

LAUNCH Hidden Acres Leadership Program

LAUNCH is a program that is beginning at Hidden Acres August 2, 2010. This informational packet will give you an overview of the purpose of this program. Keep in mind, this is not the detailed schedule, but it is intended to show the purpose and desired outcome for the individuals that participate in it.

Please note that this program is not a rehabilitation program for troubled teens. This is a working education program. **Individuals will interview to gain a spot within the program.**

Purpose:

This program is designed for young men and women ranging in ages from 18 (graduated from high school) to 24 years of age. The purpose of this program is to educate and teach these students the values of being successful leaders within their jobs, churches, communities, and families. We will educate them in 8 different pillars that we felt are necessary to becoming successful leaders within the current culture and using God's biblical standards. We desire that these young men and women would be able to leave our grounds at the end of the **LAUNCH** program and be able to continue on in their education or find a job in which the skills they learned and practiced would be utilized to the fullest extent.

We realize that people in this day and age are failing to be successful leaders in many areas. We as a camp desire to change that in any way that we can. Our prayer is that the young men and women that attend this program would, in return, educate the individuals that they are involved with through their lifetime. That they would impact their spouses, daughters, sons, neighbors, co-workers, and people within their community. That they might **LAUNCH** a new era of God honoring adults!

The eight areas that we will learn about, study and practice are Service, Community, Biblical Study, Culture, Character, Finance, Communication, and Planning. These areas will be covered in depth throughout all the activities, work, and events that they participate in throughout the 9 month program. We believe that in understanding and training in these 8 pillars, these young men and women will be able to handle anything that might be placed in the path of their lives more effectively.

Curriculum

During **LAUNCH** the students will be going through a curriculum called "Leadership Launch" by Leader Treks. This classroom curriculum teaches the main principles of being a successful leader in your life. It will touch on the topics such as; leadership basics, what leaders believe, how leaders lead, who leaders are, and what leaders do.

During each week we will have class time to study this curriculum. There will be class work, papers, and light research that will go along with this curriculum. Part of our “community” pillar will be the discussion of what is learned through this study. We will also be looking for examples within our culture while we are away from camp grounds on purposeful outings. We will be encouraging the students to constantly be looking for examples of what they are learning within today’s culture. We want them to see the areas where there is successful leadership happening and where it is failing. We will take time to learn from all of that.

During their months in the **LAUNCH** program, the students will be keeping a blog of thoughts during their time here. They are to record what they are learning, witnessing, practicing, and changing within their own lives. They will also record what God is laying on their heart as they move along. Our desire would be that they see a completely different person by the end of this program. That they could honestly say that God has shaped them into the leader that He desires them to be. These blogs will be posted on the Hidden Acres website under the tab labeled **LAUNCH**. Friends and family are welcome to follow their student’s blog to see what God is doing during their participation in the program.

Pillars

All that is taught, learned, and assigned in the **LAUNCH** program will be tied back in to the 8 pillars of leadership. These pillars are Service, Community, Biblical Study, Culture, Character, Finance, Communication, and Planning.

Service: As a part of **LAUNCH**, students will learn the value of service both from the biblical aspect as well as the cultural aspects. They will be assigned tasks and duties throughout the week that are a part of Hidden Acres regular duties. They will work closely with staff learning the different areas required to successfully run camping ministry such as hospitality, cleaning, kitchen work / prep, maintenance, programming, marketing / relations, and budgeting. Students will also be required to be involved in the local communities by volunteering with local businesses, groups, church activities, etc. Some examples may be volunteering at the local nursing home, helping with the local children’s ministries, assisting elderly with needed housekeeping and maintenance tasks, and volunteering with a grateful heart and a God-centered attitude is a vital part of successful service.

Community: The idea of community will be a constant aspect of learning throughout **LAUNCH**. Students will be living and rooming with each other during the months that the program is in action. There is a men’s dorm and a women’s dorm that are kept separate. They will be learning how to encourage each other, assist each other, and get along with each other. They will learn the advantages and biblical aspects of problem solving and learning how to build one another up. Accountability will be a vital role in

day to day living not only in areas of biblical study and purity, but also in the areas of work and service.

Biblical Study: Students will be involved in a common study throughout the year. We will be reading books on leadership as well as going through a community Bible study. Bible studies will be voluntary, outside of class, for the students. We want the decision to participate to be a heart decision rather than an assignment. Biblical study will be expected to be done daily by the students and reflected in the blog that is being kept.

The books that will be read will be discussed during community time on a regular basis. Reading assignments will be given and students will be expected to be active in discussion. We will also constantly relate the readings to what the biblical standards are. Students will be challenged to sort through what the culture says is important for leaders versus what God desires for a successful leader.

Culture: On a monthly basis, the students will be exposed to the current culture in activities such as going to movies, bowling, restaurants, campus seminars, and much more. The purposes of these outings are twofold: the first is to build a healthy fellowship among each other during the program and the second is to look at, study, and discuss how different the common culture is from God's biblical standards. To witness real-life examples of where leadership is failing and seeing the effect of it. After these outings we will be discussing in community what we saw, learned, and how it could be changed. These are things that should also be blogged on during their time in **LAUNCH**.

Character: **LAUNCH** desires that the men and women who are involved in the program develop character traits that will shape them into adults that will be respected within the current culture for high moral standards and a God-centered focus.

We desire for them to learn what God's list of character traits are for men and women. What it looks like to be an adult in a professional atmosphere. What it looks like to be men and women within a church. What it looks like to be men and women within a community. What it looks like to be men and women within a marriage (someday). What it looks like to be men and women in the eyes of their children (someday).

Character is something that is failing within our culture these days. The young men and women who are involved in this program will be educated, taught, and practiced in what God calls of men in the Bible.

Finance: Students who are involved in **LAUNCH** will be taught biblical and smart finances. We will educate them on the proper way to save, give, and plan with money that is earned.

Students involved in **LAUNCH** will be paid a weekly stipend for their work during the week. They will also be encouraged to raise supplemental support from others if they wish. As a part of the program, each individual will plan and make a budget with their income. They will learn how to handle their money and develop the habits of wise decision making, spending, saving, and giving. Our purpose is to give these young men and women the ability to live a life free of bad debt and offer them a life of financial security no matter how much of an income they might make in a profession.

Students will also learn the value of “stretching the dollar” as they learn the different areas of camping ministry. They will be shown how to operate within a budget, research costs, and plan according to the things that God has given.

Communication: As many learn within their lives, there is a value to understanding the need for proper communication. Students involved in **LAUNCH** will learn this constantly as they continue their studies, discussions, and working with other staff. They will learn how to sort out valuable information that is vital to operations from information that is not needed. They will learn how to be efficient with time by using proper communication.

During planning for events there will be time to discuss what needs to be communicated. There will also be time following events where we can analyze the success or failure of it. We hope that during the months that students are involved in **LAUNCH** they will develop a healthy habit of leading with clarity and direction and how vital proper communication can be to that.

Planning: During **LAUNCH** students will learn the value of being a leader with direction. A vital part of direction is having a goal. Students will do quite a bit of planning throughout the program. They will set short term and long term goals for the different things they are involved in. They then will begin a plan to accomplish those goals. These plans and goals will be a great guide to accomplishing tasks that will be placed in front of the students.

They will learn the value of prioritizing tasks in regards to the needs of camp, self, and study. Students will also set goals for times that will be post-**LAUNCH**. The young adults will learn the advantages of goal setting

in relation to each other, future co-workers, and family. They will also be taught the necessity to be flexible within plans and goals!

Camp Responsibilities

The **LAUNCH** program is a working education program. Students will be involved on a regular basis in education and learning of leadership. They will also be expected to work and be a part of a camp ministry in which they will be able to put into action the skills that they are learning. During the months that the students are in **LAUNCH** they will be a part of the many different areas of a working camp ministry. They will be able to apply all of the 8 pillars that will be studied concurrently to the activities they will be involved in as a part of their camp work. Some of the areas and tasks are listed below.

Programming

Activities

- Tower
- Paintball
- Horses
- Crafts
- Lakefront

Summer camp scheduling

Retreat assistance

Media / Sound setup

Age appropriate programming

Church Relations

Kitchen Management

Meal Planning

Pricing

Ordering

Scheduling

Meal preparation

Facility Operations

General upkeep

Grounds maintenance

Minor repair

Cleaning/turnaround

Pool maintenance

Coffee Bar

Store

Inventory

Horse Care

Snow removal

Machinery Operation

Office Operations

Marketing

- Brochures
- Mailings
- Posters

Registration

Web maintenance

Phone answering

After nine months of being involved with these areas of camp ministry, we will review the tasks that were learned and apply them to the pillars that have been taught. Students should be able to translate the leadership skills that were learned into whatever job they may choose for a future profession.

Student Lodging

Students will be staying in a dorm setting on camp grounds. They will be rooming with at least one other individual while being in **LAUNCH**. They will also be responsible for their own meals while rooming on the camp grounds. Students are welcome to camp food leftovers if they are available. But they will also learn some meal planning and budgeting within their own personal finances. When camp food is not available, students will be responsible for shopping and cooking their own meals.

Students will have access to laundry rooms, within their residence, where they will do their own laundry. If they need to be taught, we can teach them. They will be responsible for their own laundry soap, softener, and any other things they might need.

Pay

As stated earlier, **LAUNCH** is a working education program. Students will be paid a stipend for their participation and work within the camp ministry. The pay will not be as much as you could make elsewhere, but lodging costs, some food costs, education costs, are considered when figuring the stipend amount.

Students are also encouraged to gain extra support in the form of mission donation. The camp office will assist with mailings, newsletters and monetary donations that are received from donors for the students.

LAUNCH will also, on a one-on-one basis, be taught proper budgeting with the pay that they receive. They will be kept to a budget that they design for themselves during the program. They will have regular meetings with the **LAUNCH** director to follow up on the progress of keeping their budget throughout the program.

Days Off

LAUNCH students will be given time off accordingly throughout the year. There will be days off for holidays matching the same design as permanent staff. Time

off for personal needs will be given on a case by case basis. Just like a job, time off needs to be requested no later than one month in advance for program participants.

Students will also be given days off every week, understanding that they will most likely be working with events during the weekends. You must be willing to give weekend time priority to camp needs. If there is not a need for staff during a weekend, students will work a Monday through Friday schedule. Schedules will be known in advance of which weekends will be worked and which will be off. Some flexibility will be required.

Trips

During the nine months of **LAUNCH**, there will be a few trips taken for the purpose of education in the areas of leadership, Christian camping education, and group fellowship. During the fall, students will participate in a weekend camping trip. In the winter, students will travel to see another camp ministry in another region. And in the spring, students will participate in the regional CCCA conference wherever it may be held. The fall and winter trip will be funded by the student and built in to their financial plan concerning housing for the trip as well as food.

There will also be a winter ski trip to Minnesota if students choose to be a part of it. This trip, if chosen by the student, will also be budgeted for and paid for by the **LAUNCH** student.

Conclusion

At the end of the program, Hidden Acres will put on a graduation banquet for the students who successfully complete **LAUNCH**. Family and friends will be invited to a formal dinner on Saturday May 21st, 2011, in honor of the graduate. Students will be expected to prepare a speech to present to the attendees of what they have learned, gained, and will take from **LAUNCH**. May 23rd, 2011 will be the official move out date of all **LAUNCH** students.