

Absolute Dedication and Burnout

CCI National Conference 2024 – Steve Archibald



Absolute Dedication and Burnout

- Can you serve in Christian Camping for the long term? So much knowledge, energy and dedication is required, how does one find the ministry/life balance for the win/win?

What are we going to talk about today?

- Long term camp ministry involvement:
- How do you dedicate yourself to camp ministry
- How do you make this a viable career option long term.
- How do we do this in a healthy way? Personally, spiritually, family, etc.

1. Organizational capacity must meet and or exceed ministry output.

- you have to have enough resources:
 - money
 - people
 - expertise
 - support (spiritual, encouragement)

2. Somebody has to run the “business” ...well

- Mission strategy and tactics
- Human resources, hiring, outplacement, development, training
- Finances – meaningful budgets, excellent bookkeeping, regular reports
- Fundraising – constant people development, always fundraising.
- Marketing - target markets, service development, promotion, delivery, evaluation.
- Policy
- Risk management,
- Asset management and development
- Regulations

3. Culture “eats strategy for breakfast”

- Peter Drucker

- Ministry approach
 - Realistic and effective,
 - adequate training
 - ministry circle is determined and adhered to
- Organizational
 - staff culture, expectations, regular work hours, regular vacation, staff have the resources, tools, equipment they need to do the job well.
 - hire great staff, don't compromise – circle of target staff is determined and adhered to
 - Systems are well developed and maintained and trained.
- Leadership - Board and ED/Director
 - the right people, not just nice people
 - clear lines of responsibility and accountability
 - bedrock trust,

4. Work in your core not your chore.

- You need to be 80% or greater in your "core". You do not consume energy working in your "core" like you do working in your "chore". Less resistance to burnout
- Work in your "sweet spot" and be ok with that.

5. Constant learning or your falling behind

- Know more than you need to do your job.
- You have to want to learn - must always be learning, developing.
- Participate in CCI - go to everything!
- Participate in provincial association.
- Trade association members.
- Reading, webinars, seminars
- Create a network of people that do what you do and connect regularly.

6. If you can't maintain life in balance/rhythm then get a different job

- spiritual life – make it happen
- family – draw some lines in the sand!
- Friends – cultivate – don't just talk about camp
- Church – commit, attend, volunteer
- Hobbies – do stuff for recreation, what-ever re-energizes

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