

The

DCE Connection

A newsletter for the Developer of Counselor Education

Spring 2000



Mike McGervey, Editor

Getting Back to the Basics

We are in the midst of DCE Phase 2 and Phase 3 training. Because we now prepare DCEs to conduct the "Counselor Certification Course" in Phase 1, many of those returning to Phases 2 and 3 comment on the experiences they have had with leading that course. A number have reported going out to individual clubs and offering the course to counselors who never attend council meetings. Many have said that because of the revisions to the course itself, *all* counselors should take it again. A couple have even suggested having everyone take it once a year.

The "Counselor Certification Course" is what we might call Cadet counselor "basic training." Being introduced to (or getting back to) the basics is what this course is all about. At the core of this basic training is the very first statement that appears in the introduction to the course:

"Cadeting is more than a Christian boys' club with uniforms, badges, activities, and Bible study. Cadeting is a *ministry*, built around the relationship that emerges between a Christian man and the small group of boys we call a *cadre*.

"As a Cadet counselor, you build that relationship and minister to your boys through utilizing the 'tools' that the Cadet program provides."

The challenge that faces each DCE, with every workshop he develops and delivers, is to make this statement come alive. We call it "placing the workshop into a ministry context." On page 2 of the *DCE Workshop Self-Assessment Form*, you are asked to evaluate how well you did that. If counselors simply offer boys an evening of fun activities that includes Bible discussion, they have missed what is basic to cadeting. There is little, if any, *ministry!* Our challenge is to make certain that does *not* happen.

Developing a ministry context for every workshop is often the most difficult task we face. This became evident during the last two Phase 3 training sessions. Four of the six workshops were on "how to" train counselors to teach a merit badge. In our critique of those workshops, we talked a lot about using merit badges as "tools" to build relationships and minister to boys. From that discussion emerged a game plan for doing that. As we applied it to the merit badge workshops, we found that it was very helpful.

We hope it will also help you to get back to the basics. Read about it on pages 3 and 4.

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Editor: Mike McGervey

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STC Corner

One of the things that we continue to emphasize at DCE training is that the DCE program is a process and not an event. A process continually changes to meet discovered needs. This is the approach we took at the RTC Conference this year. We spent considerable time looking at the current DCE processes and forms that to see if there are ways to make them more effective.

Some changes we're making will decrease the paperwork needed, while continuing to help DCEs become more effective. The revised material will be forwarded to you soon. We are making minor changes in ...

1. The *Guidelines for Selecting Your Council's DCE*
2. The *DCE Workshop Evaluation Form* (now called the *DCE Workshop Self-Assessment Form*)

We are planning more significant changes to ...

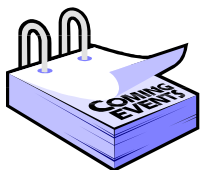
3. The *Guidelines for Conducting Needs Assessment*
4. The *Council Education Form*

We are also planning a major change to the *DCE Personal Development Plan* procedure, as well as to the forms used.

As you can tell, we are continually striving to make your tasks as simple and effective as possible.

Through all of this, it's our prayer that DCE workshops will provide Cadet counselors with the tools and the means to minister to the boys God has entrusted to their care and guidance.

Yours in His service,
Bernard Teeninga

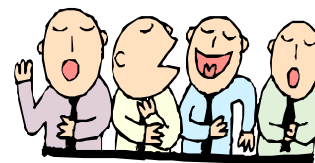


Phase 3 DCE Training

- Red Deer, Alberta — Mar 23–25

Phase 1 DCE Training

- Grand Rapids — April 28–29



Building Your DCE Team

The Summer Olympics will soon be upon us, and the USA will send another *Dream Team* to compete in basketball. They won't really be a dream "team," but rather a collection of the "best of the best." Teamwork won't be so important.

Not so with your DCE Team. Teamwork is a critical element if you want to serve your council to the very best of your collective abilities. If that's so, what is required for *teamwork* to happen? Here's what experts say.

- Strong teams are always driven by vision. Whenever teams get lost and aren't sure where to turn next, a compelling vision can pull them back on course. So, what is your DCE Team's vision for DCE?
- Teamwork is more likely to succeed if members have a strong belief in the power and synergy of teams. Do you believe that by working together, your DCE Team can accomplish far more than the sum of what you can do individually?

Don't assume you have a vision for and belief in teamwork. Talk about it.

Editor

Mike McGervey
1947 N Shiawassee SE
Grand Rapids, MI 49506
(616) 235-9815 Phone
(616) 233-9433 FAX
mcgervey@bigplanet.com
[Http://www.yourwritesource.com](http://www.yourwritesource.com)



Going Digital

The Internet keeps giving us new ways to communicate. Here's one to try out.

- First — download **Adobe Acrobat Reader 4.0** at:

<http://www.adobe.com/products/acrobat/readermain.html>

It's free, and it will allow you to read documents like this newsletter.

- Next — send me an email at mcgervey@bigplanet.com. In the "Subject" line, write: DCE-CON. Write it exactly this way (all caps and with the dash).

By return e-mail, you will receive a PDF file of this newsletter which you can open and read in Adobe Acrobat Reader. The e-mail will tell you how to do it.



Take time to READ!

Your *DCE Manual* — Sections 8, 9, 12, & 13 ...

Watch your mail for revisions of these four sections. The changes resulted from the collaborative effort of your RTCs and STC at their January, 2000 conference. They are based on the feedback received from the DCE Teams in their councils.

Training Tips



Developing a Ministry Context

What follows is the game plan we developed at the DCE Phase 3 sessions in February. It emerged from trying to answer the question,

"How can we develop a *ministry context* when training counselors to teach a merit badge to their boys?"

What we found was that the primary emphasis tended to be on the content of the merit badge itself. For example, when training counselors in the Map Reading merit badge, our natural tendency is to teach counselors compass and map reading skills — while recognizing that we should be doing something else. What else, and how we should do it, was not always clear.

As you will see, our game plan does not ignore the merit badge content. Learning to do the merit badge skillfully is important, but it's only the beginning. Actually, we defined four factors that are important for our counselors to learn.

- WHAT they need in order to teach the badge
- HOW to teach the badge
- WHY this merit badge is important as a ministry tool
- The PROCESS the counselor will use in teaching this merit badge so it becomes a "ministry experience"

We will explore each of these four factors, using the Map Reading merit badge as an example.

Factor #1: WHAT they need in order to teach the badge

We stress continually in DCE that it's important to get counselors into the source materials and discover what's there.

For the Map Reading merit badge, there are two sources: the merit badge in the *R•P•B Guidebook* and the counselor aids for that merit badge in the *R•P•B Counselor's Manual*.

For some badges, there may also be other publications, such as counselor aid booklets, that pertain to that badge. If so, you will want to expose your workshop participants to that material as well.

Factor #2: HOW to teach the badge

The "how to" aspect of your workshop must focus on **teaching** the badge, not simply doing the badge. Your participants must learn how to guide their Cadets through the badge. That involves more than simply knowing how to do the requirements.

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Developing a Ministry Context (con't)

The objective of the first two elements is to enable workshop participants to become confident that they can do this merit badge themselves, and can successfully guide their Cadets through the badge requirements.

The objective of the third factor is to help workshop participants discover ways in which the merit badge can be used to expand a Cadet's understanding of who God is and how He is at work in their lives.

The objective of the fourth factor is to help workshop participants discover ways in which the completion of the merit badge will allow them to build a stronger relationship with their boys and turn that into a meaningful ministry experience.

The merit badges have two sections: *Learning* and *Doing*. You must help your counselors learn ...

- How to find the answers to the *Learning* questions. That doesn't mean giving them the answers. It means guiding them into the source material (counselor aids) to discover those answers themselves.
- How to do the *Doing* requirements. By having them gain experience in key parts (or all) of the *Doing* requirements, they will discover they can do it — and so can their Cadets.

Factor #3: WHY this merit badge is important as a ministry tool

This is the first step in placing this merit badge and your workshop into a ministry context. The place to start is with the "Purpose" statement at the beginning of the counselor aid. For Map Reading, it states: "To help your Cadets learn basic map reading skills that will help their exploring experiences in God's wilderness be more meaningful." Sometimes this statement is helpful; other times it may not be. As you go through the merit badge and try to figure ways that will help your workshop participants learn why this badge is important as a ministry tool, you will find that you basically have two ways to accomplish it:

- Direct application. In this case, you could look for passages that describe God's wilderness (e.g. in Psalms) and then have your counselors come up with ways that using a map and compass can make the discovery of what those passages talk about more meaningful.
- Object Lesson. You could use the map and compass as a "looking for direction" object lesson and have your counselors come up with ways that using a map and compass are like turning to the Bible for direction. Be careful, however, to make this meaningful.

Factor #4: The PROCESS the counselor will use in teaching this badge

Too often, counselors will simply let their Cadets work on the merit badge and then bring it to them for review and "sign off." That is not ministry! In your workshop, you need to help counselors look closely at the ministry opportunities that a merit badge provides and then determine how they make completing that merit badge a "ministry experience" for the boys who are working on it individually, or for the entire cadre if they work on it together.

Use these four factors to guide your development of merit badge training, and also for any workshop that focuses on helping counselors use the Cadet program "tools" as a ministry experience. Your feedback on these guidelines would be most helpful.

