drew near, they lowered the volume. Before long, everyone was involved in the conversation – gleaned the Good News and hunting for hope.

## 2: Standards

Christianity is a lifestyle choice. Religion can cause segregation, and relationships can lead you astray. However, a culmination of religion and relationship is an integral part of righteousness. Relationships can help integrate and religion keeps us on the path. You must discern right from wrong without casting judgement. Offer correction to nonbelievers with gentle love, mercy, and grace. Build up new believers through mentorship and counseling. Hold devote Christians accountable with tough love, forgiveness, and recompense. Emulate Jesus in your walk and things will be simple.

We're all human and make mistakes, but it's important that we practice self-control, good decision-making skills, and exercise love, grace, and mercy. Volunteers do not have to be saved, but they must be morally and ethical aligned with biblical standards. Vulgarity, crude humor, lying, sexual advancements, rudeness, hatefulness, drugs and alcohol, and the like reflect worldly character. These are habitual behaviors that may not lead to damnation but are unacceptable at our camps. Additionally, we do not believe that church affiliation or attendance is a requirement for salvation, but it is an indicator of spiritual wellness. With that said, team leaders are required to be part of a local church body.

One cannot feed others if they lack sustenance. Attending church regularly ensures that you get fed. Although church attendance isn't a pre-requisite for salvation, it is an important part of spiritual health. We must commune with other believers, recharge our battery, and grow. Knowledge of the Word comes from being in the Word. The Bible gives us a line between right and wrong. It is important that we hold the line, because a lot of our new family members live in a society where anything goes.

As Christian leaders, our code of conduct must be beyond reproach. We're not asking for perfection, but for effort. We all digress from time-to-time. If you find yourself slipping, don't hesitate to reach out for help. We offer judge-free assistance because you're invaluable to the Kingdom. Let's take a moment to review camp standards in bullet format:

1. No vulgar language or behavior.
2. No lies or false testimonies.
3. No drugs or alcohol or perception thereof.
4. Be transparent as possible, but do not give too much information.
5. Do not allow guests to be involved in guide/volunteer conversations.
6. Do not conduct guide-related conversations in front of guests. Stop-word: Omaha
7. No sexual or intimate actions.
8. No malice, rude, or crude behavior.
9. Be organized and on time.
10. No nepotism – be balanced and fair but do favor those who put in the effort.
11. Maintain order and discipline.

12. No cliques.
13. Maintain safety at all costs.
14. No hazing, bullying, or social rejections (kids being left out).
15. Focus on parent-child relationships. Foster bonding.
16. Always obey the law.
17. Guides must attend devotionals (with certain exceptions).
18. No open carry in camp.
19. No loaded firearms until actively hunting.
20. No tobacco in camp or in blinds.
21. No unnecessary noise between 2200hrs and 0500hrs.

Working with Warriors can be scary if you're sympathetic. It is imperative that a Christian Warrior is present for an empathetic balance. A Christian Warrior is someone who has experienced physical combat – war. They're witness to the horrors of man, the destruction of war, and yet choose to follow Christ determinately. They know what other warriors are going through and know how to escape the self-imprisonment. They are your greatest asset for bridging the gap.

Care should always be taken when working with women and children. Never be alone with either unless they are your immediate family. Our guests should feel welcome, as if they are part of your extended family. Watch over the children as if they're your own but refrain from parental discipline. You may correct their behavior in private with their parent, but do so with grace, mercy, and love. Likewise, if you must correct a parent, do so in the presence of one witness. Ensure your body language is not defensive or combative. Do not react to provocation but respond as Jesus would. If a situation needs to be handled right away, but you're too hot to extend grace, then seek out a volunteer to handle it.

### 3: Team Positions

Having the right person for each position creates a dynamic team. As an all-volunteer force, we rely on experts like yourself, to give freely for the greater good. Our success depends on volunteers being effective, influential, and returning. For men (young and old), it is important to note how much good is being achieved by their works. For women (young and old), it's critical to create good feelings prior to a mission. "Men must do good to feel good and women must feel good to do good" (UA).

Often, people feel valuable when they can contribute to something important. That the work they do will have an everlasting effect. Our camps are more than just hunting, they're a gateway to salvation. We seek to make an eternal difference in the lives of many by evangelizing through action, adventure, and the great outdoors.

Volunteers are a significant target for our outreach. Many who volunteer with us are not believers but are morally and ethically sound. Involving non-believers in our program follows Jesus' business model in recruiting Disciples. Providing an opportunity to witness the love and miracles of Christ through our actions draws them to the light.

Ensure that each volunteer understands their job, their importance to the mission, and that they are essential. The more volunteers we have, the bigger the camp can be, and the more camps we can host. The volunteer to guest ratio is contingent upon experience levels of guests, risks, and other mitigating factors. The larger the camp, the more team members you'll need.

For novice (which are most youth hunters), you should have a 1:1 (one volunteer to one gun) ratio. If the parents are experienced, then you can have a 1:3 ratio. Meaning, you can have one guide for up to three hunting teams because each novice hunter has one experienced parent. Experienced teams can be given a hunting zone and allowed to scout and setup their own stand. However, you should be clear and concise in direction. You should also inspect their stand and note their location and phone reception to ensure safety and accountability.

Everyone comes as they are. Each volunteer has different experiences and skills/talents to use. Here are some common positions and our chain of command:

#### Chain of Command

##### **10 CAN Executive Director**

Orchestrates partnerships, collaboration, media, growth and development, organizational management, funding, safety and training, legal, public relations, human relations, etc.

This is the top position accountable for the entire Division.



**Hunting Division Director**

Oversees Hunting Division logistics, volunteer personnel, landowner relations, donors, funds, equipment, annual schedule, etc. This position is responsible for everyone underneath and reports directly to the Executive Director. Responsible for end of year reports and incident/mishap reporting.

**HuntMaster**

In charge of hunting camps. Plans annual schedule for camps, land management, and resources. Selects camp attendees. Organizes logistics, volunteers, and activities. The face of FWC and 10 CAN partnership. Overall responsible for safety, ministry, and camp success.

**Guide Coordinator**

Organizes and communicates with Guides. Recruits and interviews new Guides. The link between HuntMaster and Guides. Maintains Guide accountability, resolves conflicts, and assigns hunting zones. Reports directly to HuntMaster.

**Guide**

Personally responsible for hunter safe and the success of the hunt. Ambassador of campfire devotions in small group setting (while hunting). Scout, set-up, and tear-down blinds. Aid in camp cleanup. Instructs hunting strategy, butchering, etc.

**Camp Chef**

Provides timely meals. Shops for groceries. Maintains campfire, firewood, and fire safety. Reports to HuntMaster.

**Trainer**

Teaches survival, navigation, conservation, biology, etc. Reports to HuntMaster. Utilizes others for specialized clinics (such as guides teaching hunting).

**Tracker**

Responsible for safely tracking down animals, training tracking skills, and picking up harvested animals. Delivers commemorative food to seal the memory with the sense of taste. Conducts photo-ops. Hype-man.

**Minister**

Maintains and balances camp standards, conducts vicarious ministry, leads campfire devotions. Resources local church partnerships. Offers to find a church for guests in their home area.

**Medic**

Maintains first aid and rescue supplies, emergency responder, emergency contact information (spouse, Fish & Game Officer, 911 services), and ready to rapidly respond. Must be EMT, Paramedic, RN, or MD certified. Can be a guest. Reports directly to HuntMaster. All team members must have direct contact capability.

**Range Master**

Safely manages the firing range and/or archery range. Sets up targets, conducts safety briefing, evaluates and certifies hunters, and ensures safe handling of weapon. Provides realistic hunting scenarios, exercises shoot/no-shoot decisions, teaches shooting precision. Inspects weapons. Reports directly to HuntMaster.

Volunteers will come and go for several reasons. Life changes is one of the major factors. We ask that our volunteers never sacrifice their faith or family in service to 10 CAN, but rather involve them. It's important that we create a feeling of worth, as this is the second reason why volunteers don't return. The positions mentioned above are key leaders and run their own team. You may choose to have extra guides for a contingency plan. They can serve in other areas until needed. But remember to communicate to them your plan before they show up to camp.

## 4: Camp Outline

Running a hunting camp can be one of the most rewarding things you'll ever do, but it can also be one of the most challenging. We have a successful camp model that fluctuates between different camps. Turkey camps are different than Deer camps. Hosting Warriors and Women is different than hosting Youth. The following guidelines will help you produce effective results.

### *Working with Warriors*

It takes one to know one. Always have a Christian Warrior in camp to be the liaison. Someone who has suffered similar trauma but has overcome. They are the first or last to share their story (testimony) depending on the situation. Never compare notes in an effort to one-up other guests. Reduce fluff, avoid politics and religion, deescalate anger and frustrations, focus on blessings, etc. Keep it simple, to the point, and positive. This will open the door for Warriors to connect, to share, to receive. Remember, it is not about us, but the King. Sharing our testimony in humility and love fosters post-traumatic growth.

We do not cater to warriors but empower them. Motivate them to do things themselves. Like clean their own animal, wash dishes, climb the mountain, etc. However, be inspirational, not demanding. Get smart on their triggers and guard against relapse. Focus on the five senses. If the smell of blood triggers a negative response, then you must handle the butchering process. Be wise, kind, and graceful. Build a purpose-driven warrior.

### *Working with Women*

With the rapid growth of women taking interest in the hunting industry, it's important to host camps specifically focused on lady outdoorsmen. In certain areas of our society, women don't follow women well. It's important to remember this when introducing ladies to hunting. Everyone comes from different backgrounds. Some ladies are cold hard killers, while others are sympathetic to the animal. Finding a female leader,

like Jasmine Burke, who is no-nonsense and professional, is essential to women leading women. An alternative is a husband/wife team to lead this camp.

Male guides should never solo guide a huntress. Most female hunters are required to bring a partner with them, be it a husband or friend. Ladies like to share their experiences with others. But privacy is paramount. The over-all objective for our women hunts is to empower independence, food sustainability, and leadership.

### *Working with Youth*

Planting a seed in children and youth is fruitless unless we train the parent/mentor how to cultivate that seed. Therefore, it is imperative that we focus on the bond between parent and child. Teaching youth respect for authority is our way of reuniting our country. Developing personal accountability produces righteous citizens. Connecting academics with field application promotes education. Solidifying good childhood memories with a sense of taste or smell is how we're creating overcomers and raising the next generation of warriors.

We must never be alone with a child or youth without parental permission, and that's on a scarce case by case basis. Our youth development model focuses on pro-active medicine. It is said that it's easier to build strong adults than to fix broken ones. Our childhood roots influence every aspect of our lives. Teach youth to learn from the bad and focus on the good.

Warriors often struggle if they lack purpose, women struggle if they don't fit in, and children struggle if they don't matter. Each warrior, woman, and youth are reached differently, but there is a common denominator. Nature is constant and ever existent. We must, however, do our part in conservation and preservation. Hunting is one way to access the outdoors. It creates self-sustainable citizens that are community impact agents, not liabilities. Let's look at how we manage different hunting camps.

### *Deer Camp*

Whether you're hunting from ground blinds or tree stands, spot and stalk or running dogs, there's a lot that goes into hosting this camp. Recruiting qualified and dedicated volunteers, scouting, choosing the right guests, and being respectful of landowner desires are all important. Know your limits and don't stretch yourself too thin. Safety is key and must be considered in ALL decisions.

Still hunting requires stealth. Be conscious when providing for hunters. Foods and beverages high in fiber, processed sugars, or caffeine will create jitters and your hunter won't be able to sit still. Have youth read the book *Raising Outdoorsmen – The Youth Hunter* or bring a quiet game (if hunting from a blind). Comfort is also important. Especially for adults. But if it's freezing out then nobody's comfortable, so bring a heater. Be mindful of insects, pests, weather conditions, seating arrangements, etc.

Guides must be in direct physical contact with the hunter. Never allow the hunter or parent to load the firearm without the guide having the hands-on ability to prevent a

negligent discharge. The parent's job is to video the animal being shot and to protect their child. Hunting teams have three layers of protection when in the field. First is the hunter. They are ultimately responsible for keeping their firearm safe and pointed in the right direction. Second is the guide. Their experiences and authority hold supreme position on this team. Lastly is the parent. Their job is to take care of their child at all costs. Each team member is responsible for breaking a chain reaction that always occurs in a major mishap.

Every camp must have an outline, an agenda, an itinerary. Providing guests with a program that outlines activities and timelines is a vital part of communication. Sticking to the agenda shows our level of professionalism. But being flexible is just as important. Here's an example:

## **Youth Hunt Agenda**

### **3-Day Youth Hunt: Friday Night, Saturday, & Sunday Morning**

#### **Friday**

3:00pm – Arrival/Check-in/Introduction/Camp Setup  
 5:00pm – Firearm Safety & Marksmanship  
 6:30pm – Dinner  
 7:30pm – Laws & Regulations, Ethics, Hunt Orientation  
 8:30pm – Hunt Assignments  
 10:00pm – Lights Out/Noise Ordinance

#### **Saturday**

5:00am – Wake Up/Light Breakfast  
 5:45am – Deploy to Stands  
 11:00am – RTB (Return to Base)  
 11:30am – Brunch  
 12:30pm – Outdoorsman Skills Training (survival, tracking, etc.)  
 2:30pm – RTB/Group Photo/Prep for Evening Hunt  
 3:30pm – Deploy to Stands  
 6:45pm – RTB  
 7:00pm – Dinner & Fellowship  
 8:00pm – Campfire Activity  
 10:00pm – Lights Out/Noise Ordinance

#### **Sunday**

5:00am – Wake Up/Light Breakfast  
 5:45am – Deploy to Stands

11:00am – RTB/Brunch  
12:00pm – Clean-up/Tear down  
1:00pm – Depart Camp

Everyone should RTB at the designated time if the situation allows. Tracking animals takes priority only if there is a potential for the loss of meat due to weather conditions, predation, weather, etc. Special permission must be acquired through the HuntMaster. Guides should aid in the setup and tear down of camp. HuntMasters often invest a month of their time and effort to host one weekend camp. Scouting, planning, coordinating, communicating, networking, prepping, packing, cleaning, unpacking, administrating, etc. Many hands make light work.

Leaving our camp and the land better than we found it is essential toward building and continuing a relationship with landowners. Give everyone ownership in this and reward those who go above and beyond. For youth, we make picking up trash a game. The winner receives an item from our hunting box.

Camp setup should have tents in one area and campers in another. This will aid in reducing noise and light pollution for tent campers. Tent campers should receive high ground, shaded areas, etc. unless the property doesn't permit. Be considerate and knowledgeable on what your volunteers and guests' sleeping arrangements will be prior to camp.

### *Turkey Camp*

Turkey hunting is one of the most exciting pursuits there are. Play on that theme and use these camps to excite new hunters. One idea is to develop a Friday night rally to introduce guides with the AC/DC song Thunderstruck. Next play Final Countdown and introduce the youth hunters.

Turkey hunting is just as exciting for warriors and women, if not more. Feel free to generate a similar program for these adult hunters as well. Have fun and enjoy getting others thunderstruck.

## **5: Safety Policy**

The most important factor in hosting a successful camp is safety. One mishap can turn a great experience into a nightmare. Take each decision one step at a time. Filter everything through a risk vs. reward analysis. Speak up if you see something. It's better to hurt someone's feeling than to kill or maim someone. But remember to be merciful, as we all make mistakes.

Learn to read body language, as this can inform you of people's comfort and confidence. If they are fidgeting on the shooting range, then they need special attention. Don't be afraid to call a time-out and reset. Continuing a series of events may lead to a disaster. Break the chain, be the difference.

Safety is everyone's responsibility. Anyone who repeatedly ignores safety violations or continues to break the rules must be dismissed from our team. This goes for moral and ethical violations as well. Do not deviate from federal, state, private, or organizational safety protocols. Again, we're all human, so be forgiving but not forgetful.

## **6: Devotional Ideas**

Sunday morning campfire devotion is an important part of our mission. We are an unorthodox church, reaching people through action, adventure, and the great outdoors. But verbalizing our intention in an accepting, loving, and relative manor is an essential step for spiritual wellness. Our devotions are designed to be Spiritual Combat Training. To this point, teams have witnessed our character and behavior. Putting our lifestyle in front of our message provides credibility, so don't do the devotion until Sunday morning.

Our model for this is called Vicarious Ministry. It is formed from the basis of human nature to eavesdrop. Those who refrain from church attendance typically don't like people speaking directly at them. Guest participation is optional, but volunteers MUST attend. It is mandatory for volunteers to attend because they enhance the ministry by continuing the conversation on a personal level while hunting. Volunteers put lessons into play and demonstrate how to live righteously. Remember, though, that not all volunteers are devote Christians – and that's ok. But attendance is not optional.

Vicarious ministry is conducted by conversation. Pick one volunteer you're comfortable with and launch a conversation about a subject. Steer that conversation towards a point (see below for ideas). Ask others what their thoughts are. Request a testimony or share yours. Stay in control of the conversation and reel it back in if people start talking on top of each other. If there are sidebar conversations happening, invite



them to add input. Add a solid point that connects to the beginning of the conversation. Close by asking a hunter if they want to pray, then a volunteer if a hunter doesn't want to. If nobody steps up within 30-seconds, then you pray. Keep the prayer short, simple, and to the point. Keep the campfire devotion to 15-20 minutes.

*Devotional ideas:*

White Noise

Kill vs. Murder

Thanksgiving

Halloween

Patriotism vs. Christianity

Darkness vs the Light

Social trends vs. Tradition

Being Accepted or Being Bold

Why go to church

Nature Nurtures, but God Heals

## **7: Contacts**

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