



CAMP GOOD NEWS Paid and Volunteer Staff

Relational Commitment

I agree to the following relational commitments:

Full-time Staff and Senior Staff Leadership Team to the Camp Counselors:

- I accept leadership & authority at Camp Good News as a stewardship from God, and commit to using this authority to honor the Lord & fulfill His calling. I affirm this calling includes honoring those serving with me.
- In decision making I will prayerfully use a variety of healthy styles, seeking to discern and use the one most effective for each situation.
- I will seek to maintain clear understanding when communicating about a decision that was made. I will strive to communicate quickly and clearly when a decision is made that changes the schedule and affects those I am leading.
- I commit myself to continue learning and developing my leadership skills. I therefore invite your constructive observations and suggestions regarding my leadership. I will listen to you and prayerfully consider your suggestions.
- I commit myself to pray for and support you as you develop the stewardship God has entrusted to you. I will encourage you and affirm your freedom to be an individual with your own personal strengths and style in leading campers, praying that you be shaped not in my image, but in the image of Christ.

Camp Counselors to the Full-time Staff and Senior Staff Leadership Team:

- I accept and affirm the authority God has given you to lead at Camp Good News.
- I affirm your freedom and responsibility to prayerfully choose the decision-making style you consider most helpful in any given situation, and will honor that leadership.
- I understand and accept that I will not always understand the bigger picture and I will trust that each decision was made with careful consideration and prayer. If I feel that there are choices or patterns with which I disagree, or about which I lack peace or understanding, I commit to come to you and share with you in a constructive, respectful way. I will do this instead of speaking critically of you behind your back, especially to other team members.
- I will seek to grow in the areas of my own decision making and leadership skills, inviting you to pray for and encourage me as I grow and develop.
- I commit myself to pray for and support you as you develop the stewardship God has entrusted to you. I will encourage you and affirm your freedom to be an individual with your own personal strengths and preferences as a leader, praying that you be shaped not in my image, but in the image of Christ.

Full-Time Staff, Senior Staff Leadership Team, and Camp Counselors to one another:

- I commit to speak the truth in love to each of my teammates (Ephesians 4:15).
- I commit to speaking direct. Praise I will spread, criticism I will contain.
 - If issues arise, I will first directly and privately approach you. If we cannot resolve our issue together, I will take the problem to my supervisor.
 - I will avoid triangulation – I will approach you directly and ask you to do the same. I am committed to redirecting others to direct communication.
 - I commit to peacemaking responses – I will avoid escape responses and attack responses.
- I commit to healthy tension. I am committed to what is best for God's Kingdom, therefore
 - I will fully engage in dialogue, discussion, debate, strategizing, and all interactions
 - I will challenge each other's ideas without challenging each other's persons (in other words, I will not confuse people for the problem)