



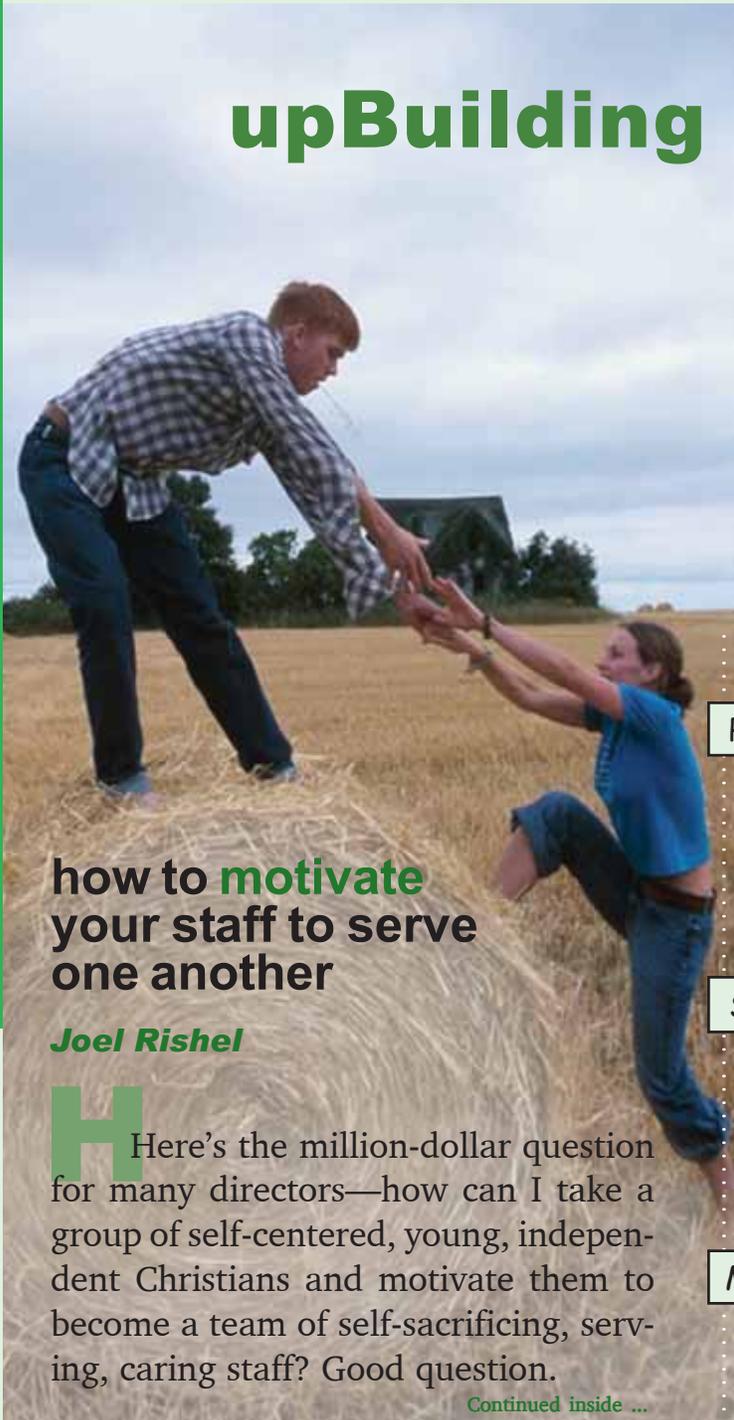
**CHARACTER BUILDING MINISTRIES**  
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# EDIFY

The Newsletter of Character Building Ministries

**SPRING 2006**

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



## upBuilding

### how to **motivate** your staff to serve one another

**Joel Rishel**

**H**ere's the million-dollar question for many directors—how can I take a group of self-centered, young, independent Christians and motivate them to become a team of self-sacrificing, serving, caring staff? Good question.

*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?*

##### Prayer

Practical tips for leading your staff in group prayer in a way that encourages everyone to be involved in meaningful and unifying ways.

##### Service

Straightforward exhortations to guide you in serving your staff and in providing a genuine example of service for your staff to follow.

##### Motivation

The lead article compares the difference between motivating your staff by legalism and motivating them by grace.

Many times staff members will nod in agreement that they desire team unity. Most young people coming to serve at a Christian camp acknowledge the need for mutual edification on staff. They are usually aware that love, sacrifice, care, encouragement, and prayer for one another are important ingredients. So why doesn't it always turn out that way?

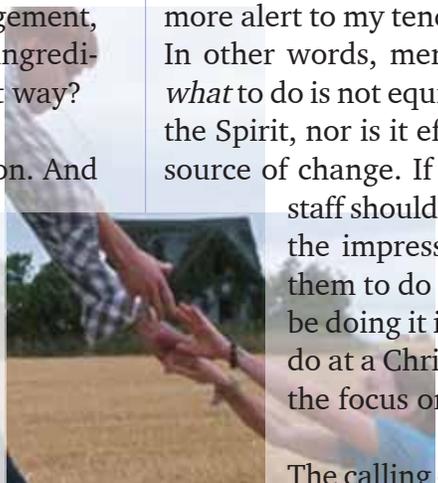
Well, quite simply it's a matter of motivation. And here is where I often went wrong as a director. I knew the goal—I wanted to see my staff serving one another in love. I knew that God held me responsible to lead and instruct them towards this goal. So I threw myself into endeavoring to provide an example for them to follow, and I provided instruction on what God wanted from them during their time at camp.

Again, the familiar nods during all my staff orientation lectures. Again, the expressions of agreement when I periodically brought exhortations. But yet, when I look back on those years, I'm not aware of much, if any, actual progress or change due to my

leadership. In short, I think I failed to properly *motivate* my staff teams towards serving one another.

Here's what I would do differently. I would be much more alert to my tendency to motivate by legalism. In other words, merely telling my staff members *what* to do is not equipping them to bear the fruit of the Spirit, nor is it effectively pointing them to the source of change. If all I do is talk about how my staff should be serving one another, I leave the impression with them that it's up to them to do it. And the reason they should be doing it is because it's the right thing to do at a Christian camp. In essence I've left the focus on them and on what they do.

The calling of Christianity is to remove self from the center and to put Christ at the center of everything. Let me illustrate how this can work in motivating your staff to serve one another. The key verse would be Mark 10:45, "For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many." As leaders we should do more than provide an example of self-



## Leading Your Staff in Service

*Like many areas of the Christian life, your example will prove more powerful than your exhortations to serve. As a director you have the responsibility to demonstrate how grace motivates you to serve others in love.*

### What does your staff expect of you?

Think about how your staff perceives you. Are you always in the office? Does your staff see you doing a variety of jobs at camp? Although a director has lots of things that need to be done, it is important that summer staff see administration on the grounds occasionally helping the work crew, giving a hand doing dishes, or helping to get an afternoon game organized outside.

### What expectations do you have?

Your schedule is busy and you have to plan opportunities to serve. Make a point to get around to the different areas of your camp when you aren't "directing." Staff appreciate seeing a director at times other than when they are being supervised and disciplined. It is important for directors to appear other than at the "wrong times."

### Do you schedule service opportunities?

Do you provide times for other members of the camp's leadership team to get out and get dirty with the summer staff? A servant's heart is contagious and as full time staff demonstrate and live a servant's life and practice grace, it will spread. The key is to live genuinely the example Christ gave by taking up the towel and the basin (John 13:1-17). You'll need to figure out how that is best done at your camp. You will be surprised at the results it will create.

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sacrificial service and give instruction on how we want our staff to engage in self-sacrificial service. We need to point them to Christ. He provided the supreme example of serving. And He does more than just provide an example to follow. What He did when He came to serve is laid down His life on the cross to save us from our sins. This provides life-transforming motivation. Meditation and reflection on what Christ did for me, motivates me to want to serve others. When I realize how much I deserved eternal judgment from God, and when I realize that the One who should be my judge became my Savior, and when I realize that for Him to serve me cost His very life, then my heart begins to melt and be motivated to want to serve others. If He did this for me, surely I will want to enter into self-sacrificial service for my fellow staff members. If I want my life to proclaim the gospel, then I will want to reflect the heart and attitude of Christ to others.

This is the difference between motivating by legalism (just telling someone what they should do) and motivating by grace (connecting them with the transforming power of Christ). So let there be lots of talk about serving one another, but let it always be motivated by Christ who served us by laying down His life for our sins. 



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## Leading Your Staff in Prayer

*Successful prayer among your staff will be the direct result of your consistent, effective personal prayer life. The principle of leadership is always that you don't point the way, you lead the way. Jesus Himself is our example of this (Luke 5:16; Luke 11:1).*

### Planning

A successful time of group prayer should be planned in advance. If possible, it is helpful to begin with a time of worship to focus hearts on the Lord and to encourage faith. In leading the group in prayer, it is often wise to focus on just a few key issues or needs. Explain beforehand what you are going to pray about or hand out a paper with the prayer points.

### Motivating

A brief exhortation on prayer and a short reading of God's Word is useful in stimulating faith.

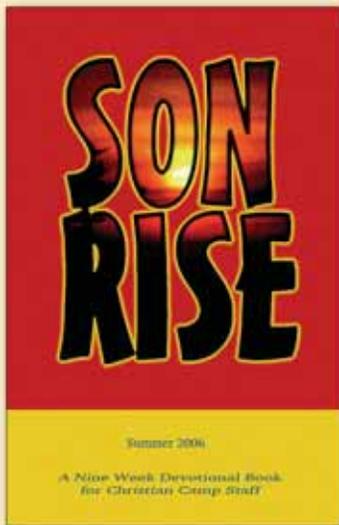
### Guiding

Encourage each person to pray aloud, even if they only feel that they can do so briefly. Provide direction for those who tend to pray too long, reminding them to be sensitive to the whole group. Exhort everyone to listen and agree with the one who is praying out loud.

### Leading

Don't be afraid to exercise your leadership by opening the time clearly. When you feel that you've accomplished your purpose, exercise leadership and end the prayer time.

## ORDER YOUR COPY OF CBM's 2006 DEVOTIONAL BOOK—*SONRISE*.



*Here's what fellow camp directors said about last summer's devotional book.*

- ▶ I can't say enough about the importance of having our staff focusing on the same devotions and being camp related. My staff is excited about this method of togetherness. ~ Warner Camp (GRAND JUNCTION, MI)
- ▶ Outstanding encouragement to my staff to stay in the Word.  
~ King's Camp (BASTROP, LA)
- ▶ The devotionals were very relevant to topics that we dealt with this summer. They hit on a personal level. You guys do an excellent job.  
~ Christian Retreat Center (EAST WATERFORD, PA)
- ▶ It challenged us to look at areas of our lives we wouldn't normally look at. The camp emphasis was really great. Helped build unity among staff.  
~ Camp Joy Bible Camp (PELICAN RAPIDS, MN)
- ▶ These devotions help us keep focused on what God is doing in camp.  
~ Adirondack Camp Cherith (EAST GREENBUSH, NY)

Camp Name \_\_\_\_\_

Contact Person \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_

Phone (      ) \_\_\_\_\_

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