



## Medeba's Leader In Training Program Information Package 2019

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### **Overview of the Program**

Medeba's Leader in Training (LIT) program is designed to develop leadership potential and encourage personal growth in young people. The program emphasizes the development of Christian and outdoor leadership skills through the use of adventure and community. It offers a balance between being a camper and becoming a staff member.

We highly encourage any young person who has a desire to develop and use their leadership skills in a Christian ministry to consider this unique training opportunity. It will provide essential skills that can be used in any aspect of life, and specific training for those aspiring to be on Medeba staff. At the end of the program, successful participants will receive a certificate of completion, which will be a valuable addition to a resume. When hiring Medeba summer staff, preference is given to successful graduates of Medeba's LIT program.

LIT is an 8-week program that is broken in to two-parts. It is usually taken over two summers, but may be taken in one summer, if requirements are met.

### **Leader In Training 1**

Ages: 15 - 17 and completed grade 9

Dates: June 30 – July 28, 2019

Cost: 2450.00

Description: LIT 1 emphasizes learning foundational outdoor skills (hard skills) offered in our programs and provides an overview of skills needed to work with people (soft skills).

### **Leader In Training 2**

Ages: 16 - 18 and completed grade 10

Dates: July 28 - August 24, 2019

Cost: 2450.00

Description: LIT 2 builds on the hard skills learned in LIT 1, while emphasizing the development of personal leadership skills needed to work with people (soft skills). Candidates must have completed Leader In Training 1 or at least the equivalent in another program.

**Pre-requisites of All Leader In Training Participants**

- Demonstrates leadership aptitude
- Demonstrates love for young people
- Good physical condition
- Ability to work well with others in a variety of situations
- A keen desire to learn and teach
- A lifestyle consistent with Medeba’s standard of behaviour

**Medeba’s Mission**

To use adventure and community to challenge young people to continually say “yes” to God.

**Formal Training Provided**

Sessions are taught using a variety of teaching styles and settings. Sessions have been designed to flow as a progression through all leadership courses offered at Medeba. Practical, real life assignments are often given. Here is an overview of the courses taught (these may vary slightly according to the needs of the group):

**1. Personal Development**

These courses focus on areas of your life such as spiritual growth, goal setting and understanding yourself. The more you can understand yourself, the better you will be able to understand what you need from those you’re leading or following.

Also, by understanding yourself, you will also be able to understand those around you and hopefully be able to work better and more easily with them. The list below covers the overall areas we cover through our LIT program.

Below is the list of personal development topics covered in Medeba’s LIT program:

<b><u>Theme</u></b>	<b><u>Leader In Training 1</u></b>	<b><u>Leader In Training 2</u></b>
a. Life Management	<ul style="list-style-type: none"> <li>• Goal Setting</li> <li>• Personal Organizational Skills</li> <li>• Weekly Accountability</li> </ul>	<ul style="list-style-type: none"> <li>• Media and Your Mind</li> <li>• Developing Healthy Relationships</li> <li>• Weekly Accountability</li> </ul>
b. Personality Profiles	<ul style="list-style-type: none"> <li>• Myers-Briggs Profile</li> </ul>	<ul style="list-style-type: none"> <li>• Social Style Profile</li> </ul>
c. Spiritual Leadership	<ul style="list-style-type: none"> <li>• Jesus as a Leader</li> </ul>	<ul style="list-style-type: none"> <li>• Leaders in the Old Testament</li> </ul>
d. Spiritual Disciplines	<ul style="list-style-type: none"> <li>• Introduction to Inward Disciplines</li> <li>• Daily Journaling</li> </ul>	<ul style="list-style-type: none"> <li>• Introduction to Outward Disciplines</li> <li>• Daily Journaling</li> </ul>

## 2. Leadership and Teaching

These courses focus on learning how to be a leader. There are many components to leadership and being a leader; the following are the topics we focus on during LIT.

Our goal is for each participant to be exposed to the basics of these leadership topics and each participant to have the opportunity to practice what they have learned as well as explore their leadership style. The LIT staff provides insightful feedback continually that is specific to each participant in order for them to grow as a leader in their own leadership style.

Below is the list of personal development topics covered in Medeba's LIT program:

<b>Theme</b>	<b>Leader In Training 1</b>	<b>Leader In Training 2</b>
a. Adventure Learning	• Introduction to Facilitation	• Practical Facilitation
b. Leadership Styles	• Understanding Basic Styles	• Working as a Team
c. Effective Communication and Conflict Resolution	• How to Listen and Speak	• Resolving Conflict
d. Behavioural Management	• Group Agreement	• Group Agreement
e. Age Group Characteristics	• Communicating Expectations	• Dealing with Behavioural Problems
f. How to Teach and Lead	• Understanding Ages 8 - 12	• Understanding Ages 10 - 15
	• Observation of Leaders	• How to Teach and Lesson Plans
	• Evaluating Staff	• Decision Making
g. Practical Opportunities to Teach and Lead	• Assist Teaching a Skill	• Teaching a Skill
	• Assist in an Evening Program	• Run an Evening Program
	• Lead Singing	• Run a Campfire
	• Peer Leading	• Peer Leading and Ongoing Evaluation
	• Ongoing Evaluation	• Assist in a Cabin Group and Summer Camp Operations.

### 3. Outdoor skills

Training is given in most skills offered at Medeba. Each LIT will have the opportunity to learn these skills.

We recognize that participants will vary greatly in their skill levels prior to this course. Also, each participant will be more interested in certain skills we teach; each participant will further their skills in each area as far as possible. The more the participant takes advantage of every opportunity, the more they are likely to gain all the skills offered.

Below is the list of personal development topics covered in Medeba's LIT program:

<b>Skill</b>	<b>Leader In Training 1</b>	<b>Leader In Training 2</b>	
a. Canoeing and Kayaking	<ul style="list-style-type: none"><li>• LIT participants usually come to Medeba with a wide variety of skill experiences and qualifications. As a result, outdoor skills are designed and taught in such a way as to allow participants to develop their skills regardless of their background.</li></ul>		
b. Swimming			
c. High Ropes			
d. Rock Climbing			
e. Archery and Riflery (Air Rifles)			
f. Wilderness Skills			
g. Mountain Biking			
h. First Aid		<ul style="list-style-type: none"><li>• Introduction to First Aid</li></ul>	<ul style="list-style-type: none"><li>• First Aid Scenarios</li></ul>
i. Trips		<ul style="list-style-type: none"><li>• Day Solo</li><li>• 4 Day Canoe Trip</li></ul>	<ul style="list-style-type: none"><li>• Overnight Solo</li><li>• 5 Day Canoe Trip</li></ul>

## 4. Operating an Outdoor Centre

Operating an outdoor centre is much more than just fun programming. There are many different areas that are required for an outdoor centre to operate. Also, there is a tremendous amount of planning and preparing before the arrival of any campers.

Participants will learn general principles of operating an outdoor centre. As well, we give each participant the opportunity to be part of a leadership team to prepare and lead a portion of operating an outdoor centre. We believe that this will help participants understand the greater picture of leadership.

Below is the list of personal development topics covered in Medeba's LIT program:

<b>Theme</b>	<b>Leader In Training 1</b>	<b>Leader In Training 2</b>
a. Food Service	• Dining Room Staff for a Meal	• Dining Room Staff for a Day
b. Site Development	• Service Project at Medeba	• Building Project at Medeba
c. Risk Management	• Introduction to Risk Management	• Using Medeba's Risk Management Manual

## **Expectations of All Leader In Training Participants**

### **LIT Participants and Their Relationship with God**

Leader In Training participants are expected to be developing their relationship with God and to have a desire to live by the standards set forth in the Bible.

### **LIT Participants and Their Lifestyle at Medeba**

Our standard for all personal electronic devices (such as cell phones or iPod's) is they are permitted but are only to be used during a designated period of time each day. Other electronics (such as TVs, monitors, and gaming devices) are not permitted. All media that is listened to or watched must be approved by an LIT staff unless it is produced under a Christian label. Any media should not glorify sin.

Our standard for accommodations is that LITs are responsible to clean their accommodations daily and keep their personal belongings tidy as they are sharing room with others.

Our standard for relationships is that LITs are not to be alone with a person of the opposite sex without being in full view of others.

Our standard for having a dress code is to be modest in our outfits. LITs must wear non-revealing clothing. Undergarments must be worn and they must not be seen at any time.

Our standard for curfew is that all LITs have a curfew between 9:30-10pm to be in the Hub main room for a daily debrief, between 10:15-10:30pm to be in their own cabin (to get ready for bed), and between 10:45-11pm to have the lights out. Occasionally earlier curfews may be given if staff detect extra sleep is needed.

## **LIT Participants and Their Character**

Our standard for all behaviour is taken from the Bible – the word of God. LITs are expected to cooperate with others and respect staff members. LITs will treat everyone at Medeba respectfully and not discourage or harm others with physical, emotional, or verbal abuse.

Any kind of abuse or abusive language is not acceptable (e.g. put-downs are unacceptable). Medeba strives to resolve behavioural problems with LITs promptly and effectively but reserves the right to dismiss a LIT for behavioural problems at the discretion of the Directors. No refund will be made for dismissals due to disciplinary action.

Our standard for all attitudes are to have a positive attitude towards the program. There are many different types of activities and sessions in the LIT program and every LIT will be expected to participate in all aspects of the program.

## **Other Info**

### **Community Life**

LIT is limited to a maximum of 18 participants. Separate accommodation for boys and girls is provided in the Hub and a staff member also lives with them. The Hub also has bathrooms and a large meeting room between the boys' and girls' accommodations.

### **Complimentary LIT Clothing for LIT 1 Participants**

Participants in the LIT 1 Program receive an exclusive piece of clothing. This complimentary clothing sets apart LIT participants at Medeba.