



Mission and Motivation

New Jersey Conference

Associate Master Guide State Coordinator

Goals of this Course

- ▶ Understand our mission in terms of the Great Commandments and the Great Commission.
- ▶ Understand the 7 levels of moral development and how they impact our motivation as individuals, Pathfinders, and Pathfinder staff.
- ▶ Understand how our spiritual growth (sanctification) affects how we are motivated.



Definition of mission

- ▶ An important assignment carried out for political, religious, or commercial purposes.
- ▶ The vocation or calling of a religious organization, especially a Christian one, to go out into the world and spread its faith.



Examples of mission Statement - 1

Apple Company Mission Statement: "Bringing the best user experience to its customers through innovative hardware, software and services".

Bank of America Mission Statement: "We make financial lives better for our clients and our communities through the power of every connection".





Examples of mission Statement - 2

Baptist Church Mission Statement: "American Baptist Churches are missional congregations that nurture devoted disciples of Jesus Christ who live their lives in mission and ministry for the healing of the world through the love of God".

Amish Community Mission Statement: "WE STAND: for the verbally inspired Word of God, the Trinity, the deity of Christ, His blood atonement, salvation by faith, separation from the world, soul winning and the pre-millennial return of Christ".



Let's Start With Our Mission

▶ Matthew 22:36-40

³⁶ “Teacher, which *is* the great commandment in the law?”

³⁷ Jesus said to him, “You shall love the LORD your God with all your heart, with all your soul, and with all your mind.’ ³⁸ This is *the* first and great commandment.

³⁹ And *the* second *is* like it: ‘You shall love your neighbor as yourself.’ ⁴⁰ On these two commandments hang all the Law and the Prophets.”



Let's Start With Our Mission

- ▶ Love God
- ▶ Love fellow man
- ▶ Matthew 28:18-20



Let's Start With Our Mission

► Matthew 28:18-20

¹⁸ And Jesus came and spoke to them, saying, “All authority has been given to Me in heaven and on earth. ¹⁹ Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age.” Amen.



Let's Start With Our Mission

- ▶ Love God
- ▶ Love fellow man
- ▶ Baptizing
- ▶ Teaching
- ▶ Make disciples



Breakout Question #1 (3 min)

How does the Pathfinder program fulfill our Christian mission? (Please be specific in relating parts of the program to the elements of the mission)

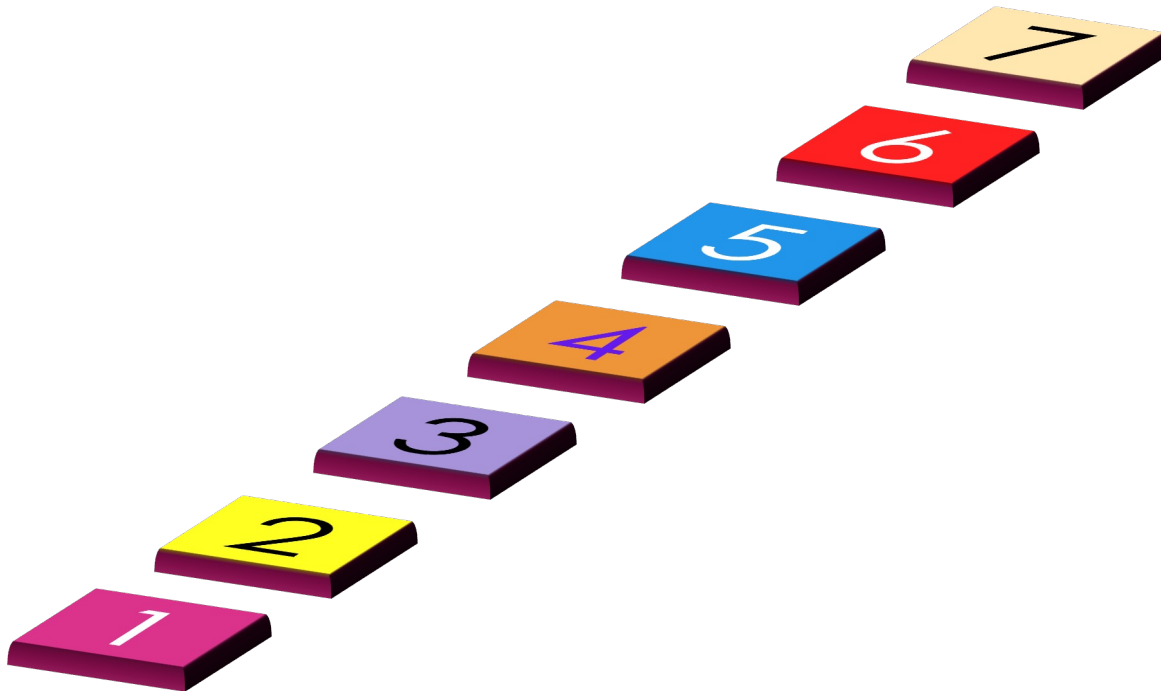


Definition of Motivation

- ▶ the reason or reasons one has for acting or behaving in a particular way.
- ▶ the general desire or willingness of someone to do something.
- ▶ *The word motivation is derived from the Latin term 'movere', which means 'to move'.*



The Seven Levels of Moral Development



What is Moral Development ?

Moral development is the process through which humans develop proper attitudes and behaviors toward other people in society.



The Seven Levels of Moral Development



Matthew 25:14-30

The Parable of the Talents

The Parable of the Talents

¹⁴ “For *the kingdom of heaven is* like a man traveling to a far country, who called his own servants and delivered his goods to them.

¹⁵ And to one he gave five talents, to another two, and to another one, to each according to his own ability; and immediately he went on a journey.

¹⁶ Then he who had received the five talents went and traded with them, and made another five talents.

¹⁷ And likewise he who *had received* two gained two more also.

¹⁸ But he who had received one went and dug in the ground, and hid his lord’s money.

¹⁹ After a long time the lord of those servants came and settled accounts with them.



The Parable of the Talents

²⁰ “So he who had received five talents came and brought five other talents, saying, ‘Lord, you delivered to me five talents; look, I have gained five more talents besides them.’

²¹ His lord said to him, ‘Well *done*, good and faithful servant; you were faithful over a few things, I will make you ruler over many things. Enter into the joy of your lord.’

²² He also who had received two talents came and said, ‘Lord, you delivered to me two talents; look, I have gained two more talents besides them.’

²³ His lord said to him, ‘Well *done*, good and faithful servant; you have been faithful over a few things, I will make you ruler over many things. Enter into the joy of your lord.’



The Parable of the Talents

24 “Then he who had received the one talent came and said, ‘Lord, I knew you to be a hard man, reaping where you have not sown, and gathering where you have not scattered seed.

25 And I was afraid, and went and hid your talent in the ground. Look, *there* you have *what is yours*.’

26 “But his lord answered and said to him, ‘You wicked and lazy servant, you knew that I reap where I have not sown, and gather where I have not scattered seed.





The Parable of the Talents

27 So you ought to have deposited my money with the bankers, and at my coming I would have received back my own with interest.

28 So take the talent from him, and give *it* to him who has ten talents.

29 'For to everyone who has, more will be given, and he will have abundance; but from him who does not have, even what he has will be taken away.'

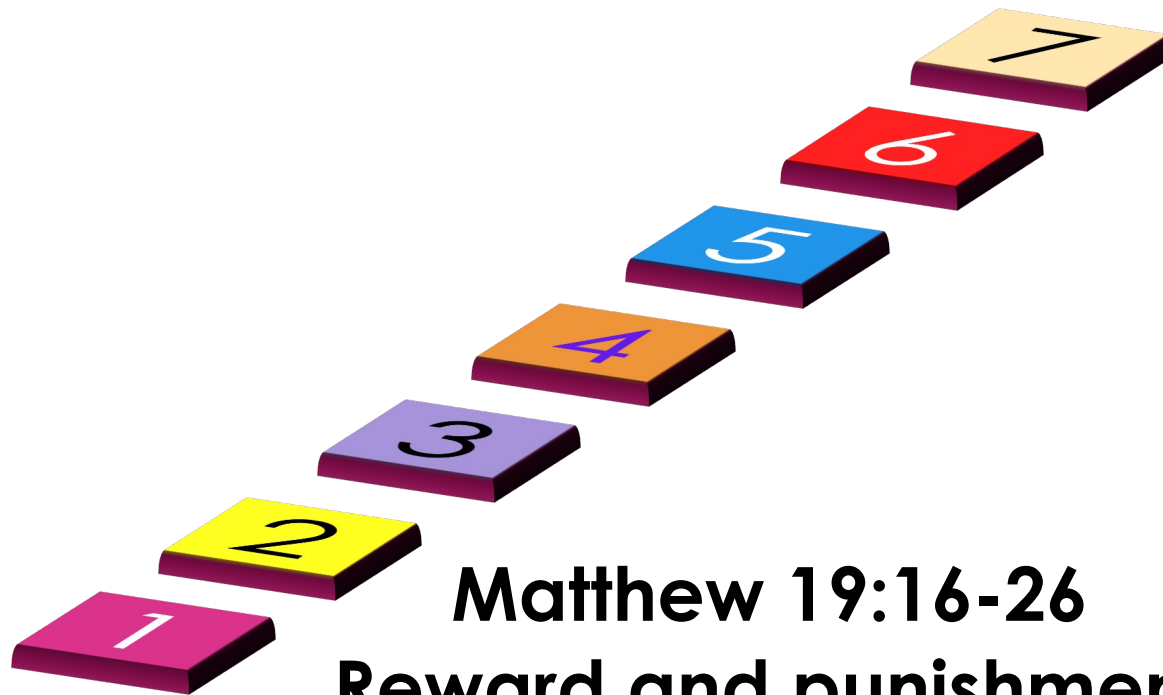
30 And cast the unprofitable servant into the outer darkness. There will be weeping and gnashing of teeth.'

Reward and punishment

- ▶ Biblical example - Parable of the talents
- ▶ Pathfinder example – “If you don’t quiet down, there will be no smores at campfire tonight!”
- ▶ Staff example – “I can’t help you because I will be held accountable if I fail.”
- ▶ Chief characteristic - fear



The Seven Levels of Moral Development



Matthew 19:16-26
Reward and punishment

Matthew 19:16-26 - New King James Version



Jesus Counsels the Rich Young Ruler

¹⁶ Now behold, one came and said to Him, “Good Teacher, what good thing shall I do that I may have eternal life?”

¹⁷ So He said to him, “Why do you call Me good? No one is good but One, *that is*, God. But if you want to enter into life, keep the commandments.”

¹⁸ He said to Him, “Which ones?”

Jesus said, “‘You shall not murder,’ ‘You shall not commit adultery,’ ‘You shall not steal,’ ‘You shall not bear false witness,’ ¹⁹ ‘Honor your father and your mother,’ and, ‘You shall love your neighbor as yourself.’ ”

²⁰ The young man said to Him, “All these things I have kept from my youth. What do I still lack?”

²¹ Jesus said to him, “If you want to be perfect, go, sell what you have and give to the poor, and you will have treasure in heaven; and come, follow Me.”

²² But when the young man heard that saying, he went away sorrowful, for he had great possessions.



Matthew 19:16-26 -- New King James Version

With God All Things Are Possible

23 Then Jesus said to His disciples, “Assuredly, I say to you that it is hard for a rich man to enter the kingdom of heaven.

24 And again I say to you, it is easier for a camel to go through the eye of a needle than for a rich man to enter the kingdom of God.”

25 When His disciples heard *it*, they were greatly astonished, saying, “Who then can be saved?”

26 But Jesus looked at *them* and said to them, “With men this is impossible, but with God all things are possible.”

Marketplace exchange

- ▶ **Jesus Counsels the Rich Young Ruler.**



Marketplace exchange

- ▶ Biblical example – The rich young ruler
- ▶ Pathfinder example – “If you get invested, we will have a pool party at the end of the year.”
- ▶ Staff example – “I will help out as long as my child is in Pathfinders.”
- ▶ Chief characteristic – bartering



The Seven Levels of Moral Development



Matthew 6:1-8

**Marketplace exchange
Reward and punishment**

Do Good to Please God

6 “Take heed that you do not do your charitable deeds before men, to be seen by them. Otherwise you have no reward from your Father in heaven. **2** Therefore, when you do a charitable deed, do not sound a trumpet before you as the hypocrites do in the synagogues and in the streets, that they may have glory from men. Assuredly, I say to you, they have their reward. **3** But when you do a charitable deed, do not let your left hand know what your right hand is doing, **4** that your charitable deed may be in secret; and your Father who sees in secret will Himself reward you openly.

The Model Prayer

5 “And when you pray, you shall not be like the hypocrites. For they love to pray standing in the synagogues and on the corners of the streets, that they may be seen by men. Assuredly, I say to you, they have their reward. **6** But you, when you pray, go into your room, and when you have shut your door, pray to your Father who *is* in the secret *place*; and your Father who sees in secret will reward you openly. **7** And when you pray, do not use vain repetitions as the heathen *do*. For they think that they will be heard for their many words.

8 “Therefore do not be like them. For your Father knows the things you have need of before you ask Him.

Social conformity

- ▶ Biblical example – Practicing your righteousness in front of others
- ▶ Pathfinder example – “You need to practice standing at attention so we don’t look bad at inspection.”
- ▶ Staff example – “Working with young people will help me look good to my church.”
- ▶ Chief characteristic – appearances



The Seven Levels of Moral Development



Matthew 23:23

Social conformity

Marketplace exchange

Reward and punishment

Matthew 23:23 - New King James Version

23 “Woe to you, scribes and Pharisees, hypocrites! For you pay tithe of mint and anise and cummin, and have neglected the weightier *matters* of the law: justice and mercy and faith. These you ought to have done, without leaving the others undone.



Law and order

- ▶ Biblical example – Woes pronounced on the Pharisees
- ▶ Pathfinder example – “If you don’t wear your uniform you can’t collect the offering for Pathfinder Sabbath.”
- ▶ Staff example – “I need to work with our young people to help instill a sense of discipline in them.”
- ▶ Chief characteristic – following rules



The Seven Levels of Moral Development

Luke 10:29-37



Luke 10:29-37

New King James Version

²⁹ But he, wanting to justify himself, said to Jesus, "And who is my neighbor?"

³⁰ Then Jesus answered and said: "A certain *man* went down from Jerusalem to Jericho, and fell among thieves, who stripped him of his clothing, wounded *him*, and departed, leaving *him* half dead. ³¹ Now by chance a certain priest came down that road. And when he saw him, he passed by on the other side. ³² Likewise a Levite, when he arrived at the place, came and looked, and passed by on the other side. ³³ But a certain Samaritan, as he journeyed, came where he was. And when he saw him, he had compassion. ³⁴ So he went to *him* and bandaged his wounds, pouring on oil and wine; and he set him on his own animal, brought him to an inn, and took care of him. ³⁵ On the next day, when he departed, he took out two denarii, gave *them* to the innkeeper, and said to him, 'Take care of him; and whatever more you spend, when I come again, I will repay you.' ³⁶ So which of these three do you think was neighbor to him who fell among the thieves?" ³⁷ And he said, "He who showed mercy on him." Then Jesus said to him, "Go and do likewise."

Love for others

- ▶ Biblical example – The Good Samaritan
- ▶ Pathfinder example – “We will help feed the homeless to show our love for those less fortunate than us.”
- ▶ Staff example – “I want to help out because I remember how much I felt loved by my leaders when I was their age and our young people need to experience that.”
- ▶ Chief characteristic – others focus



The Seven Levels of Moral Development



1 Samuel 20:14-15

New King James Version

14 And you shall not only show me the kindness of the LORD while I still live, that I may not die; **15** but you shall not cut off your kindness from my house forever, no, not when the LORD has cut off every one of the enemies of David from the face of the earth.”



Principle-based living

- ▶ Biblical example – David and Jonathan
- ▶ Pathfinder example – “We will clean-up the trash at our campsite because it is the right thing to do”
- ▶ Staff example – “I have committed to be a Christian and I will follow the great commission by working with our young people.”
- ▶ Chief characteristic – principle

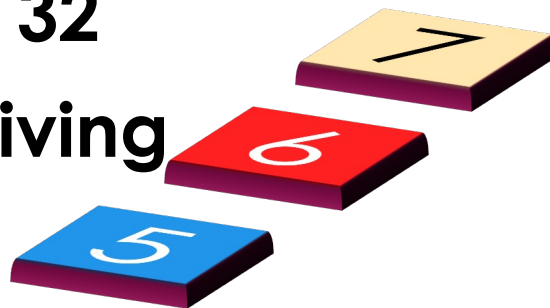


The Seven Levels of Moral Development

Exodus 32:9-14, 32

Principle-based living

Love for others



Law and order

Social conformity

Marketplace exchange

Reward and punishment

⁹ And the LORD said to Moses, "I have seen this people, and indeed it is a stiff-necked people! ¹⁰ Now therefore, let Me alone, that My wrath may burn hot against them and I may consume them. And I will make of you a great nation."

¹¹ Then Moses pleaded with the LORD his God, and said: "LORD, why does Your wrath burn hot against Your people whom You have brought out of the land of Egypt with great power and with a mighty hand? ¹² Why should the Egyptians speak, and say, 'He brought them out to harm them, to kill them in the mountains, and to consume them from the face of the earth'? Turn from Your fierce wrath, and relent from this harm to Your people. ¹³ Remember Abraham, Isaac, and Israel, Your servants, to whom You swore by Your own self, and said to them, 'I will multiply your descendants as the stars of heaven; and all this land that I have spoken of I give to your descendants, and they shall inherit it forever.' " ¹⁴ So the LORD relented from the harm which He said He would do to His people.

Understanding friend of God

- ▶ Biblical example – Moses pleads with God
- ▶ Pathfinder example – “I want to be God’s friend and have a growing relationship with Him”
- ▶ Staff example – “As a friend of God, I know that leading and discipling His young people into a relationship with God is the greatest thing I can do for Him and them.”
- ▶ Chief characteristic – relationship



The Seven Levels of Moral Development



The Seven Levels of Moral Development



Growth and motivation

- ▶ The different levels of motivation are not necessarily good or bad in themselves but represent different levels of spiritual maturity.
- ▶ They can become bad when we refuse to grow. We need to grow from the first 4 levels to the last 3 levels.
- ▶ People can operate at a variety of different levels, depending on the situation.
- ▶ Remember God meets and deals with us where we are but He never intends to leave us there. (Example: the nation of Israel)
- ▶ The technical term for this growth is sanctification.

The Seven Levels of Moral Development



Breakout Question #2 (5 min)

What things can we as leaders do to help both Pathfinders and staff to grow in their levels of motivation?



Biblical Example of Growth

► Isaiah 6:1-8



Isaiah 6:1-8

New King James Version

Isaiah Called to Be a Prophet

1 In the year that King Uzziah died, I saw the Lord sitting on a throne, high and lifted up, and the train of His *robe* filled the temple. **2** Above it stood seraphim; each one had six wings: with two he covered his face, with two he covered his feet, and with two he flew. **3** And one cried to another and said:

“Holy, holy, holy *is* the LORD of hosts; The whole earth *is* full of His glory!”

4 And the posts of the door were shaken by the voice of him who cried out, and the house was filled with smoke.

5 So I said:

“Woe *is* me, for I am undone! Because I *am* a man of unclean lips, And I dwell in the midst of a people of unclean lips; For my eyes have seen the King The LORD of hosts.”

6 Then one of the seraphim flew to me, having in his hand a live coal *which* he had taken with the tongs from the altar. **7** And he touched my mouth *with it*, and said:

“Behold, this has touched your lips; Your iniquity is taken away, And your sin purged.”

8 Also I heard the voice of the Lord, saying:

“Whom shall I send, And who will go for Us ?”

Then I said, “Here *am* I! Send me.”



Biblical Example of Growth

- ▶ He is afraid
- ▶ He acknowledges who he really is, a sinner
- ▶ He receives the forgiveness of God, symbolized by the coal from the altar touching his lips
- ▶ He proceeds to do God's work, "Here am I, send me"

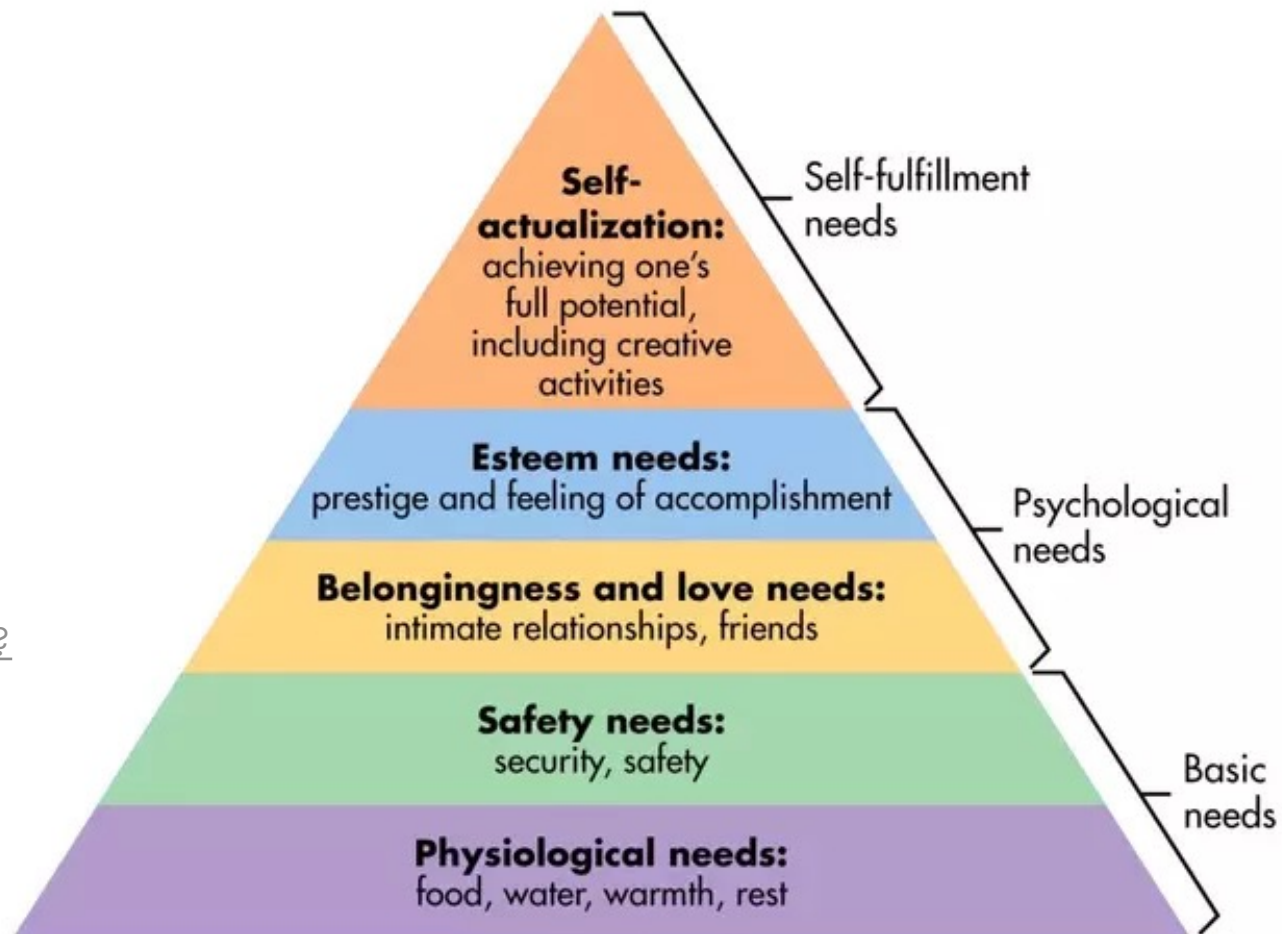


Other Examples of Growth

- ▶ Abraham
- ▶ David
- ▶ Peter
- ▶ Paul



Humanistic View of Motivation: Maslow's Hierarchy of Needs



Who is Maslow ?

Problems with Humanistic Views of Motivation

- ▶ They tend to be centered on self



Motivating Staff - Practical Steps

- ▶ Try to identify what the person's primary level of motivation is.
- ▶ Assign a task that best overlaps with their own level of motivation
- ▶ Challenge them with new tasks that force them to think outside of the preferred level of motivation



Motivating Adolescents - Practical Steps

- ▶ Enthusiasm
- ▶ Be a model
- ▶ Provide them opportunities to take the initiative
- ▶ Involve them in decision making
- ▶ Positive peer influence
- ▶ Safe environment for risk taking
- ▶ Build relationships



Motivation Final Thoughts

- ▶ Motivation is accomplished by understanding and meeting the needs of the individual i.e. a relationship



Characteristics of Godly Motives

- ▶ Humility - they are not done to gather the attention of anyone. They are done quietly, behind the scenes.
- ▶ It is done for others out of a true sense of love and caring for them.
- ▶ It is done in a spirit of joy.
- ▶ It is a result of living the lifestyle of being a new creation in Christ.



Connecting the Dots

True fulfillment of our mission
(the Great Commission)
cannot happen outside of a
relationship with God and with
those we are reaching out to.



Motivation Final Thoughts

“The oil of grace gives to men the courage, and supplies to them the motives for doing every day the work that God appoints to them.”

Ellen G. White, Review & Herald, Mar 27, 1894.



Motivation Final Thoughts

“I no longer call you servants, because a servant does not know his master’s business. Instead, I have called you friends, for everything that I learned from my Father I have made known to you.”

John 15:15 (NIV)



Mission and Motivation

Group
Discussion?

