

Developing Ministry Minded People . . .



Details Regarding the LCM Program



A Ministry of Timber-lee Christian Center

An Overview



Developing Ministry Minded People . . .

Introduction to the LCM Program

Greetings:

Welcome from Timber-lee Christian Center and the Leadership in Camp Ministry program. Together we are excited to offer this internship program that teaches the ministry and mission of Christian camping, the management of a 503[C] business, and technical skills often used in camp programs. Timber-lee, it's programs and staff are used for this training.

Thank you for your interest. I encourage you to join this exciting program.

Sincerely,

Ed Hooke
LCM Director
Matt Waller
Assistant LCM Director

Program Description:

The LCM Program offers a unique, nine-month, hands-on training experience, designed specifically to equip people with the ministry and business skills needed in Christian Camping. Each student will be involved in every aspect of the camp ministry for at least enough time to understand how it relates to the whole operation. LCM Education is through interactive Academic Instruction and Field Experience. Field Experience is implemented through teaching Timber-lee Outdoor Education classes and industry exposure. The Community of the LCM Program is one that fosters student's spiritual and personal growth. Web-based discussion is utilized to facilitate and process the three facets of the program Academic Instruction, Field Experience and Community.

LCM Mission Statement:

The Leadership in Camping Ministry (LCM) Program exists to train men and women in Christian Camping so they are able to create engaging communities where each young person encounters Christ through a dynamic camp experience.



Objectives of the LCM Program:

1. Experience – Interact with subject matter that will influence approaches to ministry and management.
2. Knowledge – Understand the fundamental Ministry and Business concepts that are inherent in Christian Camping
3. Leadership Opportunities – Learn and exhibit qualities, abilities and skills that allow problem solving, reasoning, and teamwork to be adapted to most settings
4. Personal Growth – Character formation and development that builds on existing values while influence by our Christian environment and LCM Community
5. Skill Development - Learn specific skills associated with camp ministry

Description of a Typical Week: (This is a general calendar, not a guarantee.)

Monday	8:15 – 11:00	Class
	1:00 – 5:30	Field Experience
Tuesday – Friday	8:15 – 5:15	Field Experience (Some LCMs OFF)
	4:00 – 10:00	Hosting one night a week
Saturday	9:30 – 4:15	Some LCMs in Field Experience
Sunday	8:00 – 10:00	Feed the Horses (Each LCM does this once a month.)

This Chapter of your life begins here....
Apply now [Online](#) or [Download](#) an Application

Academic Instruction



Academic Instruction

The objective of our curriculum is for the LCM Students to understand the fundamental ministry and business concepts that are inherent in Christian Camping. Classes are designed to enrich a LCM Student's perception of Christian Camping by challenging him or her to think about the business and mission of camp ministry. We do this by having camp professionals teach interactive classes and lead engaging discussions at weekly class time. In addition each LCM Student is has an opportunity to complete the CCCA Cairn Series and attend a seminar on Therapeutic Recreation. Below you will see the Scope of LCM Academic Instruction listing the subjects that will be cover in class and additional details.

The Scope of LCM Academic Instruction

Establish Goals
Begin Journaling
History & Background to Camping
Orientation to Camp / Rec. Organizations
Orientation to Governing Bodies
Description of Program Types
Overview of Business Structure
Board of Governor / Policy Formulation
Strategic Planning: Mission, Vision, Values
Job Descriptions / Job Types
Staff Development & Behavior
Program Assessment
Program Planning
Program Implementation
Program Evaluation
Budget & Finance
Development & Fundraising
Resume Construction
Interview Strategy & Employment
Marketing
Public Relations
Customer Service
Facility & Maintenance Management
Transportation
Kitchen Management
Risk Management
Health & Wellness
Summer Staff Selection & Hire
Summer Staff Training
Conclusion & Final Evaluation

Cairn Series

Created by the Christian Camping and Conference Association (CCCA) designed to elevate Christian camping leaders to new levels of competency, to be completed at LCM Student's own pace.

Cairn Series 101: Spiritual Foundations
Cairn Series 102: Survey of Christian Camping
Cairn Series 103: Contemporary Culture
Cairn Series 104: Organizational Development
Cairn Series 105: Leadership Development

Seminar in Therapeutic Recreation:

This practicum provides an opportunity for participants to become trained to assist and care for a disabled person. Theoretical and practical issues will be encountered. Gain first hand knowledge of the importance of, and ways to, make available the opportunity for all populations to experience camp, including those with disabilities.

Academic Instruction will challenge each LCM Student to think about the harder topics of Christian Camping.

- "For Profit" or "Not For Profit"
- Who is the target market or ministry?
- Risk Management
- Mission, Vision, Value Development
- Government as it relates to Camps
- Crisis Management

Field Experience



Field Experience:

In order to understand the variety and scope of a camp ministry, each LCM participant will be involved in every aspect of the camp ministry, for at least enough time as to understand how it relates to the whole operation. However, a core responsibility will involve instructing classes in Timber-lee's Outdoor Education program, running winterXtreme, and completing projects. Weekly instruction responsibilities and learning opportunities will be assigned based upon the immediate needs of serving our guests.

Timber-lee Outdoor Education

In the fall and spring LCM students will specialize in one or two of Timber-lee's Outdoor Education departments, with cross training in others, by instructing Outdoor Education classes designed to support the existing school curriculum and state standards. LCM's are trained to provide a means of involving both the teacher and the student in a direct, purposeful, hands-on experience in Timber-lee's outdoor classroom.

Timber Challenge (TC)

"Only those who risk going too far can possibly know how far they can really go." This quote from T.S. Eliot embodies impact of Timber Challenge on its participants. LCM Students will receive tools and training to effectively lead participants through challenges to discover new insights about themselves, and their interactions as a group. The challenges LCM Students will lead are High Ropes, Climbing Tower, Low Ropes, Team Building, Canoeing, GPS, Cross Country Skiing, and Archery. The skills LCM Students will acquire are: Facilitation of High Ropes, Climbing Tower, Low Ropes, and Group Initiatives. Instruction of Canoeing, GPS, Archery, and Cross Country Skiing.

Science Education Center (SEC)

"The Truth Makes a World of Difference" SEC Staff works with LCM Students to establish goals and equips them with example classes and resources to be leaders in education through the created world. LCM students put this in practice through class instruction and project completion. Examples of skills LCM Students will acquire are: Classroom Management, Learning Theory, Orienteering, Mapmaking, Habitat Study, Wilderness Survival, & Animal Care and Handling

Saddle Horn Ranch (SHR)

With over 45 horses on property LCM Students are educated on the day to day undertakings of camp's equestrian program. LCM Students, help manage the ranch, lead trail rides, and instruct both animal farm and leathershop classes. The skills LCM Students will acquire are: Herd and Stable Management, leather craft, and farm animal care

Guest Services

Together with the Guest Services staff, we will take an in-depth look at the task of serving guests. We will investigate their methods, processes, and tools that they use. Time will be spent shadowing the group hosts and personally hosting groups involved in Outdoor Education and Retreat Programs after hours. This enables

LCM Students to hone their skills as guest service providers, serving Guest as Christ would serve.

I Timothy 1:12 I thank Christ Jesus our Lord, who has given me strength, that he considered me faithful, appointing me to his service.”

Timber-lee Youth Ministries

winterXtreme

This is Timber-lee’s winter camp for youth groups from the Chicago and Milwaukee area. LCM Students are equipped and empowered by the youth ministries team to lead Outdoor Recreation, Indoor Recreation, Chapel, and Hosting for winterXtreme. This is a 10 week hands-on experience with camp programming, budgeting, leading and implementing.

Timber-lee Facilities

Facility and Maintenance Management

In conjunction with Academic Instruction on Facility and Maintenance Management, LCM Students will see the inner workings of a maintenance and accommodations department of the camp. As time allows and as staff is available LCM Students will have the opportunity to work along side Facility Staff in completing projects.

Kitchen

LCM’s will have the opportunity to spend at least eight hours working in the Timber-lee Kitchen. This experience with the Kitchen Management instruction will enable the LCMs to see how a commercial kitchen functions.

Monthly All Staff Meetings

These monthly meetings are for general camp updates and will require LCM attendance as they are available.

LCM Program Field Experience

Wilderness Trip

This trip kicks-off the start of the program. We will spend time camping, caving, and rock climbing together before returning to camp for a week of orientation to the expectations of the program and camp. Additional learning trips will be orchestrated by Timber-lee through out the program.

International Missions Trip

Some camps in America are entirely staffed by missionaries – people required to raise their own support. In an effort to understand this process, together we will embark on a journey of faith. By faith (and hard work) we will attempt to raise the funds needed to travel to a camp in another country. During our Missions Trip, we will have the opportunity to, either run camp programming or perform a number of service/work projects that will impact various missionaries and the host camp.

Camp Tours

No two camps are exactly alike. Philosophy, facility, and staffing blend together in the creation of each camp’s unique culture. We will spend four days together touring a variety of camps, asking questions, and applying what we have seen to what we are learning.

CCCA Wisconsin/Iowa Super Sectional Conference Attendance

In order to encourage the LCMs to consider future participation and involvement in professional development, we will be attending the Wisconsin/Iowa Super Sectional conference of Christian Camping and Conference Association. This will allow the LCM

Students opportunities for learning, networking, and fellowship with other Camp Professionals.

Leadership Development

Designed in one's field experience to promote reflection and evaluation of one's own leadership qualities and to develop those leadership qualities through direct leadership experience and group process.

Project Learning Tree Seminar

Hosted by Timber-lee Interested LCM Students will have the opportunity to acquire the tools educators need to bring the outdoor environment into the classroom and their students into the outdoor environment. Topics range from forests, wildlife, and water, to community planning, waste management and energy.

Personality Assessment

Using the results from a Meyer-Briggs Type Indicator test, the participant will conduct a thorough self-appraisal, including strengths and weaknesses.

Certifications

- **American Red Cross CPR**
- **American Red Cross Life Guard**
Camps across the world have programming that is centered around a body of water or a pool. Aside from providing the opportunity for Lifeguard Certification this course provides LCM Students insights useful in overseeing a camps aquatic facility.
- **American Red Cross Wilderness First Aid**
This course is the third component to the Life Guard certification and is intended to serve as an educational resource for those involved in activities that take them beyond the scope of traditional urban emergency medical services. In these cases, emergency care is delayed until help can be notified and rescuers can reach the intended patient or the patient is evacuated to safety. This course helps provide the knowledge and skills necessary to deal with these emergencies until more advanced care can be provided.
- **National Archery in the Schools Program (NASP) Basic Archery Instructor**
This certifies LCM Students in the education and instruction in the sport of Archery. This is a national certification used for Archery Instruction in public and private schools across the US.

Memberships

- **American Camping Association**
- **Christian Camp and Conference Association**

LCMs each receive a set (1 Jacket/ 1 Pant) of all weather clothing.

Discounts on personal equipment and gear.

Field Experience in Outdoor Education, Youth Ministries, and Facilities will average 35hrs per week and will not exceed 40hrs per without overtime compensation.

Web-Based Discussion



Web-Based Discussion

The LCM Program Operates an [eLearning Classroom](#), creating an engaging online community, to supplement and facilitate Academic Instruction, Field Experience and the LCM Community.

How will the eLearning Classroom be used?

Academic Instruction

Compared to a traditional classroom, lecture based teaching environment, this format enables people who would normally hide in their seats. Utilizing the eLearning Classroom and the internet as a textbook each individual is required to process the information, wrestle with the concepts, and share their insight, opinion or experiences for the benefit of everyone to read. Discussion questions and reading assignments will be posted on Sunday and discussion is required before 8pm the following Sunday.

Field Experience

Here will be posted weekly customized schedules for each LCM and posting of discussion questions about LCM Field Experience.

LCM Community

LCM Student will be asked to journal about their LCM experience and life at camp in a provide personal blog space. Then other participants in the eLearning Community can comment and interact as they please. As well as providing a calendar for upcoming program and community events.

Community



As a member of a Christian Community of Camp Professionals, LCM Students will be challenged to grow in their personal, professional, and spiritual lives. Community is one of the great blessings God provides his people in Ministry. Community will be fostered through:

Mentorship:

In the LCM Program each student is supported by three mentors, the LCM Director, the Assistant LCM Director, and a Staff member of their choice.

LCM Director and Assistant LCM Director Mentorship

LCM Students will have periodic meetings with Ed the LCM Director to discuss progress of the program and over all well being of the Student.

Monthly meetings with Matt will be established for each LCM Student for the purpose of evaluating their progress in accomplishing their professional and personal goals.

Mentorship

LCM Students will have opportunity each week to meet and pray with a personal mentor, someone who will help to support, encourage and pray with them.

House Life:

LCM Student will share two houses and each will have his or her own room. Common areas are established to provide hangout areas for LCM Students.

Church involvement:

LCM Students are encouraged to become members of a local church where they can worship and are free to use their spiritual gifts.

Adventure:

Timber-lee is built on 550 acres of rolling hills and forest, the property itself provides for endless hiking and nature, with snow shoeing and cross country skiing in the winter. The property mostly surrounds Peter's Lake good for canoeing, kayaking, and water sports. Timber-lee is near the Kettle Moraine State Park Southern Unit, where LCM Students can Mountain Bike, Hike, Cross Country Ski, and Snow Shoe.

Enrollment



Developing Ministry Minded People . . .

Do you want to be an Industry Leader a Christian Camping up and comer

16 college age students join us from all over world to enhance their education of camping ministry. The LCM Program exist for one purpose, to train Men and Women in Christian Camping so they are able to create engaging communities where each young person encounters Christ though a dynamic camp experience.

Quick Facts:

- **16 college age Students**
- **Undrgrad. and Grad. credit offered**
- **Industry Exposure**
- **CCCA and ACA Membership**
- **Superior Instruction**
- **Numerous Certifications**
- **Life Long Memories**
- **Authentic Community**

Do you Qualify?

- All applicants for the LCM program must be eligible for an internship in the U.S. and:
 - Be 20 years of age or older, be at least two years out of high school or equivalent program, one semester college is preferred.
- Be interested in camping ministry.
- Able to demonstrate at least one summer of previous summer camp staff experience.
- Demonstrate personal maturity and prior leadership experience.
- Have an aptitude for learning and teaching is flexible and able to interact well with campers and other staff members.
- Considered self motivated, a self-starter.
- Able to speak conversational English well.
- Have a sincere love for the Lord and shows a consistent walk with God.
- Able to affirm Timber-lee Christian Center's Statement of faith and policies.

Apply now [online](#) or [download](#) an application!

Procedure for Admissions:

1. Fill out online or down loaded application
2. Submit Online Application or Mail Downloaded application to:
LCM Program Application
N8705 Scout Rd
East Troy, WI 53120
3. No Application Fee required
4. Reference request will be sent out immediately
5. Matt will contact you to set up an Interview
6. Each applicant is carefully considered and prayed for by LCM leadership staff for fit and effectiveness of the program.

Living Environment:

Housing:

Living on the grounds of Timber-lee is a vital part of the Leadership in Camp Ministry experience. Each LCM participant is furnished with a room in a dormitory-style apartment (the rooms may be shared). Each bedroom is provided one bed, a chest of drawers, a closet, and lighting. The kitchen, bathroom, laundry, and living spaces are shared. The kitchen is equipped with basic cooking and dining items. Living areas will be set up with couches, chairs, and tables. There is some space to store bicycles and other items.

Meals:

LCM participants are provided a camp meal plan that averages 12 meals/week. Food service meals are available when guests are served.

Secondary Employment:

While in the LCM program, secondary employment is not permitted so as not to distract from the camp experience or program obligations.

Financial Details:

Tuition:

A \$800 tuition cost must be paid in full prior to the LCM participant starting the program.

Housing Security Deposit:

A \$100 deposit must be paid in full prior to the LCM participant starting the program. Upon the LCM's departure from the program, the living areas of the home will be inspected, should damages have occurred, they are assessed and deducted from the housing security deposit.

Income:

Throughout the program, LCM participants receive a weekly stipend of \$195.

Other Expenses:

LCM participants are responsible for their own meals when the dining hall is closed. In addition, they are responsible for their long distance phone charges, transportation, clothing, laundry, and other personal expenses.

Camp has impacted your life.
Are you going to Impact Camp?
This Chapter of your life begins here....
Apply now [Online](#) or [Download](#) an Application

Contacts



Developing Ministry Minded People . . .

Ed Hooke – LCM Director

- Primary responsibility is to design and coordinate the academic and program content of the LCM program.
- With Timber-lee Christian Center in 2002.
- Involved in ACA as a Standards Visitor since 2001.
- Graduated from Liberty University and graduated in 2004 from Regis University (BS, MBA)
- Certificate in Nonprofit Leadership and Management from Olympic College.
- Former Physical Education teacher and Camp Program Director.
- Family: wife Amy, and children Elizabeth, Eddie, Emily, and Ethan



Matt Waller – Assistant LCM Director

- Primarily responsibility is to Schedule LCM Field Experience, Housing, and General LCM Community.
- With Timber-lee since November of 2006
- Graduate of Baylor University 2003 (BA, Psychology)
- Baylor Football Letterman
- Completed T Bar M Camps Timothy Team in New Braunfels, Texas
- Wife: Jen



Mail Address:

Timber-lee Christian Center
N8705 Scout Rd
East Troy, WI 53120

Phone Number: (262) 642 - 7345

Fax Number: (262) 642 - 7517

Web Site: www.timber-lee.com

Email Address: mattw@timber-lee.com