



When it comes to your summer staff, you don't have to *create* the community. Instead, create space, guard it and trust your staff to fill it. Here are some dos and don'ts to help guide you as you allow your summer staff to grow their own community.

Do:

- **Protect unstructured time.** Leave real breathing room in the schedule without labeling it "optional fellowship."
- **Be available, not directive.** Hang around without hovering. Let staff come to you.
- **Support spontaneous moments.** If you see a porch convo, a hammock hangout or a midnight walk-and-talk, bless it. That's the good stuff.
- **Model honesty.** Share your own ups and downs with community. This normalizes struggle and deepens trust.
- **Notice community as it happens.** Express curiosity with something like, "I saw what you did there. How did that help you feel connected?"

Don't:

- **Don't over-program.** More events don't equal more connection.
- **Don't invalidate.** Community isn't always positive; it's normal for some to experience disappointment with the staff community.
- **Don't take it personally.** If staff don't show up to what you planned, they may simply need quiet.
- **Don't expect constant highs.** Real community isn't always fun or easy, and it's often stronger when you release the pressure to provide it.



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