

**A Bruised Reed He will not Break:**  
*Designing programs and staff training to  
promote growth in kids with skill deficits*

Seminar 3b  
Tuesday, December 7, 2010  
5-6:15pm

**CCCA Mosaic Conference 2010**

**Presented by:**

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*"A bruised reed he will not break, and a smoldering wick he will not snuff out.  
In faithfulness he will bring forth justice;" Isaiah 42:3*

## **I. Introduction – Welcome Producers!**

### **II. Some Key Definitions**

- a. Fundamental Assumptions:
- b. High Risk:
- c. Strategies:
- d. Structures:
- e. Program Design:

### **III. Producers are Grounded Investors- It starts with your world view!**

- a. \_\_\_\_\_ of Christ (Jer. 23:4)
- b. \_\_\_\_\_ of the Spirit (Gal. 5:22)
- c. \_\_\_\_\_ of Scripture (2 Tim. 3:16)

### **IV. Successful Productions are Engaging – Know your audience!**

*What might we need to do to adjust for age, culture or environment?*

### **V. Have a Script – Camp is not an \_\_\_\_\_ club!**

### **VI. Teach your cast and audience their roles**

- a. Training Tips
  - i. Spend time where your kids are coming from if it is different than where your staff is originating.
  - ii. Develop a system and process for turning campers into counselors.
  - iii. Spread out the load.
  - iv. Partner with sourcing organizations for training.
  - v. Urban Immersion Exercises
    - 1. Host family meals
    - 2. After school Bible Clubs
    - 3. Tour with local teens
    - 4. Live in the neighborhood
    - 5. Movies with discussions
    - 6. Panels
  - vi. Sometimes \_\_\_\_\_ is more
- b. Systems
  - i. Processing the Adventure Experience
  - ii. Group Contracts
  - iii. Group, solo, partners, triads, teams
  - iv. Scenarios
  - v. Training Manual
  - vi. Online training
  - vii. Mock Camp Day

**VII. High stress kids = highly creative audience members!**

- a. Only serve one master. Biggest trouble makers are usually the greatest leaders.
- b. \_\_\_\_\_ naturally causes one to be calmer. Get them tired out.
- c. Monitor diet. Low to no sugar, caffeine and other stimulants.
- d. Keep them on their normal \_\_\_\_\_.
- e. Assess for and Explore hidden issues – divorce at home, abuse, home sick, sick
- f. Generational patterns of sin are passed on, as are blessings.
- g. Many behavior issues for these children result from a problem solving deficit. They never learned, saw or comprehended how to resolve conflict, boredom, or change in socially acceptable ways. They also may have not learned about our sinful nature, learned the power God gives us to follow His ways, and how to receive that power.
  - i. Cultural norms can work against \_\_\_\_\_ solutions
    1. Saving Face – macho
    2. Reputation – mad dog
    3. Power – you show weakness, you die
    4. Victimization – its always someone else’s fault
  - ii. You are on their side! You are a team. The behavior is the problem, not the child.
  - iii. Get down at their level.
  - iv. Pick your battles and decide if it is foolishness or defiance.

**VIII. Teach them problem solving skills – They don’t know they are not the show.**

1. How to appeal an authorities decision
  - a. Begin to do it
  - b. Be prepared to obey either way
  - c. Appeal respectfully
  - d. Accept answer graciously
2. DIB/DAB – Describe inappropriate behavior, describe appropriate behavior.
3. Give them a POP or \_\_\_\_\_
  - a. Problem, Options, Plan
  - b. Situation, Options, Disadvantages, Advantages, Solution
4. Use Space to your advantage
  - a. Use touch with younger, not with older
  - b. Allow time to cool down and gather feelings
  - c. Separate them immediately, but save face if possible
  - d. Sit in proximity, separate
  - e. Give them a job working with you
  - f. Sleep by the door to the cabin with the best view of circumstances
  - g. Don’t let them run ahead or back to cabin without supervision

5. Key Phrases to remember!
  - a. Help me to understand what happened?
  - b. I want to hear you.
  - c. When you are ready...
  - d. I want to help you remember X how can I help you ?
  - e. It appears, I feel, It sounds like, correct me if I am wrong
  - f. So let me summarize your plan. Is that right
  - g. I know you can 't do this on your own, let me pray for you.

F – follow directions

U – use your mouth to honor God and others

N – nose, hands and feet to your self

R – respect

A – attitude

P - participation

6. Praise the “\_\_\_\_\_” out of them!
  - a. Use their love language
  - b. Secret signals are great fun!
  - c. Specific and timely.
  - d. Teach how to receive praise and internalize it.
  - e. Catch them doing it right and freak out!
7. Humor is always great medicine, but SARCASM cuts the flesh.
8. A written contract may be appropriate as well as a call to parents/sponsors.
9. The Don'ts
  - a. Physically restrain unless trained to do so and your camp has a policy in place.
  - b. Get in their face or use explosive demands such as “Right now!”
  - c. Personalize their behavior separate personhood out – you and them.
  - d. Blame or \_\_\_\_\_
  - e. Be afraid to ask for help or a break. These kids are hard work.
  - f. Force an apology
  - g. Pursue a runaway – shadow and only intervene if in physical danger to themselves, campers or facility.
  - h. Just reward the best kids, have a most improved award.
  - i. Forget to praise the well behaved in the cabin and give them special attention too! Time and attention are important currency in the cabin.

10. Lessons

- a. Success > Confidence > Vivid Memories
- b. Failure > learning limits > endurance > resilience

Task	Process	Result
Failure	Success	
Success	Failure	
Failure	Failure	
Success	Success	

**IX. Lesson’s from Great Productions**

- a. Debrief each major issue, each event, each program, each season, each year...
  - b. Kill it before it’s done.
  - c. Sacred cows are good eating
  - d. Involve all your resources:
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- e. Send them home with the goal of staying at least one day longer next year.
  - f. Be your self – Authentic
  - g. Apologize if you blow it and model reconciliation.
  - h. Pray a lot!

**X. Send your Audience and Actors Home feeling great.**

- a. Have plenty of rewards and times to honor kids.
  - b. Involve parents as much as possible.
  - c. Help equip parents with tools to help learning last.
  - d. Have annual awards and make them a big deal.
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- e. Visit your audience on their home turf.
  - f. Document progress for next year’s staff.
  - g. Touch their lives throughout the year – birthday cards, blogs, facebook, etc.

Resource CD available with a sample training manual from my tenure at THE OAKS.

**Resources I like:**

*The Bible*

*Shepherding a Child’s Heart* by Tedd Tripp

*The Strong Willed Child* by Dr. Dobson

*Boys Town Model* at parenting.org

*How to Be a Great Camp Counselor* by Dave Burrow

*Dynamite Counselors Don’t Explode* by Michael Pastore

*Making Wise Choices*, Linda Condrakci Sibley, Standard Publishing

*The Making of a Disciple*, Dr. Keith Philips, World Impact, Inc.

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