

2022 Overnight Camp

Volunteer Training Manual

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It is all about RELATIONSHIPS!

The heart of God is relational - we see this in the Trinity and all throughout the Bible. Inside relationship is where we are known and allow others to know us by letting down our walls and building trust. We believe the gospel is best shared in the context of relationship and Camp is a unique environment for this to happen.

We want kids to KNOW and GROW

1st: Know Jesus more and Grow in their relationship with Him.

2nd: Know their peers more and Grow those relationships.

3rd: Know the grown ups of NCBC and Grow relationships with them.

4th: Grow their abilities - give opportunities to try things they may not with mom and dad around.

Servant Leaders

We strongly support the model of leading by serving that Jesus showed. As camp staff, our job is to serve the kids in Jesus' name. We hope you will have tons of fun in the process. But the number one reason you should have for working at camp is to serve others—not be served (Matthew 20:28).

Prepare with PRAYER

We want all staff coming to camp with your spiritual gas tanks full. Please come ready to give of yourself out of the overflow of what God has been teaching you about His love and faithfulness. Please pray that God will encourage you, empower you, and enlighten the eyes of your heart (Ephesians 1:18-21).

Stay focused with SCRIPTURE

The following scripture is a great reminder of where our focus should be at camp. I recommend flagging or bookmarking it for quick reference. As soon as we turn our focus onto ourselves and off Jesus and others, unity will disintegrate, attitudes will plummet, and camp will suffer.

Since God chose you to be the holy people He loves, you must clothe yourselves with tenderhearted mercy, kindness, humility, gentleness, and patience. Make allowance for each other's faults and forgive anyone who offends you. Remember, the Lord forgave you, so you must forgive others. Above all, clothe yourselves with love, which binds us all together in perfect harmony. And let the peace that comes from Christ rule in your hearts. For as members of one body you are called to live in peace. And always be thankful. Let the message about Christ, in all its richness, fill your lives. Teach and counsel each other with all the wisdom he gives. Sing psalms and hymns and spiritual songs to God with thankful hearts. And whatever you do or say, do it as a representative of the Lord Jesus, giving thanks through Him to God the Father. (Colossians 3:12-17 NLT)

General Information.....

Camp Dates

Session 1: July 10-13

Session 2: July 13-16

Location

East Iowa Bible Camp 1433 F52 Trail Deep River, IA 52222 319-655-7693

Transportation

ALL STAFF AND CAMPERS ARE BEING ASKED TO PROVIDE THEIR OWN TRANSPORTATION TO CAMP.

- Counselors, CITs, Facilities Team, and Nurses should arrive at 2:00 pm on their first day.
- Rec Team, Kitchen Staff, and Lifeguards should arrive at 3:00 pm on their first day.
- **Campers will arrive at 4:00 pm for registration.**
- YES, please bring your camper with you if you are arriving early as a staff member. They will be supervised in the basketball court area by Camp Staff.

Overnight Camp Cabins

- Cabins are made up of 5-8 campers of the same gender and similar age.
- Each group is led by 1 Senior Counselor and at least 1 Junior Counselor.
- Each camper can choose 1 buddy to have in his or her group.

Camp Leadership Team Contact Info

Program Lead

Julie Pegump: 319-210-0944

Loretta Bushlack: 319-361-6405

Worship Lead

Steve Adolphs: 319-651-3016

Rec Team Lead

Justin Pegump: 319-560-1942

Counselor Team Lead

Madison Foster: 319-693-8767

Kitchen Team Lead

Kate Smith: 319-350-6865

Facilities Team Lead

Steve Koffron: 319-558-6733

Nurse Session One

Kelly Siems: 319-330-2424

Nurse Session Two

Steph Nederhoff: 319-432-9746

2022 Theme and Speaker Information.....

Theme: VIP All Access

The veil was torn! No more high priest! No more sacrifices! We are digging into how Jesus gives us VIP access to God, anytime, anywhere!

This summer we will take kids from wherever they are to what God has next for them. They will reenter the world ready to embrace the unique ways God has designed them and throw off everything that hinders so they can love and serve others well.

Verse: Ephesians 3:12

“In him and through faith in him we may approach God with freedom and confidence.”

Speaker: Marissa Bushlack

Marissa is a teacher at Uncommon Collegiate Charter in New York City. She has been an active member of the NCBC family and a servant in the New Covenant Kids Ministry for many years.

Abuse Prevention

These regulations are intended to protect both the children and staff of New Covenant Bible Church camps. The safety of God's precious children and the reputation of Jesus and His Church is at stake and thus our conduct in this matter must be above reproach.

These regulations are non-negotiable and failure to follow them will result in immediate disciplinary action.

Numbers Policy

One child may never be alone with a staff member. Exception: Camp Nurse.

Rule of 3

Everyone will follow the rule of 3. Do everything in a group of 3. Forgot something in your cabin....counselor with 2 campers. Camper needs to go to the nurse...send them with 2 other campers.

Physical Contact

- Appropriate touch includes high-five, brief hug, pat on the back, fist bump, etc.
- No sitting on laps when it's dark
- Even be careful with those children you know well (family members, etc.)

Bathroom & Bunks

Staff should never enter the bathroom or bunk of the opposite sex unless an emergency requires you to save a person from injury.

If you SEE or SUSPECT Abuse...

- Approach the person and require them to stop the inappropriate action
- Get the child to safety
- Report what you saw to the Camp Program Lead

Love All

There will be some campers (and staff) who are harder to love than others. Chances are, they are the ones who need love the most. Go out of your way to include them and make them feel special and loved.

Team Unity

If disagreements arise among staff members, it should never be apparent to campers. Be humble, be patient, and calmly discuss the issue in private. Remember that some campers may come from homes full of strife. Never let your behavior at camp remind them of other adults who don't know how to get along.

Language

Words are powerful. Be careful that the words used at camp are powerfully uplifting.

Negative Language Includes:

- Name calling
- Bad language
- Gossip
- Inappropriate jokes
- Discouragement
- Sarcasm

Positive Language Includes:

- Encouragement
- Compliments
- Learning and calling by name
- Cheering on EVERYONE in the team
- Edification

Discipline

It is natural to think of discipline as a bad thing. But often it is necessary, even at Camp. The Bible teaches that the Lord disciplines those he loves (Hebrews 12:6). Proper discipline always results in learning, in disciple-making, and that's a good thing.

DON'Ts:

- Strike or grab a child
- Yell or belittle
- Use threatening body language
- Use scary techniques
- Make meaningless threats
- Ask, "Why?" In the middle of a discipline opportunity is not the time to find out the why. After any tensions have passed and you are in a neutral zone, then it may be appropriate to discuss further.

DOs:

- Establish control early and often (start simply)
- Remain in control (watch for power-players)
- Be consistent (no favorites)
- Be clear (make eye contact, come down to the child's level, give very specific instructions)

Phones

Camp is a great time to unplug from things like social media, emails, and work. Please only use your phone for emergencies, camp communication, and pictures while in the presence of campers. If there are things you need to take care of, please find a time and place 'offline' to do so.

Photos

Do not post any photos of children at Camp. We will use a secure SmugMug account to share photos with families. We will use a Google photo album so you can drop us your favorite pictures of your bunk.

Dress Code

Staff attire should be modest beyond reproach. If you wonder if it's appropriate, it's probably not.

Flirting

Be wise and just don't. Camp isn't the place to move your relationship to the next level. It's about the kids so don't be distracted from the campers by that special someone. Married couples must flirt.

Sun Protection

Remind and encourage campers to apply sunscreen a minimum of twice a day (unless it's raining). Remember you can burn even if it's cloudy.

Snacks

Snacks will be available during free time in the afternoons. Each camper will be able to choose 2 snacks from several options. The Facilities Team will run the snack table and will mark down when campers and staff members take snacks. Evening snack will be a dessert option such as ice cream sandwiches, cookies, or s'mores.

Medications

Counselors must check all medications (even over the counter medicine) with the Camp Nurse. This keeps dangerous substances out of the reach of children. Those staff members who are not bunking with children may choose to keep their medications securely with them or store them with the nurse.

The Camp Nurse will administer prescription meds. Children should not be sent to the nurse to receive medication unless it is an emergency. The Camp Nurse has the dosing schedule and will find the camper at the correct time to give them their medication.

Pond Rules

Life jackets must always be worn at the pond by campers and staff. Please do not use the pond unless a lifeguard is present.

Shirts

All staff will receive one camp t-shirt. You are welcome to order extra t-shirts at a cost of \$10 each. Counselors should wear their camp shirts daily. A staff member will collect them each night, launder them and return them to your bunk by morning. **PUT YOUR NAME ON YOUR SHIRT!**

Shirt Signing

Each camper will be given a camp shirt on the last day. There is time in the schedule that day for “shirt signing.” Counselors, please double-check that every camper has a permanent marker (Sharpie, laundry marker, etc.) and if anyone doesn’t, talk to the Camp Leadership Team and they will get one. Help ensure this is a respectful event and campers don’t feel left out. For example, no “KICK ME” signatures.

Golf Cart

The golf cart(s) we use at camp are private property and are generously loaned to us each year. They are for use by the Nurse and Leadership Team members. Remember to be respectful of the various activities occurring around camp and do not distract or interfere with activities.

Team Meetings

Each staff team will meet with their team leader each day. This will look different for each team but will include items such as announcements for the day, extra info teams may need, training, prayer, encouragement, scripture reading, tasks for the day.

- Counseling team meeting: During Morning Chapel
- Facilities/Rec/CIT/Worship/Kitchen: Determined by Team Lead
- Leadership Team meeting: After morning prayer time

Curfew

Cabins need to be lights out by 10:00 pm each night. All staff teams are expected to be in bed by 12:00 am unless under the direction of the team leader. Most staff begin their day at 6:30 am. Campers begin their day by 7:30 am. Please be respectful of everyone's need for sleep. Please keep your campers in your cabin until at least 7:00 am.

Emergencies

Staff members should be prepared, be calm and correctly respond to a variety of emergency scenarios.

Weather

The Camp Leadership Team is aware and responsible to make wise decisions regarding weather conditions. Please respectfully allow them to monitor and give directions if any change in the schedule should take place due to the weather.

Medical

Critical

One counselor calls 911 and one counselor moves the uninvolved children away and calls the Camp Nurse and Program Lead. These warrant immediate 911 calls:

- Person is not responsive
- Can't breathe
- Critical injuries (will not be able to or can't wait to be driven to the hospital)
- Apparent heart attack or stroke

Serious

If both counselors are present: One counselor moves the campers away and calls the Camp Nurse and Program Lead. If appropriate, one other camper should stay with the injured child and counselor.

If only one counselor is present: Direct the campers to sit at a distance and call for help.

Minor

Send the injured child and one other buddy to the Camp Nurse.

Miniscule

Put some Neosporin and a Band-Aid on it!

Report ALL Injuries

All accidents and injuries should be reported to the Camp Nurse and added to her log book. Allow the Camp Nurse to diagnose—not you! When an accident occurs that requires emergency medical assistance, a counselor should notify the Camp Nurse immediately.

Basic First Aid Principles

- Don't panic and talk soothingly to the person who is hurt.
- Use gloves while administering care.
- When possible, let the injured treat themselves (putting pressure on a wound, holding an ice pack in place, etc.)
- Wash your hands afterward.

Discretion

Please be wise and mature and understand that a dramatic event at Overnight Camp is not your responsibility to communicate to the rest of the world. Not even in disguise as a prayer request. “Please pray for Jenny S. who is being sent to the hospital with a head injury.” The Camp Leadership Team will contact all the appropriate concerned parties.

Structure of the Day

Prepare

Get emotionally, physically, spiritually ready for what God has in store for the day. This includes getting your cabin and body ready for the day, prayer, and devos.

Work

The work of camp is relational. It is the tough stuff of being in situations that stretch you, being with people who rub you the wrong way, doing things that require you to depend on God's strength.

Rest

Physical rest and emotional rest from the work going on in the day.

Community

Coming together to know and grow....knowing each other and Jesus more. Sharing what God is doing in our lives and having fun together

Packing for Camp

Consider camp's rugged environment and active lifestyle when packing for camp.

What NOT to bring

- Anything fragile
- Anything valuable
- Anything irreplaceable

What TO Bring

- Clothing for hot days and cool nights
- Tennis shoes (flip-flops are not permitted in the kitchen and are only for trips to and from water activities)
- Modest Swimwear
- Towel (with your name on it)
- Bible
- Pillow
- Sleeping bag or bedding
- Personal toiletries
- Insect repellent
- Flashlight
- Sharpie marker for signing shirts (maybe a few extras)
- Large plastic bag for dirty clothes (maybe a few extras)
- Favorite stuffed toy

Packing Ideas

Some find it helpful to pack what they need in a plastic tote. Keep in mind that you will wear your camp shirt every day.

Food Menu

Below you will find the menu for meals at Camp. There will be a salad bar available for lunch and dinner each day. There will also be an afternoon snack cart with a variety of options. For those with allergies and/or special diets, you are welcome to bring your own food. There is plenty of storage in the refrigerator and our awesome kitchen staff can help with prep, if needed.

Day 1:

Dinner

Hamburgers
Optional: Cheese, Onions, Pickles
Tater Tots
Baby Carrots

Evening Snack

Chocolate Chip Cookies

Day 2:

Breakfast

French Toast Sticks
Sausage
Milk
Orange Juice

Lunch

Chicken Nuggets
Macaroni and Cheese
Watermelon

Dinner

Walking Tacos
Optional: Cheese, Lettuce, Salsa, Sour Cream
Peaches

Evening Snack

Ice Cream Sandwich

Day 3:

Breakfast

Scrambled Eggs
Bacon
Buttered Toast
Milk
Orange Juice

Lunch

Corn Dogs
Sweet Potato Fries
Pears

Dinner

Pizza Bread

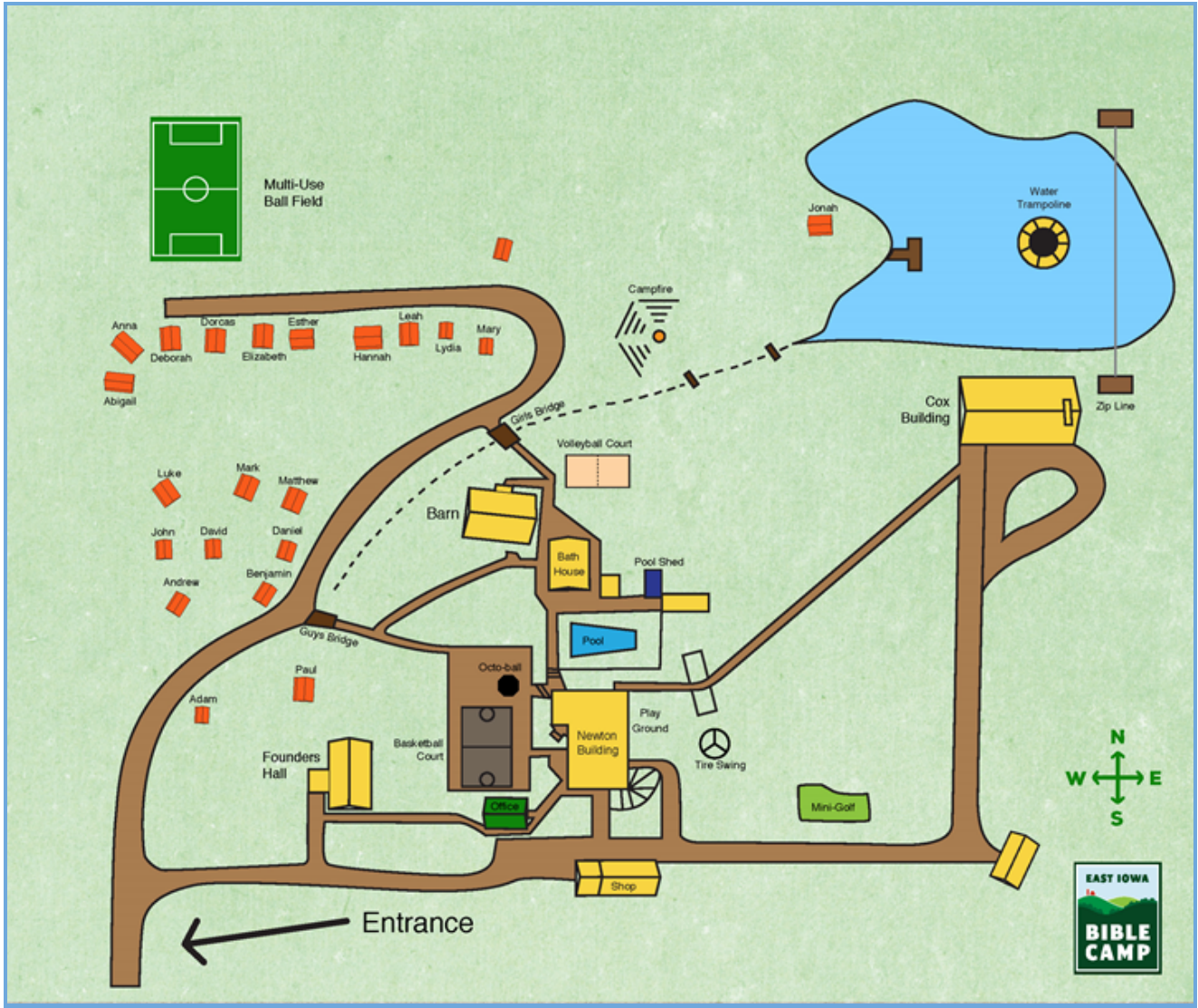
Evening Snack

S'mores

Day 4:

Breakfast

Cold Cereal
Donuts
Milk
Orange Juice



Support Staff Information

You are at Overnight Camp to serve the students and other staff members. Camp is for the kids and you have a vital role in making the day run smoothly.

Rec Team

Set up and facilitate all the fun activities! This includes TAC, counselor challenge, free time activities, and large group games. You will often be one step ahead of the rest of camp, setting up for the next thing or cleaning up so a new activity can take place.

Kitchen

Prep and serve meals and snacks. And coffee. Lots of coffee.

Worship

Lead all the activities for morning and evening chapel. This includes music, dancing, speaking, memory verse, and other activities.

CIT (Counselor In Training)

The best way for you to learn how to be a counselor is to watch those who are counseling. You will spend the majority of your day with your bunk watching, listening, and participating. You will also get to help the facilities team with chores throughout the day such as setting up and cleaning up meals and snacks and laundry.

Facilities Team

You get all of the grunt work! Seriously, this behind-the-scenes job is one of the most important. Water coolers need to be filled. Dining tables need to be cleaned. Shirts need to be washed. Those things make Camp a better place for everyone!

Order of Events

Prayer (7:00 AM)

Breakfast (8:00 AM)

Morning Chapel

TAC (Team Adventure Challenge)

Lunch (12:00 PM)

Counselor Challenge

Free Time

Dinner (5:00 PM)

Evening Chapel

Large Group Game

Snack

Night Activity

Lights Out (12:00 AM)

Please keep in mind that you will not necessarily follow the same schedule as the campers. Your job might be to prepare for an activity more than an hour before it happens. Please check in with your Team Lead often to know where you need to be.

Counselor Information and Guidelines

This is a big ask we have of you! We are asking you to give your summer break, your vacation time, your sleep, your comfort, your preferences to build relationships with the kids of New Covenant Bible Church. Plus we don't want you just to build a friendship, but a relationship that allows you to share your need for Jesus's sacrifice daily in your life and ask kids if they know Jesus and His power in their life. It is a BLAST and a life changing experience for everyone.

Because we are asking a lot and expecting a lot we will also be supporting and giving a lot. We want you to feel well equipped for the task and hope the following will do that. If you have more questions or need more of anything, please let the Program Lead know.

Daily Expectations

Prayer (7:00)

We will gather as a support staff team to pray for the day. Counselors are definitely welcome, but please make sure one counselor stays with the cabin to begin the day. You also may want to have your own quiet time before the chaos of the day begins. :)

Wake up

Please do not allow campers to leave your cabin before 7:00 am. You get to decide when to wake your cabin up and lead the way in preparing for the day. Cabins and bodies need to be ready before breakfast.

Breakfast (8:00)

Please be on time!! Gather your campers outside on the basketball court for prayer, announcements, and the camp dance. We separate boys and girls so there is more room in the dining hall. Please have your bunk sit together at a table.

Counselor Information.....

Devos

The speaker has created a booklet to go along with the chapel content. Opposite of eating breakfast your cabin will work through this content. There will be something for individuals in the morning, optional content in the afternoon and group content in the evening.

TAC (Team Adventure Challenge)

Lead your cabin through an activity. This will include problem solving and team challenges for your cabin to work through. When you have completed the challenges for the day, be sure to debrief with your bunk to learn and grow from the experience.

Lunch (12:00)

Gather at the basketball court just like breakfast.

Counselor Challenge

Meet at the basketball court with your cabin. Please sit together as a group and be on time. At least one counselor from each cabin will compete in a challenge. Prepare for it to be silly and messy and end with someone being flipped!

Free Time

Campers may choose any activity during free time. The pool and pond will be open from 1:30-4:30. There will be a craft option. We will have Rec Team staff at all of the activities so that your campers may choose different activities. You do not need to stay together as a bunk during free time. However, you **MUST** hang out with campers. It is really easy to gravitate toward your own teenage or adult friends. **BUT**, free time is an **EXCELLENT** opportunity to build relationships with campers. So, have fun with the campers! Also, as a counselor you have the authority to choose to have rest time at the beginning of free time if you feel your bunk needs it. This must be decided before attending any free time activities and it must be for your entire bunk.

Dinner (5:00)

This meal will be free for all. That means campers may sit with whomever they choose instead of at a table with just your bunk. You will sit with campers.

Evening Chapel

Have campers bring their Bibles with them. Gather at the basketball court. Sit together as a cabin with the youngest cabins in front.

Large Group Game

This happens at the far end of camp behind the boys' cabins. Participate fully and encourage campers.

Snack Time

A dessert snack will be provided for all campers and staff.

Night activity

The first night activity is a staff talent show. Please be thinking of what talent you can do with a group or on your own. It can be anything silly or talented. The campers LOVE seeing the staff participate. The second night is a camper talent show. Please encourage your campers to participate. The last night is a bonfire.

Cabin Devos

Lead your campers through the group portion of your devo book.

Lights out

Please have the lights out by 10:00. After lights out there is a staff gathering in the dining hall. All Counselors stay put on the first night. On night two, Junior Counselors may attend the staff gathering. On night three, Senior Counselors may attend the gathering. Please make sure your co-counselor is settled before you leave.

Leadership Acronym

This Leader's Acronym provides us with a helpful view for what we all should be modeling to campers as Christian leaders and counselors.

LEADERS ACRONYM

L LIVE IN THE LIGHT
JAMES 5:16

E EXPERT EVANGELISTS
ACTS 20:24

A ABIDE DAILY
JOHN 15:5

D DIE TO SELF
LUKE 9:23

E EXCELLENT HOSTS
ROMANS 15:7

R RELEVANCE MATTERS
1 CORINTHIANS 9:22

S SHARING WINS
PSALM 105:1

HOST VS GUEST MENTALITY

As NCBC camp volunteers, we want you to be great hosts! It's important for people who come to camp to feel welcomed and at home. This article below, taken from "Habitudes Book #2: The Art of Connecting with Others" by Tim Elmore, has some incredible insights on the importance of being a host.

Leaders take the initiative in relationships. They are intentional about them. They see themselves as hosts, not guests, and go out of their way to connect with people and provide for them.

While attending a university in London years ago, one young man accepted employment in East Africa. He began his venture there, curious to learn all he could about life, work and faith. For seven months he lived with a family where he hoped to be mentored in these areas.

Unfortunately, they were apathetic toward him. They never modeled the faith they claimed to have and never helped him get settled in Africa. He observed that the family was casual about their commitments in general. The student later claimed he learned what not to do from this family rather than what to do in life. Within a couple of months, he was disappointed in the whole experience. Eventually he moved back home to India, and ultimately, he led a revolution. This young man's name was Mahatma Gandhi.

That family in Africa had no idea who was in their midst. What an opportunity the family missed to influence Gandhi, one of the most influential men of the 20th century—because they were poor hosts. They never attempted to connect with him on any level.

You know what a good host looks like, don't you? If I was your friend and I came to visit you, I bet you'd know what to do to be a good host. After answering the door, I bet you'd invite me in, offer me a seat, take my coat, etc. A good host is someone who takes initiative, makes others feel comfortable, and connects. Most of us appreciate a good host, and we feel it when one is missing. Have you ever been in a room full of people and felt completely out of place? No one greeted you, showed you around, or even asked if you wanted something to drink. You probably thought about leaving, just like Gandhi. A good host would have made all the difference.

Parties aren't the only place you'll find hosts and guests. I've noticed nearly every relationship and every conversation has both a "host" and a "guest." People seem to find their place in discussions as either the proactive guide (the host), or the one responding (the guest). Now here's the catch. Most people view themselves as "guests" in life. They expect others to make the first move. Leaders know better. They take initiative and think like "hosts." Their focus isn't on themselves, but on others. In fact, when it comes to relationships, the first step a leader takes is to become a host, not a guest, wherever they are. This is rule number one. Good leaders don't depend on their position to get the job done. They leverage personal power, not positional power, with people.

It's been said that "some folks make you feel at home, while others make you wish you were." If you want to be a great "host" in relationships, you'll need to do the following things:

- 1. INITIATE (others become responsive)**
- 2. CONNECT (others become comfortable)**
- 3. PROVIDE (others become satisfied)**
- 4. DIRECT (others receive guidance)**

INITIATE

Good hosts take initiative with their guests. They greet them at the door, offer to take their jackets, and start up conversations. As a result, their guests feel welcomed and become responsive. Good hosts make others feel like the most important person in the room. It works the same way in daily relationships. When we make the first move, others tend to let down their guard and engage with us. But it takes initiative on our part to get the ball rolling. Leaders go first.

Sometimes we fail to host by saying, “Well, I’m the leader. They can come to me.” Other times we may fail to host others because our “antennas” simply aren’t up. We become so caught up in the busyness of life that we neglect those around us. JoAnn Jones discovered this one day when her professor asked the class an unexpected question. She writes,

During my second month of nursing school, our professor gave us a pop quiz. I was a conscientious student and had breezed through the questions, until I read the last one: “What is the first name of the woman who cleans the school?” Surely this was some kind of joke. I had seen the cleaning woman several times. She was tall, dark-haired, and in her 50s, but how would I know her name? I handed in my paper, leaving the last question blank. Before class ended, one student asked if the last question would count towards our grade. “Absolutely,” said the professor. “In your careers you will meet many people. All are significant. They deserve your attention and care, even if all you do is smile and say hello.” I’ve never forgotten that lesson. I also learned that her name was Dorothy.

CONNECT

Good hosts connect with their guests. They do their best to help them feel comfortable and at ease. They're always trying to find common ground with others. Instead of dominating conversations, they focus on others and let them be the main attraction. Leaders have a similar mindset. They know it's not about them—it's about creating an environment for others to feel at home with them.

The Walt Disney Company seems to have an intrinsic understanding of how important this is. Everything it does is centered on creating happy experiences for others, especially children. In fact, they refer to all their customers as “guests” and treat them accordingly. I have a friend who works in the Imagineering department. He once told me that Disney employees are always expected to go above and beyond the basics when “hosting” others. For example, if a child drops her lollipop on the ground and begins to cry, any employee is authorized to run to the nearest gift shop and buy her a new one on the spot, with the company picking up the bill! Disney understands the importance of connecting with others. When they say, “Be our guest,” they really mean it!

Connecting with others is important, but let's be honest, it's not always easy. As you strive to be a better host, you're bound to run across some people who are very different from you. You'll find yourself saying things like, “I've tried to be friends with her, but we just don't have anything in common.” Or, “We always end up arguing. He's just not worth the effort!”

It can be tempting to throw in the towel. Don't. Instead, try using the 101% Principle: find the 1% that you have in common with someone, and devote 100% of your attention to it. Maybe you both enjoy tennis, like the same music, or love the same sports team. Whatever it is, find it and zero in on it. It may take some effort to discover that 1%, but you'll be glad you did in the end.

PROVIDE

Good hosts provide for their guests. They prepare delicious meals, plan engaging activities, and anticipate needs that may arise. As a result, their guests become satisfied and look forward to a return visit. Leaders play a similar role. They meet the needs of those around them and look for ways to benefit them.

When we start looking, it's amazing how many needs there are around us. When we start leading, it's amazing how many of those needs we can meet. One of the great needs today is relational leadership. People today are crying out for relational leaders—leaders who connect with their hearts, not just their heads. It's no longer enough just to be competent or have strong character. To lead effectively, you'll need to have strong people skills as well. That's what this little book is all about.

One of the most basic ways we can provide relational leadership is by adding value to others. By "adding value," I mean improving someone else's life by sharing your own. I've made a goal to do this with every single person I come in contact with for more than ten minutes. It can happen in a variety of ways. Sometimes I'll tell a story from my own experience and the light bulb will come on for someone else. Other times I'll share a book, an encouraging word, or help someone through a personal crisis. However it happens, my goal is for others to be better off after having spent time with me. It's my way of providing for them.

A friend once told me, "I don't remember what someone does or how well they did it; I remember how they made me feel." What a great line for us to remember. We don't need to be perfect, but we do need to show others that we care.

DIRECT

Good hosts give direction to their guests. They help them know when the party starts, the location, how to get there, and what to expect once they arrive. They don't make others figure it out on their own. As a result, their guests receive guidance. Leaders direct others as well. They know that others are looking to them for clarity on which way to go.

Beyond simply telling others what to do, leaders provide direction in the following ways: •

Suggesting a variety of options for those facing a dilemma.

Giving resources and instruction based on past experience.

Helping others do a “self-discovery” to guide them along the way.

Placing others in contact with key people to help them on their journey.

Years ago, I decided I was going to be a host, not a guest, in the relationships of my life. This is a challenge for me because I am a natural introvert. I am tempted to be passive in relationships and let others take the first step. Even with my family, instead of vegging in front of the TV watching ESPN, I try to host my wife and kids. A few years ago, I surprised my wife with a Valentine's weekend in Paris, France. (I got a great deal on tickets!) We toured museums, ate crepes, soared to the top of the Eiffel Tower, and laughed a ton. It was an unforgettable weekend. On the flight home, I asked my wife what her favorite part of the trip was. After reflecting for a moment, she smiled and said, “I think it was simply that you took the initiative on everything from the travel, to the hotel, to the babysitting responsibilities. You were the host. You were the leader.” Hmmm. That's when it hit me that maybe hosting and leading go together.

EXAMPLES:

GUESTS

- Wait for the phone call
- Are introduced by others
- Focus on differences
- Put others on edge
- Look to be served
- Add nothing to others
- Need clear advice
- Reactive; passive

HOSTS

- Make the phone call
- Introduce themselves
- Focus on similarities
- Put others at ease
- Look to serve
- Add value to others
- Offer clear advice
- Proactive; take initiative

REFLECT AND RESPOND

Good hosts are always looking for ways to connect with their guests. They initiate the conversation, create a comfortable environment, and ask questions to find a common interest.

1. At parties, most people view themselves as “guests.” In our relationships, why is it that the majority of us expect others to make the first move?
2. What motivates leaders to take the initiative and be a host? How are leaders different from others in this respect?
3. What effect does a bad attitude have on being a good host? What kind of attitude do hosts need?

SELF-ASSESSMENT

Think about your daily interactions with others—at work, in school, while doing errands, etc. Are you a host or a guest? Go through the following chart and indicate where you fall on the scale.

There are four main obstacles that keep people from becoming good hosts. Evaluate yourself. Do you relate to any of the obstacles? Discuss your thoughts.

1. FEAR “What will they think of me? What if I say something stupid?”
2. PRIDE “Don’t they know who I am? They should come to me.”
3. LAZINESS “It’s too much work... I’d rather not make the effort.”
4. PERSONALITY “I’m not naturally outgoing, so why even try?”

Take a moment to do an honest evaluation on being a good host or hostess in your relationships. Assess yourself in the following four areas:

1. INITIATE

How do others respond to you?

< POOR 1 2 3 4 5 6 7 8 9 10 EXCELLENT >

2. CONNECT

How comfortable are people around you?

< POOR 1 2 3 4 5 6 7 8 9 10 EXCELLENT >

3. PROVIDE

Do your guests feel satisfied?

< POOR 1 2 3 4 5 6 7 8 9 10 EXCELLENT >

4. DIRECT

How well do others receive guidance from you?

< POOR 1 2 3 4 5 6 7 8 9 10 EXCELLENT >