



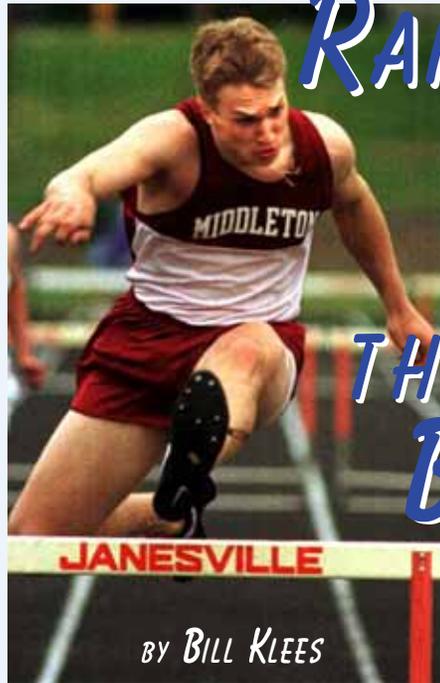
**Character Building Ministries**  
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# EDIFY

The Newsletter of Character Building Ministries

**SPRING 2002**

*Character Building Ministries is dedicated to the edification of Christian camp staff by equipping them in the Word of God.*



BY BILL KLEES

Are you concerned for your churches? I don't mean the churches that support your camp, although you should be concerned for them too. What I am referring to are the "churches" you plant—your staff.

Paul writes in 2 Corinthians 11:28 that despite everything he suffered, his greatest burden was his daily concern for all the churches. Paul was a fantastic church planter, and one thing that is clear is that he had a real burden for the spiritual growth of the churches he started. He says in verse 29, "Who is weak without my feeling that weakness? Who is led astray, and I do not burn with anger?" (NLT) How is that for concern?

Do you have a similar concern for the staff you will be shepherding this summer? In many ways the staff that will serve at your camp is like a "church" for which you are responsible. Every staff member has distinct

*Continued inside ...*

This free Newsletter is sent to leaders and directors of Christian youth camps who are concerned about the spiritual growth and development of their staff.

## What's Inside?

### For Directors

Are you leading your staff well by raising the standard for their spiritual walk with Christ? This issue's lead article challenges you to challenge your staff in the Word of God.

### CCI Sectionals

Up until this year, CBM has grown mostly by word of mouth from one camp director to another. Now you can see us face to face at your local CCI Sectional.

### Those Pesky Campers

Ready or not, here they come. Since campers are what it's all about, it's not a bad idea to readjust your mindset on how you're investing in the future.

needs and gifts, just like the churches that Paul planted back in the early days of the faith.

So how can you help your “church” grow? How can you strengthen those who are weak? How can you equip them so that when they leave your care at the end of the summer they will not be led astray?

The area of spiritual development is of vital importance. Many of your college students and high school students will arrive at camp suffering from “dehydration.” They are not being spiritually fed, and you will have a great opportunity to provide them with solid Biblical teaching that can help sustain them. You will have an excellent opportunity to lead them to the spring of Living Water. Are you ready for such a challenge?

Through my work with Character Building Ministries, I have heard the success stories that directors have experienced in the area of spiritual development, but I have also heard their frustrations and discouragements. Let me share some suggestions based on the successes and some ideas to cope with the frustrations.

Developing a staff that hungers and thirsts for God (as described in Psalm 63) begins with you. It doesn't start with expensive curriculum or seminars; it begins with you daily going before the Lord in your own personal quiet time—studying, meditating and seeking God. Then you must strive to begin to get the camp's leadership on the same page. You can only achieve as much as the leadership team

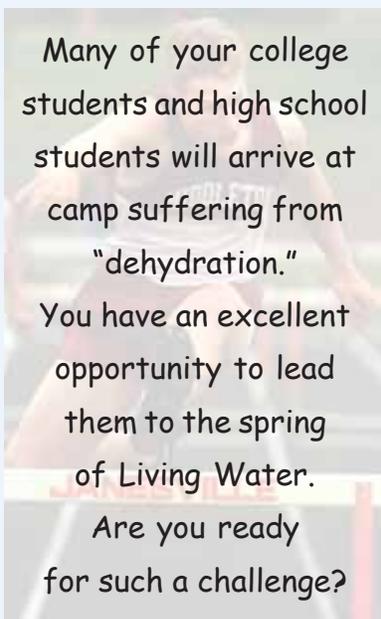
envisions. If you don't ask God to do great things and don't expect your staff to grow much, then they probably won't. What are your expectations and goals for summer 2002? Write them down, prioritize them, and pray over them.

Once you get a spiritual mindset developed and nurtured in the camp's leadership team, then comes the next step—developing a program that facilitates spiritual growth. This needs to be a program that communicates to your summer staff that you are serious about their spiritual formation. This vision is communicated by providing solid Biblical teaching that encourages and captures the bigger picture of your ministry—leading campers to

Christ for the glory of God. One of the biggest problems I see with frustrated directors is that they shy away from the meatier and deeper truths of the Christian faith. Don't underestimate the spiritual maturity and comprehension of your staff. It is almost always better to aim high—seeking to raise the spirituality of the staff, rather than to aim in the middle and challenge no one. Let them ask questions if they don't understand the teaching, or better yet, let them seek answers in the Scripture.

In order for your staff to minister effectively to campers (no matter what their role at camp) they must themselves be ministered unto. Group worship and group Bible study—as important as they are—cannot replace regular personal quiet time with the Lord. That is ultimately what CBM's devotional books are about. Each summer we produce a tool to help staff members equip themselves in the Word of God. Be protective of the time your staff members need to have personal devotions and be diligent to follow up with them. When was the last time you asked someone what God was doing in their life or how someone's prayer life was? Do it this summer and you will see an amazing difference in the spiritual level of the staff.

Perhaps the most often heard frustration is that directors do all of this and more—they provide their staff with a devotional and may even provide time in the schedule for them to be alone with God, but the staff won't utilize it. You must remember the old proverb, “You can lead a horse to water but you



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### *Character Building Ministries On the Go*

This spring you may have had an opportunity to actually hear and meet CBM staff as they travel to CCI sectionals. Bill Klees spoke in January at the Mid-Atlantic Sectional and also at the Southern Sectional in March. He facilitated discussions on spiritual development and leadership.

Additionally, CBM had free samples of resources and displays at several other sectionals. If you are interested in having our staff devotional resources displayed at your sectional or having a CBM staff member host a workshop or seminar, please email us at [Service@CBMinistries.com](mailto:Service@CBMinistries.com) or call the office. We would love to serve you any way we can.

# Here come

We used to joke around and say that camp would be a great place in the summer if it wasn't for all those pesky campers. I hope you haven't seriously had this thought, because the campers are, of course, the whole reason for having camp.

This spring as you are in the midst of staff recruiting and making plans for the spiritual development of your staff, don't forget to pray for the campers who will be coming to your camp. I'd like to remind you of the simple thought of just how valuable it can be to invest in the training and discipling of young people. You are investing in the future—in the lives of boys and girls.

# the Campers

According to 2 Timothy 3:14-15, Timothy had been taught the Word of God from infancy, and it bore fruit in his later life. In fact, it is the Scriptures that possess the power to lead one to salvation. Likewise, you have an opportunity to “plant” God's truths into the hearts and minds of children. As you do so, remind yourself of God's promise, “Train up a child in the way he should go, and when he is old he will not depart from it” (Proverbs 22:6).

Does this mean that God promises to save all the children who are trained in God's ways? Not necessarily. But it does mean that the values, role models, truths, attitudes, and morals that are displayed this summer will be seen by dozens of little eyes. These things will shape who these children will become. When they are old, they will not—they cannot—forget what they observed at summer camp. The memories they make at camp will go with them for the rest of their lives.

So what will the campers remember after they spend a week or two at your camp? Sometimes the biggest impact on youth is not the teaching or the activities, but rather the attitudes, reactions, and passing conversations with the staff. Effective ministry always comes from the overflow of what's in your own heart. Your view of the world and life and God and eternity will influence how the campers of today think and live tomorrow. Will you impart wisdom, discernment, balance, integrity, and respect?

*Adapted from a devotion by Joel Rishel from Bread of Life.*

can't make it drink.” That is very frustrating, but be reminded that you will be judged by God, not on whether they used what was given them, but rather on whether you took the responsibility to be sure that they were well equipped.

Other examples of things you can do to raise the spiritual bar at your camp are establishing prayer partners, encouraging accountability groups, enforcing proper time off for physical rest, providing resources for their growth *after* camp, as well as modeling a consistent devotional time yourself.

Whatever happens, though, remember that one of your main, although often forgotten, responsibilities is for the “churches” you plant in the lives of the staff that God brings to serve at your camp in the summer. May this be your daily burden! 📖

*Bill Klees is the Director of Camp Relations for CBM and author of Sharing Your Faith. He has been Program Director for Camp Susque in Trout Run, Pennsylvania since 1995, where he lives with his wife Heather and son Avery. You can email him at [Bill@CBMinistries.com](mailto:Bill@CBMinistries.com).*

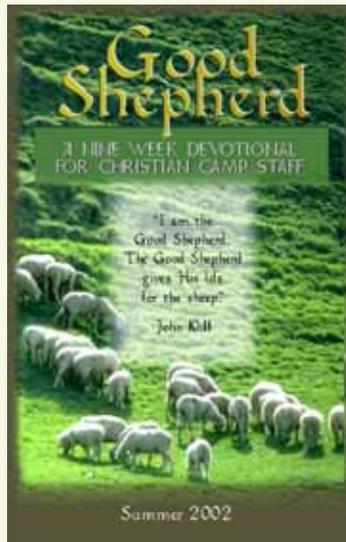


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Very challenging,  
even to seasoned  
Christian camp  
staff.  
Refreshing!  
~ Carson Simpson  
Christian Center  
(Hatboro, PA)



## Here's what fellow Camp Directors are saying about CBM's Staff Devotional Book

I really enjoyed using it. It helped keep me focused on camp. I heard great comments from our summer staff and leaders. This was our first summer to use a book like this and it was great.

~ Dry Creek Baptist Camp (Dry Creek, LA)

Very applicable! We couldn't believe how well it met our needs and challenged our staff. Praise God for this wonderful devotion.

~ Camp Ojibway (Richfield, MN)

If you haven't seen one yet, shouldn't you request a free sample?

Call (570) 772-1643 or return the card below.

Camp Name \_\_\_\_\_  
Contact Person \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_  
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Return to: Character Building Ministries, 660 Dow Avenue #1, Carnegie, PA 15106

Want to learn more about CBM? Return this card for a FREE sample of our 2001 devotional book, *Bread of Life*.