

# Leadership Training Program

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## Minikani's Values

### **Inclusion**

Be an inclusive community.

### **Celebration**

Celebrate creativity and diversity.

### **Stewardship**

Strengthen a connection with nature.

### **Development**

Cultivate growth, welcome change.

### **Legacy**

Pass the torch of tradition with humility.

### **Spirit**

Live with passion and integrity.

## Minikani's Vision

We are a family, a family of supportive, creative individuals embracing diversity and providing the tools to navigate growth. Through an emphasis on self-awareness, the Spirit of Minikani inspires people to be their best selves and a positive influence within their communities.

## Who is a Leader?

A person who works to instill a sense of purpose in others, encourages others to be their best selves, and helps others to identify and achieve goals.

## One Goal

The purpose of our Leadership Training Program is to provide participants with training in how to use effective leadership skills throughout their lives *and how to work effectively with children at camp and in many other settings.*

## Results

The leadership skills we will learn and practice include communication, teamwork, setting and achieving goals, decision making, conflict resolution, and many more. The skills that will be learned can be used in all parts of life, including home, school, sports, youth groups, work, and in the community.

## Three Components

1. We help young people figure out what good leaders do and say.
2. We give them lots of opportunities to practice.
3. We make it fun.

## Leadership Skills

Through our Leadership Training program and with the full commitment of each participant, we will work to develop the followings skills:

LT1	LT2	LT3
<ul style="list-style-type: none"><li>• Teamwork</li><li>• Responsibility</li><li>• Respect</li><li>• Work Ethic</li><li>• Motivation</li><li>• Listening</li><li>• Initiative</li><li>• Persistence</li><li>• Problem Solving</li><li>• Observation</li><li>• Enthusiasm</li></ul>	<ul style="list-style-type: none"><li>• Teaching</li><li>• Creativity</li><li>• Planning</li><li>• Game &amp; Activity Leadership</li><li>• Presenting</li><li>• Body Language</li></ul>	<ul style="list-style-type: none"><li>• Group Leadership</li><li>• Communication</li><li>• Developing Positive Behavior</li><li>• Managing Undesired Behavior</li><li>• Teaching Responsibility &amp; Problem Solving</li><li>• Caring</li><li>• Working Together</li><li>• Positive Learning</li><li>• Safety &amp; Decision Making</li><li>• Professionalism</li></ul>

## Our Method

We develop these leadership skills during summer sessions and year round programing by:

1. **Modeling.** We model the skills we are working to develop.
2. **Praise.** We praise participants when they use these skills.
3. **Practice.** Participants engage in a wide range of activities where they can develop and practice these skills. In these activities they figure out what works and what doesn't work in leading others and themselves.
4. **Processing.** During activities we take time to reflect on how things are going and what leadership skills we are practicing. We will often follow up activities with more thorough discussions to further identify these skills.
5. **Journals.** Participants will take time to write in personal journals to reflect on the leadership skills they have observed and practiced and keep track of their progress on personal goals.

These journals will help facilitate effective discussions in their groups and one on one with their directors.

6. **Mentoring.** First year participants will be placed with a second year participant to provide hands on support and guidance during their summer session. Third year participants will be placed with a counselor each week in a new cabin or group.
7. **Evaluations.** We use formal written evaluations to acknowledge and document participants' achievements in the program, identify the leadership skills they are learning, and to provide constructive criticism to guide them to further develop these skills.

## Program Components

Camp is about learning by doing, so participants will learn leadership skills in a safe environment through a variety of fun and challenging activities, workshops, and discussions under the direct supervision of a male and female director. We have designed each year of the program by intentionally selecting activities that will help the participants observe and practice specific leadership skills.

### LT1 Program Components

1. **Hiking Trip**

Teamwork · Work Ethic

LTs will embark on a week-long hike of the Superior Hiking Trail. During this experience they will participate in the "Leader of the Day" program. Each day 1-2 LTs will be chosen to lead the entire day for their peers, including planning the days schedule, leading campsite set-up, and leading debriefing sessions.

2. **Group Challenge Activities**

Teamwork · Communication

LTs will participate in challenge activities on trips and at camp. Using "Awareness of Process" LTs will focus on what leadership skills came into play during these activities.

3. **Skills Participation**

Observation · Teaching · Communication

LTs will be assigned to a counselor and skill area for an entire week. They will observe the counselor in order to determine what good leaders do and say. They will lead games between skill hours, help take attendance, and help lead skills. They will check in with their assigned counselor each hour to keep track of their progress and set goals for themselves.

4. **Minicamp Participation**

Responsibility · Patience

LTs will assist in Minicamp ever-other day while at camp. They will help with lunch time in the Lodge, participate in activities, and participate and supervise during pool time.

5. **Evening Activity Participation**

Enthusiasm · Initiative

LTs will participate with cabins during evening activities or help lead evening activity stations.

6. **Serving Food/Dishwashing**

Work Ethic · Responsibility · Initiative

LTs will help set-up the dining hall for meals, serve food, and help clean after.

**7. Work Projects**

Work Ethic · Motivation

LTs will participate in meaningful work projects to help keep camp beautiful and in good repair.

**8. Group Planning**

Team Work · Listening

LTs will be responsible for planning LT Games or Chapel during their LT2 year. They will work in teams with their peers to plan and execute these activities for Minikani campers.

**9. Participation Day**

Observation · Initiative

LTs will participate with a cabin during cabin activities and vesper to continue to learn what good leaders do and say when leading children.

**10. Take Over Day**

Enthusiasm · Responsibility · Planning

LTs will plan and execute an afternoon of cabin activities and a vesper for a cabin to practice what they learned about what good leaders do and say.

**11. Mentoring**

Listening · Humility

LT1s will be paired with an LT2 who will guide them through their first day back at camp after their hiking trip. They will have chance to process their experience and continue to consider what good leaders do and say at camp.

**12. Vespers**

Listening · Problem Solving

LTs will participate in nightly vespers to process their experiences throughout the day.

## LT2 Program Components

**1. Service Trip**

Work Ethic · Humility · Understanding

During their second week, LT2s will embark on a capstone service trip in the Milwaukee area to put into practice what they learned about service *and* leadership during the first two years of the program.

**2. Extended Participation/Takeover Day**

Game & Activity Leadership · Creativity · Planning

LT2s will be paired with a counselor for a two-day experience, first participating with and then taking over that counselor's cabin. The LT2 will work with their counselor to plan their take over day.

**3. Mentoring**

Teaching · Listening · Understanding

When LT1s return from their hiking trip, LT2s will guide them through their first day back at camp. This is an opportunity for LT2s to show what they have learned in the first two years of the program.

## LT3 Program Components

### 1. Group Leading

Group Leadership · Developing Positive Behavior · Managing Undesired Behavior

LT3s will be assigned to a new group of campers each week and will be responsible for leading those campers through various activities.

### 2. Teaching Skills

Teaching

LT3s will be assigned to a specific skill area for the summer and will be responsible for teaching skills for campers at that skill area.

### 3. Activity Planning

Creativity · Planning

LT3s will plan cabin activities and vespers for their groups throughout their four weeks at camp.

### 4. Camper Development

Developing Positive Behavior · Teaching Responsibility and Problem Solving · Communication

LT3s will work with their campers to develop goals with their campers and help them achieve those goals. They will also assist in writing camper reports at the end of the week.

## Year Round Components

It is essential that the skills learned in the Leadership Training program are put into practice outside of the camp environment. There are three main components of year-round involvement: Community Service, Training Weekends, Summer Planning Meetings.

### Community Service

We believe that part of being a leader is giving back to one's community through volunteer service. The goal of the community service program is for LTs to apply the skills and principles they have learned in their own communities. We also hope that these experiences will help LTs expand their skill and knowledge base that will improve their ability to be effective leaders.

Each year of the program has different requirements for service hours completed in the community or at camp. Hours must be completed before arrival at camp and can be turned in to LT Directors upon arrival during the summer.

Hour Requirements			
	Hours outside of camp	Hours at camp	Total Hours
LT1	10	5	15
LT2	10	10	20
LT3	10	15	25

## Service Opportunities

### At Camp:

Event	Date*
Cookie House	December 4 <sup>th</sup>
Winter Camp	December 27 <sup>th</sup> -30 <sup>th</sup>
Pancake Breakfast	May 1 <sup>st</sup>
Camp Prep Day	Early May (TBD)

\*Specific times will be sent via email as events approach.

### In the Community:

Organization	Website
Milwaukee Volunteer Center	<a href="http://volunteer.truist.com/vcgw/volunteer/calendar/">volunteer.truist.com/vcgw/volunteer/calendar/</a>
Volunteer Match	<a href="http://volunteermatch.org">volunteermatch.org</a>
Playworks	<a href="http://Playworks.org/volunteer">Playworks.org/volunteer</a>
Idealist	<a href="http://idealist.org">idealist.org</a>
Hunger Task Force	<a href="http://hungertaskforce.org/volunteer/">hungertaskforce.org/volunteer/</a>
Guest House Milwaukee	<a href="http://guesthouseofmilwaukee.org/">guesthouseofmilwaukee.org/</a>
Urban Ecology Center	<a href="http://urbanecologycenter.org/">urbanecologycenter.org/</a>
Volunteer Wisconsin	<a href="http://volunteerwisconsin.org/">volunteerwisconsin.org/</a>
Victory Garden Initiative	<a href="http://victorygardeninitiative.org/">victorygardeninitiative.org/</a>
Milwaukee Rescue Mission	<a href="http://milmission.org/volunteer/">milmission.org/volunteer/</a>

### Your Ideas for Service:

## Leadership Training Weekends

Mandatory Leadership Training weekends are held twice a year, once in the fall and once in the spring. Weekends consist of a combination of instructional sessions, work projects, group activities, and recreation. Some sessions are conducted with the entire group of LTs and staff present, while others are specifically directed at LTs at a certain stage of the program.

There is a basic curriculum of what is to be focused on at LT weekends with LTs at different stages of the program. The curriculum hopes to bring up issues that direct the progression of an LT's growth through the program and adolescence. It also serves to prepare LTs for the role they will play in the upcoming summer.

**Fall Weekend:** November 13-14, 2021

**Spring Weekend:** April 9-10, 2022

## Summer Planning Meetings

LT2s will be required to attend one 3 hour Summer Planning Meeting before the summer. During this meeting LTs will continue to bond with their group and work together to plan aspects of their summer session. All meetings will be held at Camp Minikani. Email reminders with specific meeting locations will be sent as meetings approach. The meeting dates will be coordinated between the Summer Camp Director and the LTs during the winter.

**\*Dates and times will be scheduled in the Spring. Meeting/s will be scheduled by email.**

## Winter Camp

All LT3s are required to attend Winter Camp for a two-day period. They will participate in a brief training when they arrive, and will then be placed in a cabin as an assistant counselor for the remainder of their time there. This experience will help prepare them for their upcoming summer, and will provide additional context for Staff Training. LT3s will be able to choose between 2 shifts:

- Monday, December 27<sup>th</sup> at 1PM– Tuesday, December 28<sup>th</sup>, 10PM
- Wednesday, December 29<sup>th</sup> 9 AM – Thursday, December 30<sup>th</sup>, 5 PM\*

\*Shifts subject to change. Communication with shift sign-up will be sent out as Winter Camp approaches.

LT1s and LT2s will also have the opportunity to complete service hours at camp during Winter Camp. Information will be sent out as Winter Camp approaches.