



*Knights of the
21st Century*

Campfire Leadership Guide





*“From a little spark may
burst a mighty flame.”*

The campfire experience of a knight's gathering is the most important personal growth element of the whole manhood journey. Men need other men to achieve the heights of their calling as Solomon stated in Proverbs 27:17, "As iron sharpens iron, so one man sharpens another." The campfire provides the participant an opportunity to take the material just discussed and work with its concepts and applications for his life. Immediately implementing it makes it more likely that a life change will take place in the man as he internalizes what needs to be done at a deeper level. Resistance to what has been presented can be explored in the campfire setting and dealt with in a personal way within the group.

The campfire provides support to a man who is considering some of life's tougher issues and perhaps personal problems. It helps him not to feel completely alone, as some members of the group may have traveled a similar path in their own experience. Questions that are shared in this setting are often more valuable than statements. The sense of open vulnerability provides a forum whereby the feelings that accompany long carried losses and/or mistakes can be resolved. Men will become more loyal to the manhood process by developing a strong campfire group than they will from any material being presented and will look forward to seeing their campfire members each week, despite all the effort that goes into a strong presentation to the larger group. Living life in tandem with one's team makes personal success more likely and fulfills important relationship needs as well.


You have been asked to be a leader of a campfire and have accepted this honor. This leadership guide discusses some of the ideas that are important to keep in mind in your leadership role. If you, as a leader, help the group stay on track, you truly use your skills to benefit others.


As a leader you should:

-  1. Recognize your role as a servant. By accepting this responsibility you have shown that you are there to serve and have made the sacrificial choice to let go of your needs and focus attention on the other members of the group. Thus, LARGE CARE, which is defined as Listening, Attention, Respect, Genuineness, Energy, Communication, Affection, Responsibility and Empathy should be the experience of each participant in the group.
-  2. Realize that most men will benefit more from sharing their intentions, beliefs, thoughts and feelings versus receiving a lecture. Thus, the leader's job is to limit his own sharing and utilize the Socratic method of old to draw out the other participants through good questions followed up by the honest reflection of what has been said. The leader should be observed as talking less, looking at others intently, and sharing the spotlight.

🔥 3. Understand that leadership is a goal of everyone's manhood plan, since leading and influencing others is a customary expectation of all men. Therefore, as much as possible, the leader should rotate secondary leadership to other men who seem ready to contribute, allowing them to lead the group conversation for a given week, in order to help them grow in this area. It should be understood that this means less verbal activity on the leader's part or the leader in training during the campfire time. In the leadership role, do not abandon the group to the other individual who is learning to lead, but create by choice a vacuum whereby others can practice their leadership skills while continuing to feel your presence as the group leader.



 4. Assist the men in their ongoing needs for growth. Those who are not ready for the group experience should have the option to quietly remove themselves as some men may require more intensive assistance than the group can offer. Sometimes, a man's pain is so great that it intimidates other group members or dominates the group process, causing other men to leave the program out of boredom or lack of involvement. In this situation, the leader must act quickly and intervene by setting healthy boundaries. As someone seems to be seriously in need, the leadership team should be contacted. If a member's unresolved problem negatively affects the whole group, it is recommended that the leader ask the member not to talk about it in the group. Instead, the leader should encourage the member to concentrate on listening to others or sharing other issues. Often the "non-talkers" will grow most through talking, and the usual "talkers" will benefit from the learning that occurs while listening.

 5. Encourage participation by being aware of attendance issues, welcoming each individual as an important player in the group, expecting each man to share and looking for ways to help each man feel the special caring focus of the group. The leader should contact those who have missed the session in order to give them a summary of the lesson, ask “How are you doing?” questions, and encourage their return to the group. During times that the program is less active, such as during the holidays, the leader can create social events to continue the supportive contact and increase the individual’s identification with the group process.




“Welcome each individual as an important player in the group.”

🔥 6. Guide the group warm-up. After a time of separation, men often need a brief warm-up upon meeting each other again. During the warm-up, the men will sense through their perception skills, whether anything major has changed with the other group members since the last meeting, whether the interpersonal bond is similar to what they experienced at the last session, the moods of each participant, and the readiness of each individual to risk sharing again. Thus, the check-in process of one minute per participant to let each member comment is an important use of group time, not only to acknowledge each member, but establish your facilitator role as well. Care should be taken to encourage this interpersonal reconnection, but not to derail the focus of the group. It is important to move past this point to deal with the more challenging group materi-



 al.

7. Attempt to control the schedule of the group. The word “control” was chosen to underline the concept that the leader needs to step in and set boundaries while understanding, at the same time, that his controlling influence is limited. Some men who are afraid of intimacy need to be gently encouraged to stay on track, limit their superfluous talk, share their thoughts, and dig deep within themselves to deal with the materials presented. The leader can step into the process first by transparently sharing about his own “growing edge” and then a group member can be signaled to take the lead in sharing. A constantly changing or circle-like pattern can then be instituted wherein each member is encouraged to respond. To initiate the sharing process, take turns or simply ask for volunteers to go first. A metaphor that is helpful in explaining the group process is that group time is like a piece of the pie, and care should be taken that each person gets his equal

 share of group time.

8. Keep the goal in mind. The campfire goal is that each man feels: cared for, heard, challenged to grow and part of the group. The campfire process can achieve these goals in several different ways. You can go over each question systematically or change up the routine by allowing each member to share their response to what they define as the most important question or even take one question and plumb the depth of each member's response. At times, the material may touch a member's particular story and the group needs to leave its process to help the other member work through an important issue. As Rome can be approached in several ways, so a campfire can be fed differently in order to achieve a mighty flame. When a group achieves its goals, the level of sharing deepens, loyalty to each other grows, material is reasonably considered, and every man develops in his manhood. It may be important to periodically change the order pattern

🔥 of the group to keep things fresh.

9. Guide the schedule. There should be an agreement among the participants regarding the basic time limit for the group. Individuals who must leave early should be informed of what they have missed. As the group time winds down, it will assist men in their transition if a reference is made regarding the expectation of seeing each other the next week and/or a reminder given to touch base on an issue that a member shared previously in the group. Group members should be expected to contact each other if they are unable to attend and as the members' campfire bond increases, a loyalty should develop that leads to concern for each other. When members inform the group that they will not be attending the next week, it tells the other members, "I am committed to our process," and "these campfire meetings are im-



🔥 portant in my life.

10. Guide the process. As in any human interaction, there is a flow that occurs when a team begins to optimally



work together. Whether it is a family, work team or campfire group, when such a flow occurs, all individuals experience a positive energy that is almost magical. No one member should dominate and each member should be made to feel valuable. The leader grows as his influence is used wisely, his strength for setting boundaries is seen occasionally, and what he began seems to take on a life of its own. When group cohesion is accomplished and the growth connection leads each member to share in the responsibility for the campfire experience, congratulate yourself. Great leadership has happened when others reach their own potential and feel like they did it themselves.

🔥 11. Men are pack animals. They want to be close to others and yet are naturally competitive. The unhealthy forest has kept many men from a level of socialization that is healthy. Women play the sharing game at a different level than men do. Therefore, men will learn to share at an intimate level more from other men than they will from women. Men instinctually look to authority to create a safe environment, provide the rules of engagement, deal with the occasional threat, act as a model of the process and centralize the focus of the process.





A servant leader skillfully provides the authority necessary for all to gather as each member is expected to contribute their own special giftedness. As you lead your campfire, family, friends and a work environment in this way, your potential will be more fully recognized in your life and in the lives of others.

LEADERSHIP FOCUS

As a leader here are several ideas to keep in mind:

1. Recognize that individuals will vary in their spiritual formation and beliefs which requires an atmosphere of acceptance to help men talk about what is, before they discuss what will be.
2. Encourage participants to fill in the “My Campfire Members” contact information in the back of their workbook so that special individual bonds can flourish by men talking together throughout the week. Also, suggest that if someone is going to miss they let another member know. This gives men an excuse to contact each other individually while participating in the group process.
3. Provide the participants with basic campfire ground rules as outlined in the “Igniting Your Life Through a Campfire Experience” brochure. The participants should feel comfortable and understand what is expected of them as a member. If, for some reason, individuals do not follow through on their commitment to attend the group each week, consider adding new members.
4. If a member does not appear to be settling into the campfire environment, a special conversation should be initiated with him privately. At these times, transferring an individual to another group could be a good option for that person as they may just need the different chemistry of a new group. This allows for their continued growth. Such a change should not be taken personally.
5. Some silence can be productive if men are using this time to think, so do not immediately panic as a leader during these times by creating competing noise. At other times however, it is your role to jump-start this discussion by encouraging others to share their viewpoints with the group.
6. If there is an issue that the group keeps struggling with each week that short-circuits the process and group time, the leader should confer with the Knight’s leadership team. The leadership team should provide a strong support system to the leaders, so they do not feel alone and to show they can be relied upon to help in their role.
7. If there is a week where the standard campfire discussion time has been shortened and your group size conflicts with this, utilize your time wisely by simply dividing the group temporarily into two smaller groups. Reconvene into your larger group at the next campfire experience.
8. Remember to continually encourage your campfire members to invite their friends to be part of the campfire experience.

Knight's of the 21st Century

Four Questions That Can Be Used Every Week

1. Pick a question to answer that would be most helpful for you to express or for the group to hear as a result of the content of today's meeting.
2. Was there any memory that was stimulated today, regarding your journey as a man?
3. Was there anything that you disagreed with that was stated today?
4. What thought did you have while listening that touched your life in a way that you hope to utilize or implement in the future?

List any additional questions below: _____

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Group Name & Number: _____

Campfire Member: _____ Phone # _____

E-Mail Address: _____ # of years in Knights _____

Occupation: _____ Marital Status: M S D

Names of Children: _____

Other Information: _____

Campfire Member: _____ Phone # _____

E-Mail Address: _____ # of years in Knights _____

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Occupation: _____ Marital Status: M S D

Names of Children: _____

Other Information: _____

Campfire Member: _____ Phone # _____

E-Mail Address: _____ # of years in Knights _____

Occupation: _____ Marital Status: M S D

Names of Children: _____

Other Information: _____

Campfire – GROUP SURVEY

Group No. _____ Name _____ (Optional) Date: _____

Please answer the following questions by circling the appropriate number.

1. I want to work hard on my self-development as a man through the group experience. (Disagree) | 2 3 4 5 6 (Agree)
2. I find sharing my thoughts and feelings in my group an easy experience. (Disagree) | 2 3 4 5 6 (Agree)
3. I believe that I am progressing in my manhood journey. (Disagree) | 2 3 4 5 6 (Agree)
4. I believe my group is progressing well. (Disagree) | 2 3 4 5 6 (Agree)
5. My group leader tries to insure that each person responds to at least one question. (Disagree) | 2 3 4 5 6 (Agree)
6. No one or two particular individuals dominate the group discussion. (Disagree) | 2 3 4 5 6 (Agree)

7. I feel respected & listened to in my group, even as differing spiritual viewpoints are discussed. (Disagree) | 2 3 4 5 6 (Agree)

8. I would like to stay with my group. (Disagree) | 2 3 4 5 6 (Agree)

9. I would like to be reassigned to a new group. YES NO

10. I believe that our group leader could improve in the following areas: _____

11. I hope Knights of the 21st Century deals with this issue in men's lives: _____

12. I would like the Knight's leadership team to observe my group experience because: _____

Knights of the 21st Century has given permission for this survey to be photo-copied. It is suggested that you copy and distribute this survey at weeks 6, 12 and 24.

This survey was distributed during week (circle for your reference): 6 12 24