

# DCE Connection

A newsletter for the Developer of Counselor Education

Winter 2001–2002



Bernard Teeninga, training coordinator

## Plan Ahead

Some of you know that my oldest son enlisted in the Canadian Armed Forces last April. Since then, I'm naturally more interested in newspaper articles about the armed forces. In the past few months I have noticed that the Department of Defense has been putting substantial amounts of money and effort into recruitment. When asked why this was happening, a spokesperson explained that there has been and will continue to be a major drop in the number of people in the forces due to many retirements. He went on to explain that the armed forces had not properly prepared for this by active recruitment earlier, and therefore needed a major push to return to the numbers required.

I've noticed another trend lately, and it concerns me. As the letters sent to DCE team leaders regarding team member updates are returned, we are noticing more and more long time members

dropping off the list. Most have served in many capacities with regard to counselor training, from local councils to conferences and conventions. Many have felt called to other areas of ministry.

While their leaving has in most cases not left their DCE teams without members, it's starting to put a strain on the remaining members of some of the teams. DCEs have played an important role in good counselor education since its inception. For many years, they have been the main group to plan and present counselor education workshops at conferences, conventions and councils. It is important that we continue to have men trained to help plan and provide quality counselor education throughout the Calvinist Cadet Corps.

Comparing this information with the problems in the Canadian military, I see that we need to work hard to avoid having major problems by recruiting new DCEs now.

It may seem that you currently have enough DCEs in your

council, but you need to look to the future. Since it takes a few years for DCEs to complete their training, you need to recruit replacements and additions now.

When we do needs assessment, we are asked to assess the DCE needs in our councils. Often, we look at the team we have in place and decide that they are a good enough team to do the job, but we don't consider future needs. We don't want to be caught short-handed like the Canadian Armed Forces. We want to make sure we have the "troops" needed to carry out the task of helping the counselors in their councils and throughout the Corps be better equipped to minister to the boys God entrusts to them.

### In This Issue

- Plan Ahead ..... 1
- Time for a Refresher? ..... 2
- DCE Calender ..... 2
- Conference Info ..... 2
- Your Helpfulness Quotient ..... 3
- Regional News ..... 4

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## Time for a Refresher?

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I was watching a TV movie the other night. In it, a group of men were preparing for a mission. They were told that in order to assure success they were to practice, practice, practice, until they knew the task well. It made me think of the tasks of DCEs. Every time we prepare to do a workshop we are going on a mission: a mission to help counselors minister to the boys in their cadre. Just like in the movie, in order to carry out that mission we need to practice, practice, practice.

The movie also revealed that the men needed retraining in some skills, since they had lost their edge. The same holds true for DCEs. For some of us Phase 3 was long ago; for others it was just a short time. Most of us have not had training since we finished that Phase 3 session. The longer it's been, the more of the edge we seem to have lost. So what's the answer?

Just like in the movie, the answer is retraining ... or as we say in DCE, a refresher course. How? Well, we regularly hold training sessions for all three phases of DCE and we publish the dates here in the *DCE Connection*. Even though these sessions are planned for new DCEs in training, there is often room for more people and we would like to make the best use possible of the training time. Sometimes the new group of DCEs is a little small and a few extra participants would make for a more worthwhile session for all involved.

So do you believe you would benefit from a refresher course? Just let us know and we will be happy to have you join one of the planned sessions ... as long as we have room (and we usually do). It's a good way to strengthen your skills and get that edge back.

The cost is the same as for new DCEs and varies — depending on whether your council has other men in the DCE training program. If you are interested in coming for a refresher, call us. We will contact you with the particulars.



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### DCE Training

<u>Phase 1</u>	March 21–23, 2002 in Grand Rapids, MI
<u>Phase 2</u>	Fall 2002 — TBA in Grand Rapids, MI
<u>Phase 3</u>	September 19–21, 2002 in Flamborough, ON

### Conference Dates

<u>RTC Conference</u>	Jan. 10–12, 2002 in Grand Rapids, MI
<u>Northwest Region Conference</u>	March 16, 2002 in Lynden, WA



## Conference Info

### Northwest Region

The next Northwest Region Counselors' Conference is in the works for March 16, 2002 in Lynden, Washington. The organizing committee is busy setting an agenda, lining up speakers, and picking workshops and workshop leaders. As usual, it promises to be an inspirational and educational day. At this time the following workshops are being planned:

- ▲ **Woodworking**
- ▲ **Model rockets**
- ▲ **Glass etching**
- ▲ **Games**
- ▲ **Dutch oven cooking**
- ▲ **Promoting your club**
- ▲ **Kite building**
- ▲ **Preparing to be a cadre counselor at the international camporee**

This promises to be another good conference, so don't miss it. And be sure to promote it to the other counselors in your region.

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# How's Your Helpfulness Quotient?

Beginning in Phase 1, we emphasize that training is a helping profession. Having a healthy self-esteem is vital to learning, and your primary task as DCE is to help others learn. So, how's your helpfulness quotient? The exercise below will help you focus on key qualities associated with helpfulness.

Indicate how effectively you feel you demonstrate each quality below by circling one of the following numbers.

1 – Never      2 – Sometimes      3 – Usually      4 – Always

1. I am able to help others because I am knowledgeable about the Cadet program. 1 2 3 4
2. I give constructive, helpful feedback during training and conversations with counselors. 1 2 3 4
3. I don't get drawn into arguments or into making negative or defensive statements. 1 2 3 4
4. I project a positive image for cadeting by speaking positively about my council and Corps and by wearing a clean, well-pressed, and fresh smelling uniform at all Cadet functions. 1 2 3 4
5. I create comfort by making it easy for counselors and others to approach me and discuss anything with me. 1 2 3 4
6. I personalize contacts by making each individual during a workshop or a conversation know that I view him as a valuable, important individual. 1 2 3 4
7. I do not try to control conversations. I listen more than I talk. 1 2 3 4
8. I am constantly upbeat and maintain a high level of energy and enthusiasm throughout every workshop and conversation. 1 2 3 4
9. I accept feedback from others by listening carefully and then thanking them, even if the feedback is negative. 1 2 3 4
10. I inspire confidence and teamwork by building up other counselors even when talking with them on the phone. 1 2 3 4

My Helpfulness Quotient (Add up the circled numbers and write in the total.)

Scoring:      10 to 20 — Below Average      21 to 30 — Average      31 to 40 — Above Average

## *Using Self-Assessment in Counselor Education*

Self-assessment exercises such as this make us stop and think about our attitudes and actions as they relate to the topic being covered (in this case, how effectively you approach this thing called helpfulness).

You can use similar exercises in your counselor workshops. All you need is an article on the topic that provides you with specific sub-concepts you can use as your numbered items. Next, you need to develop a way to score the exercise. In the one above, the items were in the form of "I am" and "I do" type statements, with the numbers indicating how effectively you exhibit each quality. Finally, you need a method to evaluate the scoring. In the exercise above, the method is simply to determine whether you are below average/average/above average.



# Regional News



## Third Regional Conference Held in Michigan

Calvary CRC (Holland, MI), was the site for the third annual North Central and South Central Regional Counselors' Conference. On the first Saturday in November, 75 counselors and presenters gathered to stretch their minds and hone their skills. Frank Wevers, senior pastor at Calvary, led off with a rousing message on "How to Be a Hero to Your Cadets." Counselors then moved to the first of their five pre-selected workshops.

Some sessions — such as fishing rod construction, fly tying, coin collecting, bird watching, wood working, glass etching, and leather craft — focused on merit badges, whereas other sessions assisted counselors to be better prepared to lead meaningful Bible lessons, construct award-winning pinewood derbies, prepare interesting and informative newsletters, plan and as-

semble quick crafts, and cook tasty morsels in Dutch ovens over open fires. One session provided information on the 2002 International Camporee, while two contrasting brainstorming sessions gave men opportunities to discuss what ideas have worked and to practice using a method for solving nagging problems.

Overall, it was an informative and enjoyable learning time for everyone involved, including the presenters.



*Rev. Frank Wevers shows six new merit badges he proposes for counselors ... (1) Checking In, (2) Modeling Mature Maleness, (3) Affirming the Value of Each Boy in the Club, (4) Verbalizing Your Faith, (5) Praying for the Boys, and (6) Letting Boys Be Boys.*



*Lunch time, and what better place to eat than outdoors on a crisp November day.*



*(L to R) Gary Roosien, Lee Dobbs, Terry Kimber, and Paul VanDerKlok learn to build fishing rods.*



*How about those quick crafts! Harry Vandenberg (right) sports a new styrofoam hat using the cutoff from Dick Broene's airplane.*