

LEAD CAMP

**May 30 – June 3
Cross Point Camp**

LEAD CAMP PROGRAM MODEL

Program Summary.....	3
Features.....	3
Skills Taught.....	4
Methodology: Tools Used to Teach Leadership	5
Progression: Middle School thru Graduates (Grades 6-12, Graduates)	6
Sample Schedule for Camp.....	7
Training.....	9
Roles and Responsibilities	9
Integration with CCYM	10
Outcomes	10

Program Summary

LEAD is a leadership development camp for middle school through high school/graduate students of the Oklahoma United Methodist Conference.

Its focus: Creating leaders with skills that will transfer across camp leadership, youth group leadership, community, church, private and public sectors. In short-- develop necessary leadership skills (practices and attitudes) that will prepare young people to be effective leaders in whatever situation or context they find themselves.

LEAD is unique because unlike other leadership development programs, the camp focuses on concrete observable skills—what effective leaders DO and SAY that make them effective—skills that can be observed, taught and reinforced. LEAD is also a *Christian* leadership camp that seeks to shift a camper's perspective from being a "disciple" to becoming an "apostle." The biggest difference between disciples and apostles is that apostles possess a qualitatively different kind of faith than disciples. Disciples have faith *in* Jesus. Apostles, on the other hand, have the faith *of* Jesus (Rebekah Simon-Peter).

LEAD will operate as 1 camp, with 2 units—a Middle School unit, and a High School unit. It will operate with two (2) tracks—a general leadership track available to all age groups, and a Leader in Training (LIT) track for High School students, which will feature additional skill development for those desiring to work with younger campers in summer conference camps or back in their local church.

It features an 8-year development plan. Core leadership skills will be covered in an intentional progression. Twelve key leadership skills, 12 LIT skills, and 21 Core Leadership areas will be focused on throughout the entire experience, with a yearly focus on 2-3 during that particular camp. (See "Progression" Table, page 5).

Features

LEAD Camp offers the following distinguishing features:

- **Skills-based Approach to Leadership Development.** Unlike other approaches to leadership development, LEAD focuses on skills that can be easily identified and cultivated. By focusing on what effective leaders SAY and DO, these traits can be easily observed, identified and reinforced.
- **Christian-leader focused.** Leadership skills will be formed and evaluated from a Wesleyan understanding of Scripture. Leadership without a Christian ethic is, in this program's view, a less-than-complete fulfillment of our calling to develop Christian

leaders. A faith- and Scripture-based focus will be explicitly provided through worship, and interwoven in discussions, reflection, and journaling.

- **Continuum-of-Development Strategy.** Middle Schoolers through graduates will be developed throughout their camping career, leading to a continuum of development that is age and development appropriate. Middle school and High School units will ensure age-appropriateness of the experience.
- **Leverages Conference Resources.** Relationships, churches, adult capital and youth capital are all involved and enriched. The Office of Discipleship Ministries can identify and deploy additional resources and opportunities that can strengthen or be strengthened by LEAD.
- **Develops Youth AND Adults.** Initially, LEAD was envisioned as a “youth development tool.” However, a very close **secondary benefit** is that **this will develop ADULTS as leaders as well.** In order for this model to work, adults will more actively drive the experience as facilitators, mentors and guides. This necessitates that they embody and be “enculturated” with the process and approach in order to model behaviors, reflection and to help youth process their experiences and learning. BY DESIGN, Adults must become effective leaders if they are to model and lead youth.
- **Strengthens the Local Church.** Adults and young people will return to the local church more effective and engaged. They will be more thoughtful, reflective and intentional in their approach to people, process and positive change.

Skills Taught

LEADERSHIP SKILLS

- Teamwork
- Responsibility
- Respect
- Motivation
- Listening
- Planning
- Initiative
- Creativity
- Persistence
- Presenting
- Problem Solving
- Observation

LEADING CHILDREN SKILLS

- Group Leadership
- Game & Activity Leadership.
- Body Language
- Enthusiasm
- Communication
- Developing Positive Behavior
- Managing Undesired Behavior
- Teaching
- Teaching Responsibility & Problem Solving
- Caring
- Working Together
- Positive Learning

Methodology: Tools Used to Teach Leadership

The distinctive resources and setting of the camp will be utilized to facilitate experiential learning and feedback. Lectures and “classroom” settings will be minimized in favor of active experiences that lend themselves to debriefing and self-reflection and awareness.

Note: Experiences and activities will favor “low ropes” or teambuilding initiatives versus “high ropes” elements. We believe high ropes are valuable for individual victories or learning opportunities. However, low ropes lend themselves to more group-based learnings and team-dynamic issues.

The following tools will be utilized to teach and facilitate leadership skills:

Modeling. We model the skills outlined above.

Praise. We praise participants when they use the skills.

Activities. We engage participants in activities that provide opportunities to develop and practice leadership skills. In these activities, they figure out what works and what doesn’t work in leading others and themselves.

Discussion. We use frequent discussions to help participants discover effective skills. They have some of these discussions during activities as they make plans to accomplish goals and assess their progress. Other discussions occur after activities are concluded, to help discover more skills.

Journals. We have participants write in journals called “Leadership Logs.” This gets them to think about their daily experiences and to stimulate more discussion, one-on-one with us and in groups. It also helps them organize and summarize the skills that they have learned.

Mentoring. We have participants work side-by-side with adult leaders as mentors, to observe skills and practice.

Evaluations. We use “Coaching Cards” and “Compass Cards” to recognize participants’ successes and keep them motivated, to identify good skills, and to assess their progress as learners.

CORE. Leaders from business, education, church and other sectors will present on leadership topics, utilizing personal experience and observations to introduce campers to different perspectives and practices, illustrating how leaders think, act and process.

Progression: Middle School thru Graduates (Grades 6-12, Graduates)

	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8
Leadership Skills	Problem Solving Teamwork	Listening Planning	Observation Initiative	Teamwork Responsibility Respect	Motivation Problem Solving Planning	Initiative Creativity Persistence	Presenting Listening Observation	P R A C T I C U M
Leading Children Skills				Group Leadership Game & Activity Leadership Body Language	Enthusiasm Communication Developing Positive Behavior	Managing Undesired Behavior Teaching Teaching Responsibility & Problem Solving	Caring Working Together Positive Learning	
CORE FOCUS(es)	Positive Attitude Relationships Problem Solving	Competence Security Self-discipline	Courage Teachability Vision	Character Charisma Commitment	Communication Discernment Responsibility	Servanthood Focus Generosity	Initiative Listening Passion	Creating Culture Asking for Help

Sample Schedule for Camp

Camp Schedule							
MONDAY		TUESDAY		WEDNESDAY		THURSDAY	
1:30-2:45pm	Registration	8:00am	Breakfast	8:00am	Breakfast	8:00am	Breakfast
3:00pm	Gathering Time	9:00	Morning Devotion	9:00	Morning Devotion	9:00	Morning Devotion
3:45pm	Small Group- Get to Know You	9:30	Outdoor Rotation #1	9:30	Outdoor Rotation #3	9:30	Outdoor Rotation #5
5:00pm	Dinner	10:45am	Outdoor Rotation #2	10:45am	Outdoor Rotation #4	10:45am	Outdoor Rotation #6
6:00pm	Small Group- TeambuidIng	11:55	Small Group Check-in	11:55	Small Group Check-in	11:55	Small Group Check-in
7:30pm	Worship	12:00	Lunch	12:00	Lunch	12:00	Lunch
9:00pm	Small Group Reflection	1:15pm	CORE Presentation #1	1:15pm	CORE Presentation #2	1:15pm	CORE Presentation #3
9:45pm	To Cabins/Medicine	2:45-5:00pm	Free Time	2:45-5:00pm	Wk Prj/Free Time	2:45-5:00pm	Free Time
11:00pm	Lights Out	5:30pm	Dinner	5:30pm	Dinner	5:30pm	Dinner
		6:45pm	Community Time	6:45pm	Com Time/Work Project	6:45pm	Community Time
		8:15pm	Worship	8:15pm	Worship	8:15pm	Worship
		9:30pm	Small Group Reflection	9:30pm	Small Group Reflection	9:30pm	Small Group Reflection
FRIDAY		10:15pm	To Cabins/Medicine	10:15pm	To Cabins/Medicine	10:15pm	To Cabins/Medicine
7:30am	Rise & Shine	11:15pm	Lights Out	11:15pm	Lights Out	11:15pm	Lights Out
8:00am	Breakfast/Clean Cabin						
9:30am	Small Group						
10:30am	Closing Worship						
11:30am	Clean Tabernacle						
12:00pm	Load Up/Good Byes						

Notes from Sample Schedule for Camp

Outdoor Rotations	<p>Skills w/Feedback. Designed to take a new/uncomfortable situation to acquire and combine that learning experience with guided reflection.</p> <p>Mixture of active & Discussions</p> <p>Examples: archery, golf, kayaking, canoeing, fire starting,</p>
CORE Presentations	<p>Outside Industry, Business, Organization, Political Leader presents on an assigned leadership topic.</p> <p>Weaves personal, specific examples into presentation</p> <p>Provides direct application to current youth situation and how to grow, develop that trait.</p> <p>Emphasis on observable characteristics: what a person DOES or SAYS that lets you know they're effective in that way (or could be)</p>
Free Time	<p>Specific “down time” to allow young people to unwind, develop relationships and just relax from the mentally, spiritually and physically engaging day.</p> <p>Small Group Leaders will schedule 1:1 meetings on Thursday with each camper to debrief and get feedback about camp experience.</p>
Community Time	<p>Large group activity</p>

Training

- a. Adult Leaders
 - i. Quarterly training conducted via Zoom and in-person, ideally on-site at a camp.
 - ii. In-person training will focus on facilitating group discussion and debriefs, emphasizing anticipated versus actual discussions and how to maximize learning opportunities.
 - iii. To jump start the development process, Derrek and Ed will invite specific leaders who are perceived to already have the skills and capacity to facilitate small groups “on the fly” to serve as a core of leaders initially. Initial training may be conducted by Derrek, Ed, Sam Powers and others who can model the practices and culture we wish to create.
- b. Camper-Leaders (?)

Roles and Responsibilities

- c. Camp & Conference. The Executive Director of Camp Ministries and the Conference Director of Connectional Ministries will establish, monitor and refine:
 - i. Overall mission, direction, goals
 - ii. Development Schedule
 - iii. Overall Weekly Camp Schedule
 - iv. Selects Dean and Design Team
 - v. Sets theme, focus for each year
 - vi. Approves camp leadership
 - vii. Selects initial group of small group facilitators
- d. Design Team
 - i. Designing experiences that fulfill mission and goals of camp
 - ii. Research, select, customize experiences that fulfill the overall goals of camp for that year and for specific activities that support those goals
 - iii. Works with the Dean Team to establish and ensure culture of camp supports and enhances goals.
 - iv. Identifies and trains leaders
- e. Dean Team
 - i. Consists of the following individuals/responsibility areas:
 - 1. Administration
 - 2. Worship
 - 3. Program
 - 4. Senior High Unit
 - 5. Middle School Unit
 - ii. Selects youth leaders to be mentored in each of the above areas to assist, provide input and leadership
- f. Leadership Team- (?) ?composed of youth leaders?

Integration with CCYM

Leadership development cannot only happen during a 1-week camp. Conference resources must be brought to bear in an intentional way throughout the year to create culture, reinforce traits and practices, and provide training for maximum effectiveness during camp.

CCYM can provide the more comprehensive training on more generalized knowledge-based components about “What it Means to be a Youth Leader in the Oklahoma United Methodist Conference.”

Topics may include:

- Conference Structure
- Polity
- How to Lead a Meeting
- Robert’s Rules

Additionally, more specialized workshops, retreats, topics and experiences can be provided to round out a leader. See also “Training” topic.

Outcomes

As a result of involvement in LEAD Camp, a young person will:

1. Become a better and more effective leader based upon their own and others’ assessment.
2. Articulate skills for effective leadership and be able to describe what effective leaders DO and SAY that indicate that person possesses that trait or skill.
3. Be able to describe how their leadership transfers to and can be applied across different sectors and situations.
4. More actively and effectively engage in church, school and other areas during their school career.
5. Increased involvement and engagement in church, conference and youth group.

Changes

9.16.21

1. Moved Work Project to Community Time on Wednesday to provide consistent Free time (C Shirey)
2. Consider changing CORE “Presentation” to “Conversation”
3. Devos to be done by Exec Team (K Powers)
4. Order Core Focuses in Yr 1:
 - a. Positive Attitude
 - b. Relationships
 - c. Problem Solving
5. Design Team:
 - a. Ed, Wanda, Rebekah, Corey and Kyla