

DCE

Connection

A NEWSLETTER FOR THE DEVELOPER OF COUNSELOR EDUCATION



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PREPARE, PREPARE, PREPARE

As many of you know I work at a tree nursery. Since I work in the office, I do not get very involved in the planting, growing and maintenance of the trees we sell. Even so, I have still been learning the important steps to growing strong trees and shrubs.

Before we start, we need to find out which species of trees we need to grow to meet the demand that we expect to have for our trees.

Next, we need to decide how to get the right species and choose the best ones.

Then we need to decide on the right soil mix and the right size pots.

Following that, we need to decide the right amounts of water, fertilizer, shade, and sun to give them.

That completed, it's time to order the items we have listed and plant the trees. If we've prepared properly, the new trees will grow a strong root system and be ready to be transplanted soon.

The goal: To get the strongest and best plants possible to ensure they survive after transplanting.

This reminds me a lot of the processes we need to follow to make sure our counselors are well rooted and able to carry out their task as counselors.

As DCEs we must make sure we get the right counselors to the workshop. We want those who will benefit most from the material we will deal with. Promoting the workshop properly is very important. Then, as with the trees, we

need to decide what is the right material to provide in the workshop.

Focusing on a key concept is important when we make a list of the material we will focus on. We also need to consider what is the right amount of material we can reasonably deal with in the time allowed.

We need to think about the learning activities we plan to use and how we can use them effectively. We need to think about a good opening as well as devise an effective closing.

Once all this is done it is time to pull together all the material we will need and lay out all the parts of our workshop and develop the finished product.

The final task is to deliver this workshop with our very best effort.

The goal: To make sure that they become the better and stronger counselors who will leave with the best tools possible to carry out the ministry to which they have been called.

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CHANGES IN THE MIDWEST

If you look on a map you will see that the Midwest Region — which includes Chicago West, Illiana, Hawkeye, Sioux Valley, Golden Plains, and Three Rivers Councils — covers a lot of area. To drive between the eastern councils and the western most councils would take a good 12 hours. Hawkeye sits about in the middle. These distances have proven challenging when attempting to coordinate regional conferences or DCE summits. Over the years three good men have tried to come up with a workable system. There have been some successes but for the most part not much has been accomplished.

Dale Frump, the Midwest Regional Training Coordinator has held the position for three years and reports little success. He feels called to other areas in the Cadet ministry and has given us his resignation as RTC. We have regretfully accepted it.

Considering the situation, I have discussed these challenges with Director Dick Broene and President Mike VanderMeer. We opted to include Chicago West and Illiana Councils in the South Central Region, which already reaches from Grand Rapids south into Indiana. This should make participation in regional conferences and summits more feasible for them. Terry Kimber, the RTC for the South Central Region, will work with them as he does with the other councils in his region. We look forward to seeing more participation and interaction from the Illinois and Indiana clubs in regional events.

In the mean time we will work with the councils in Iowa to find what would work best to support them and the I will act as interim RTC for that region.

—Bernard



We also want to give Dale Frump a big **thank you** for his efforts as RTC for the Midwest Region. We knew it was a difficult task when he took it on. Though his efforts in his region produced less than he had hoped, he has been a real asset to the RTC team. His input at our RTC Conferences was valuable and his ideas and opinions helped us to make solid plans for each new year.

Dale, we wish you God's blessing as you continue working in other areas of the cadet-ministry.

DCE Training Weekends



Phase 1	March 29–31, 2012	Byron Center, Michigan
Phase 2	To be determined	Byron Center, Michigan
Phase 3	September 27–29, 2012	Flamborough, Ontario

Regional Conference Dates

Northwest Region	Early 2012; date and place to be determined (TBD)	
North Central and South Central Regions	November 5, 2011	Fremont, Michigan
East Central and Eastern Regions	November 12, 2011	Woodstock, Ontario
Midwest Region	Date and place TBD	
North Region	TBD	TBD
Southwest Region	February 2012	TBD

DCE REVIEW

With *Prepare, Prepare, Prepare* in mind, take a minute to review the steps in place to properly guide the learning process in your council. If needed, sit down with your team and review this process and discuss what, if anything, you need to do to improve how you as a team carry out this important process. Please note: steps 4 and 5 are often not carried out, though they are an important part of this process.

Guiding the Learning Process through Your Counselor Education Program



Step #1: Conducting Learning Needs Assessment

Using five formal and informal techniques, determine what the counselors need to KNOW and be able to DO in specific areas of the Cadet program and activities.



Step #2: Creating the Annual Council Education Plan

Using the results of your learning needs assessment, plan the specific counselor education workshops and other learning activities you will offer in the upcoming Cadet season.



Step #3: Developing And Delivering Counselor Education Workshops

Using the techniques and skills learned in Phases 2 and 3 of DCE training, your DCE Team will develop and present the counselor education workshops to meet the learning needs identified during learning needs assessment.



Step #4: Conducting Workshop Evaluation

Using the techniques and skills learned in Phase 1, 2 and 3 of DCE training, members of your DCE Team will see that each counselor education workshop delivered in your council is evaluated, and that those evaluations are used to continually improve workshop development and delivery skills.



Step #5: Creating the Annual DCE Team Learning Needs Report.

Drawing from all the DCE experiences, and considering which phases of DCE training each team member has completed, The DCE Team will create and submit an annual plan for development and training – as a Christian man, and as a DCE who seeks to use your gifts, knowledge, and skills to benefit the people and organization God has called you to serve.

SEVENTH ANNUAL GOLF OUTING

On August 20, 2011, we held the 7th Annual CCC Golf Tournament at Dundee Country Club. It was another good day and 56 golfers came to enjoy it. We had a shotgun start which helped save time. This year there were a few changes. We had four "Hole in one" holes with the prize for one being \$10,000.00, and our signs were now professionally made. Another thing that is changing is that we are having more and more couples and families groups showing up and enjoying the day. As always we ended the tournament with a steak dinner. We are thankful for the supporters who come out, the sponsors and the organizing team for helping to make this a great day. The end result was that more than \$3,000.00 was raised for counselor education. God is good! All the time!!



Ed Groot and family golfed together.



President Mike VanderMeer points in the direction where Director Dick Broene's ball went. Sometimes they found it.



And here are some unidentified father and son golfers.

CONSIDER HOSTING A TOURNAMENT IN YOUR AREA

Why not consider hosting a golf tournament in your area to raise funds for Cadets or counselor training? As costs continue to go up, the budget is tight. The funds raised could help keep the cost of training down and keep it affordable for all. If you need more information or want help getting started please feel free to contact Bernard Teeninga and he will be happy to help you.