
Wilderness Ministry Institute

DRAFT Wilderness Ministry Start Up Packet for Churches, Non-Profits, and Mission Organizations

Wilderness Ministry Institute • 2550 Stover St Bldg. B, Fort Collins, CO 80524 • 970.237.4577



Welcome!

We are so glad that you have decided to introduce a wilderness ministry program to your church or organization! The Wilderness Ministry Institute (WMI) is a group of individuals who have a long history of doing wilderness ministry with young people. We believe that some of the most life changing and personal encounters with God comes from time spent in the wilderness. Our goal is to see that every young person in driving range of a wilderness area would be able to have the opportunity to meet Christ in the wilderness. Our hope is to be able to provide you with the resources to set up a wilderness/adventure ministry in your own church. WMI does not run trips, we are simply a resource center that equips churches and Christian non-profit organizations to build their own adventure ministry programs. In this packet you will find everything that you need to get you moving in the right direction to starting up your own wilderness program.

Important things to know:

- We provide 3 Spring training weekends and one summer training week. These sessions have been planned between February and June of each year. They are organized as a series of trainings that will give your guides all the necessary training they will need to take students out in the wilderness for a week. We highly recommend that your guides attend all trainings.
- We also provide training materials as a part of the training costs. This includes a trail manual that is useful for taking on the trail and any printed notes that are a part of the training sessions.
- We provide a set of guide competencies that we highly recommend every guide completes. There are seven competencies that cover all the needed hard skills for a backpacking journey. The competencies are taken out of *Freedom of the Hills*, 7th ed. (The Mountaineers). We recommend that every guide purchase this book and complete all seven competencies. We also use Dr. Ashley Denton's book, *Christian Outdoor Leadership: Theology, Theory, and Practice* (Smooth Stone Publishing) as a training resource for our guides.
- We provide a generic copy of a guide application and references. We recommend that you tailor the application and references to your churches own program and use them in your guide selection process. It may seem tedious, especially when just starting out, but we have found that when setting a high program standard it needs to happen at the onset.
- We've also included a Guide Team Leader Manual in this packet. It is our hope that this manual will provide you with all the basic details needed to run a trip out of your church. A Guide Team Leader will be the person(s) that is in charge of managing this program at your church.
- It will be the job of the Guide Team Leader to recruit guides, students and manage all of the administrative details of the program.
- Physical condition is an extremely important element of a competent wilderness guide. We will be providing timed 2 mile runs at each training to serve as accountability for guides in training. We recommend that each guide be able to complete the timed run an altitude of 10,000ft by the final training (guys 16min and girls 18min).
- We also recommend that you develop a name, logo and even a website for your own program. We promote a full ownership of the program by the church.

Table of Contents



Training Schedule	2
Guide Team Leader Manual	4
Guide Team Leader Responsibilities	5
Guide Recruiting	8
Guide Interview Questions	10
Student Recruiting	13
Clothing and Equipment List	14
Parent Letter	16
Route Creating Tips	18
Trip Debriefing	20
Guide Evaluation	21
Trip Evaluation	24
Food Packing Sample Menu	26
Registration Form	30
Guide Competencies	Appendix A
Guide Applications and Reference Forms	Appendix B

Training Schedule 2011

Heart of a Guide | Counseling and Content

March

Description: This training will cover counseling skills, Christian leadership methods, Bible studies and effective wilderness trip experiences. The weekend will be comprised of talks, presentations, role-playing and exercises. We will also participate a timed 2 mile run together as a community. Competencies #1, #3, #5, #7 are due upon arrival.

Cost: \$105/person; Food \$35 (\$4/meal), Training Materials \$70 (Freedom of the Hills, Christian Outdoor Leadership: Theology, Theory, and Practice, Notebook)

Wilderness First Aid & CPR

End of April/Early May

Description: This training will cover first aid, rescue and evacuation procedures and scenerios. training will be the Wilderness First Aid course provided by The National Outdoor Leadership School (NOLS) and CPR for the Professional Rescuer provided by the Red Cross

Cost: \$208; NOLS WFA course \$120, Red Cross CPR course \$60, Food \$28 (\$4/meal)

Rock Climbing & Rappelling Training

Mid-Late May

Description: This training will cover rock climbing, rappelling, navigation and orienteering. Specifics include; knots, anchors, belaying, climbing, rescue techniques, route finding, map and compass use. Competencies #2, #4, #6 are due upon arrival.

Cost: \$28/person; (\$4/meal),

Trail Training

Early June- Location to be designated

Description: This is a seven day training trip that will simulate a summer trip with students. All of the following areas will be covered:

- Counseling and trail content application
- Wilderness travel and camping techniques
- Basic snow travel and camping techniques
- Rock climbing and rappelling
- Navigation and orienteering
- First aid: scenarios, solutions, and procedures for mountain first aid and rescue

Cost: \$82/person; Food (\$4/meal)

Guide Team Leader Manual

Table of Contents:

Guide Team Leader Responsibilities	Pages 5-7
Guide Recruiting	Pages 8-9
Guide Interview Questions	Pages 10-12
Student Recruiting	Page 13
Clothing/Equipment List	Pages 14-15
Guide Responsibilities for Parents	Pages 16-17
Route Creating Tips	Pages 18-19
Debriefing	Page 20
Guide Evaluation	Page 21-23
Trip Leader Evaluation	Page 24-25
Food Packing Sample Menu	Pages 26-29

GUIDE TEAM LEADER RESPONSIBILITIES

One or two guide team leaders (preferable one male and one female) will be essential in providing spiritual and physical support for guides as well as for providing logistical support for your program.

Roles fall into 4 different defined categories:

Spiritually, Relationally, Physically, & Logistically

SPIRITUALLY:

As you enter into a part of leadership in this outdoor ministry program, it is vital to your ministry to maintain your own walk. You have been called to this because God wants you there—plain and simple. Take advantage of the place the Lord has you; He will teach and stretch you immensely. It is important that you, as a leader, have someone mentoring and investing in you on a regular basis, this will help you to be in a place to pour out to the guides you are investing in, if you are being poured into as well.

Self is anything that focuses attention away from God (first) and others (second). Pride and selfishness will disqualify your leadership. Praise and glory will come in positions. Make sure it gets directed appropriately. Constantly check your motives— if not to glorify God and direct others to God, your leadership will be disqualified. You guys will be great guide team leaders because God's blessed you with it. This summer is just part of your story, a chapter in your book that tells your journey with Jesus. I will not say much more about your own spiritual trip for the summer simply because that is something that the Lord already has worked out for you.

RELATIONALLY:

Once guides are selected it is part of the guide team leaders role to invest in these folks, which is such a fun and valuable aspect of a guide team leaders role. As guides invest and pour into students that they take on the trail throughout the summer, guide team leaders will similarly invest in the guides.

- Phone calls and meeting up one-on-one to ask them questions about how they are doing in their relationship with Christ. Holding them accountable both spiritually & physically is super important.
- Have them keep a running log and require updates from them biweekly.
- Share with them any encouragement as they prepare and train for the summer as well as throughout the summer. Be available to answer any questions and to care for and provide encouragement.
- Be available to provide any extra time (outside of allotted training time) to help teach those that are struggling with certain skills.

- Guide team leaders set the tone in setting up an authentic and vulnerable community, so times of worship and sharing each others hearts is key to a healthy group of guides that are seeking Him and growing together.
- Prayer time with guides is extremely valuable- a great thing to do is have the girl guides and guy guides meet separately the morning that trips come in.
- Possibly set up prayer partners among the guides.
- Spend as much one-on-one time with guides as possible (structured and casual). You need to know how they are doing personally. Encourage them and care for them.

LOGISTICS:

- Create (or recruit someone to create) a name, logo, website creation for your church's wilderness ministry program.
- Recruiting guides
- Trip Leaders within your church (relaying tools and ideas for them in recruiting students to participate) or depending on the size of the program, guide team leaders may head up recruiting the student participants as well.
- Holding or helping trip leaders have an informational meeting for parents.
- Making trips happen in the summer.
- Route Location / Permitting
- Food packing (or recruiting a team to do this): There is a sample food packing list attached, but feel free to be creative and come up with your own menu. Check the regulations in the area you are backpacking to see if you need to bear bag.
- Equipment distribution and collection before and at the end of each trip.
- Transportation to and from trailhead.
- Having an evacuation team and plan ready, as well as contact information with search and rescue if guides ever need extra assistance.
- Guides on the trail communicating with you each night, sharing prayer requests as well as their location, and how their group is doing.
- It is vital that you have a complete grasp on all procedures for an evacuation, so that if/when the time arrives you are in control. Remember that in any evacuation situation guides are stressed and looking for help and encouragement. Be tactful in giving them your opinion of the situation, remember how your parents would say something to get you to do something they thought was right without you knowing it, well that is what you need to be able to do.
- Formulate and enforce safety guidelines, trail regulations and rescue policies.
- Plan on assigning some guides or Wilderness First Aid trained individuals with in your church body in town (on call) to help if an evacuation were necessary for your groups out on the trail.

- Plan the overall summer schedule.
- Which groups will hike in which location, doing which routes.
- Guide pairings: Be prayerful about who you put together on the trail. You can use the folks that you see as stars to encourage people that need work in specific skills.
- Get schedules from guides if there are multiple weeks of trips, to make sure there are enough guides available.
- Facilitate Trip leader and guide debriefs. You give feedback to guides from constructive criticism and encouragement that the trip leaders gave in their evaluation.
- Facilitate Trip Reports (maybe there could be a time of sharing after trips in your church body or with a group of supporters to pull more people in) ... these could even be people that are praying for your students while your group is on the trail together.

PHYSICALLY:

Provide a consistent example of physical discipline.

- *Encourage and hold guides accountable for optimal physical condition of their bodies.

- *Running (at least three times per week), eating, rest, health.

- *The run can be quite a taxing experience for some folks, but it is important that guides know its importance.

- *Fitness training needs to be enforced from the start. Expectations need to be stated clearly and progress cards need to be filled out by the guides before their arrival in May. Keep them accountable. They need to know they'll have to give an answer. Throughout the summer guides are still responsible for keeping in shape.

- *Responsible for seeing that all guides are proficient in all aspects of mountaineering, climbing, belaying, safety, first aid, and rescue.

- *Grading their competencies & helping them with any skills that they need to practice.

- *Utilize and include 2nd year guides in demonstrating trail skills, sharing experiences, etc...

GUIDE RECRUITING

How many guides do I need?

The number of guides you need to recruit is dependent on the number of trips you are planning for the summer. Before you recruit guides it is good to have an estimated number of trips and the number of guides you would need to make that happen.

Ideally each guide would have the opportunity to guide 2-3 trips every summer. It's important for them to guide more than one trip, so that they are able to learn through their experiences and gain more confidence. This will set you up well for the following year because they will be more equipped to help teach new guides that God raises up to be a part of your ministry.

Each trip would need to have 2 guides leading (it's not safe to have solely one guide responsible for a group, especially if something were to happen medically within the group). 3 guides would be the max number of guides on a trip.

Key characteristics to be looking for in your guides:

- Have a growing and seeking personal relationship with Christ.
- Mature individuals that can be trusted to lead a group of youth.
- Recommended that they are 20 years of age or older.
- Have 2 years of youth ministry experience either with your church or through another organization.
- Ideally some individuals that are already leaders in your student ministries. So that guides would be able to be a part of follow-up with students after they return from trips.
- Have a heart for high school students or college students to know Christ. A heart to see God's kingdom come!
- Although it can be beneficial to have someone a part that has wilderness experience, it is a lot easier to teach the hard-skills of guiding than the heart skills!
- Are able to commit to at least 2 summers and all of the training dates.
- Are able to run 2 miles in 18 minutes (for girls) and 16 minutes (for boys). Because guiding is physically demanding it's recommended to have a physical fitness test and standard for your guides.

Different Methods of inviting people in:

Meet individually with those that you feel like would be assets to the ministry. Share with them your vision and invite them to apply (handing them an application). Individually inviting people in is a really powerful tool!

Having a vision casting / interest meeting with those you personally invite, or from an announcement to the church body / or college ministry.

Set up a booth at local college during fall festival with all the other clubs.

Use whatever creative ways you feel like will effectively share the vision of your program to those that God may be calling to be a part.

TIMELINE For Application Process:

- Start recruiting ASAP! Ideally recruiting begins late in the summer / early fall!
- Applications & references due by December 1st.
- Phone or in person interviews during the last two weeks of January
- Meet with a guide selecting committee during last week of January
- Inform all applicants during 1st week of February regarding their selection or if they have been rejected (let folks know why they were not chosen and give them some practical things to work on if they would like to apply again the following year). Don't feel obligated to accept anyone as a guide... these people need to be uniquely qualified leaders to be an effective guide. DO NOT accept someone as a guide who you have questions about their character or ability to lead others safely and effectively.

INTERVIEW QUESTIONS

Why do you want to be a guide for our church?

Fears/Expectations about guiding?

Family/Relationships:

What is their relationship like with their family/ mom & dad

How do you think your friends would describe you?

What was your most difficult relationship in the past year? Why?

How do they feel they relate to the opposite sex? How do they work with the opposite sex?

Man/Woman leadership: their perspective on women in leadership roles. How will they handle women in authority?

Describe any conflict with authority figures. Why did it occur? How was it resolved?

What is the one thing your best friend would change about you?

Ministry:

What sort of fellowship have they had in the past year and how has their consistency in spending time with the Lord been?

What has been meaningful to you/what have you learned from what you've been reading?

What Bible studies have you been involved in? What are you learning?

Tell me about your church life?

What is their definition of a leader? What is their understanding of leadership and discipleship?

Have they ever been involved in an intentional community? Yes, what was it like? No, what would they expect?

What sort of experience have they had working with a group or a team? How did it go?

Are you being discipled/mentored by anyone? If yes, please expand on this relationship.

Tell me about the people you've affected for Christ the past year.

Role Plays:

Suppose you are guiding a trip. It is the second day out, the hardest day of hiking, and it is raining and cold. Everyone is wet, tired and hungry. One camper sits down saying that she will NOT go any further. She is crying and says that she doesn't feel good. What would you do?

What would you do if someone on your trip came to you and wanted to become a Christian?

Male Applicant: It has been a long day of hiking and everything has gone fairly well from your perspective and you have set up camp and had dinner. The leaders from the trip say they would like to have a meeting and then tell you that they think you are doing a poor job of leading the trip spiritually and physically. What would you do?

Female Applicant: Same as scenario #3, but in the meeting the guy leader tells you he is having a problem being told what to do all the time by a woman who is younger than him and who he thinks is doing a poor job of leading the trip.

Suppose you are guiding a trip and you and the group are in camp for the night, but it is an area with a fast river and a cliff band nearby. You and your guide partner have set out and explained

very clearly the boundaries for the campers including not to wade in the river or climb/explore around the cliff band. Later you see 2 campers scrambling around the cliff bands several feet off the ground. How do you respond?

Do you have any fears about rock climbing or belaying campers on a rock climb?

Do you have any questions?

STUDENT RECRUITING

The number of people on a backpacking trip should never exceed 17 (including leaders & guides). This is due to National Park service / permitting regulations and groups any larger would make it really difficult to accomplish important tasks such as getting everyone's life stories told in a weeks amount of time.

Tips in selling the trip to groups:

- Have a run-on skit each week at your youth group or college meetings to sell the trip!
- Example: Having a straight faced character start announcements talking about the trip ... then have 2 crazy/goofy/funny characters come in interrupting the announcements to sell the trip. Use you imagination / have fun with it!
- Make Flyers or brochures explaining to kids briefly the dates of the trips and what they're going to be doing! Tell them to grab extra flyers to invite their friends.
- Meet with student leaders within your ministry to share the vision with them and get them on board / signed up. If the leaders of the group are going, it's more likely that others will follow and hop on board.
- Take great pictures and videos during your first summer, to be able to put together a video or slide show, to get kids hyped up about it for the following years.
- Be persistent and start publicizing early!
- Have early registration at a reduced rate to get students committed early on!
- Have fundraisers or service activities for the students, so that they can help pay their way to go on the trip! It can also be a great way to support and hang out with students if you do this together! Tell people within the church that they could sponsor a kid to go on this trip, set up a scholarship fund! Help find ways so that money isn't an issue or something that keeps kids from participating.
- Have a parents meeting to inform parents about the trip and to answer any questions or concerns they may have about the trip. Lots of parents will have safety concerns about being in the wilderness, etc.

Timeline for student sign-ups:

- Early Registration Deadline: Feb 15th
- Registration cut off: Apr 1st or whenever trips are full.
- Parents & students meeting (for those going on the trip): 1 month before trip

CLOTHING AND EQUIPMENT LIST

FOR CAMPERS AND LEADERS

The following list of clothing and equipment is essential for your safety. We will be traveling in rugged and spectacular country where our lives are literally dependent upon our gear. All items except those that are starred are mandatory. We beg you to trust despite the weather at home or advice from others. Don't deviate; severe, cold weather is possible all summer long in the these mountains. If you want to save money consider borrowing, buying used gear, or buy in bulk with the rest of your group.

MANDATORY

CLOTHING

Hiking Boots (see note below)

Old Tennis Shoes or Sport sandals (Teva style)
(Sandals preferred)

Heavy Wool or Synthetic Socks (3 pr)

Liner Socks (3 pr of polypro or thermax)

Wool Pants or Fleece Pants

Shorts - not cotton (2 pr)

Cap or visor

Underwear (2 pr)

Long Underwear- not cotton (top & bottom)

T-Shirts (2)

Wool or Fleece Sweater

Wool or Fleece Stocking Hat

Wool Gloves or Mittens (Ski gloves are OK)

Bandannas (2-3)

OPTIONAL

Moleskin/ Second Skin

Parka or Vest (Down or Synth)

Booties (down or synthetic)

Wind, rain or snow pants

Gaiters (strongly recommended)

Rain parka (nylon or Gore-Tex; not a poncho)

Small bottle of antibacterial hand cleaner

Camera and film

Your Own Backpack (4000 5000 cu. in.)

Your Own Sleeping Bag (0 20 range)

Ziplock baggies

Disposable towelettes

Please Do NOT bring a Knife

EQUIPMENT

- Sunglasses (Darkest pair you have)
- Small Bible (Old and New Testament)
- Small notepad and pen
- Small flashlight and extra batteries

PERSONAL

- Glasses & Contacts (bring extras if you have them)
- Chapstick with SPF
- Sunscreen or Block (at least 15)
- Toothbrush & Paste
- Any Personal Medication Needed
- Insect Repellent
- Towel and clothes for trip home

We will provide all other necessary mountain gear (E.G.: Backpacks, Sleeping Bags, Tents, Stoves, Food, First Aid, Eating Utensils, Climbing Equipment, Rain Jackets, Etc.).

ON BOOTS: We travel on rugged terrain both on and off the trail which requires a good quality hiking boot. Be sure they are above the ankle. A medium weight leather upper boot with vibram soles is best. The fabric / leather upper boots are also good and break in easily if you are just now purchasing boots for your trip. Whichever type you have be sure they are thoroughly water-proofed (Nikwax, Sno Seal, etc.) and thoroughly broken in before you come.

ON COTTON: Let's just say this: It's a bad idea, don't bring any cotton clothes.

RENTALS: We rent Crazy Creeks Chairs (strongly recommended) for approximately \$10.00.

Be sure to bring a towel and clothes for the trip home!

TRIP LEADER & PARENT INFORMATION SHEET:

PURPOSE: To facilitate growth spiritually, physically and emotionally to all trip members, i.e.: campers, leaders and co-guide team members. This document helps you understand our guides better

GUIDE TRAINING SCHEDULE:

Counseling and Content: guides will have a three-day intensive on counseling and spiritual content for the trail.

Medical Training: All guides take part in a three-day Wilderness First Aid course. This course is taught by WMI/NOLS (Wilderness Medicine Institute and National Outdoor Leadership School). This course allows our guides the ability to respond to medical emergencies until help can arrive.

Competencies: guides are given a series of seven competencies that cover all of the hard and soft skills involved in being a guide. These are then turned into their guide team leader, graded and then returned to them. A guide is not allowed to lead kids until they have received a score of 100% on all seven competencies.

Physical Training: from the time that guides are hired in February they are required to be running 10-15 miles a week. In the beginning of the summer before they guide a group they will also be required to pass a timed two mile run (men: 16 minutes, women: 18 minutes).

Trail Training: trail training is a chance for guides to make a practice run on the skills that they have been learning over the course of the spring. Guide Team Leaders take them through a week, giving guides the opportunity to brainstorm on content ideas and better develop their guiding skills.

GUIDE RESPONSIBILITIES

With guide team, plan individual trip schedule for week.

Route decisions, campsite locations, peak selection, rock climbing locations...

Spiritual input, including bible studies, trail talks, quiet times, sharing, discussions, etc...

Teach mountain skills to groups: ecology, safety and first aid, hiking technique, flora, fauna, meteorology, geology, general mountaineering, and trail policies.

Conduct daily guide team and leader meeting for evaluation, planning and prayer.

Actively involve leaders in leadership of trip.

Provide the best care possible for all program equipment checked out and return that equipment in the best condition possible.

At week's end, have guide team meeting for reviews of individual and team performance and camper evaluations.

Know that head guides hold ultimate responsibility for the trip: spiritually, emotionally and physically.

Provide leadership by knowing and following all established trail, and church policies.

ROUTE SELECTION TIPS

This may take some time to develop, so give yourself some grace and be willing to do some trial and error as things get started.

- If there's time try doing a recon trip before you take a group of students on the trail.

If you have experience backpacking with a few buddies or by yourself, know that the pace is much slower when traveling in groups, particularly with students who have never backpacked before.

- Keep in mind the typical pace with students is 1 mile per hour.
- Note that there are other important time takers aside from solely hiking like quiet times, discussions, life stories, and fun/play/game time.

A 6 day trip with students is usually between 25-35 miles total.

Example mileage distribution for a 6 day trip:

Day 1: 2 miles (generally only have ½ a day to hike, b/c of packing and rock climbing)

Day 2: 7 miles

Day 3: 9 miles

Day 4: 6 miles

Day 5: 4 miles

Day 6: 3 miles (generally only have ½ a day to hike, because of driving from trailhead, etc.)

*Day 3 or 4 are usually the best days for a peak.

*Especially for students coming from sea level you don't want to exceed an elevation of 10,200 feet on night one or 11,200 feet on night two. These restrictions will help prevent your students from experiencing altitude sickness.

Ideal layout:

Day 1 and days 5-6 are fairly easy on the hiking front.

Days 2-4 are harder / longer days.

Group Dynamics: Bonding usually heightens on peak days (generally a challenging day), and then there's some fun days after that where they can celebrate all that they've accomplished and endured together the peak day and the couple of challenging days leading up to that!

Circular routes are most ideal, so that the pick-up and drop-off locations are the same. This can help with drop-off & pick-ups (so that each group can just leave the vehicles at the trail head).

Regardless of the route making sure you start and end where there's vehicle access is important!

It's also ideal to not have to backtrack if that's possible.

Rock climbing can be done at any point, but it is easier to have a site near the trail head so that climbing gear doesn't have to be carried in packs throughout the week.

Each route needs to have access to water sources and camping locations for each night.

Key things to look for in a campsite:

- Uniform tree coverage for protection from lightening & heavy winds
- Near a water source
- Fairly flat ground
- Ideally semi established sites, so that we are leaving less of an impact

In Colorado it's usually fairly common to be able to find routes where the first couple of days the group is headed up-valley, then going up and over (with a peak involved), and then heading down a different valley to get back to a trail head.

DEBRIEFING

The purpose of debriefing is to be able to process trips together, learn from one another, and ultimately become better at both the hard and soft skills of guiding.

Closure on the trail with young people is super important. It allows them to verbalize what God has done in their hearts on the trip. It also serves the purpose of bridging the gap between life on the trail and life back at home, so that what they experienced on the trail can become something that they take home with them as well.

Debriefing with guide partners and trip leaders is equally important for your growth individually as leaders and for the growth of your program.

As a guide team leader it's important to help others in this debriefing process.

After a trip Guide team leaders should meet with each trip leader as well as the guide parings for each trip. It is best to meet with trip leaders, if possible, before they head home. And if possible with the guides a day or two after the trip, so that they also have time to meet together and verbalize to one another if need be before their meeting with the guide team leader.

Really use these debrief times as a chance to find out how folks are doing and take time to listen and pray for them. This can be a very valuable time to connect and care for people. As much as this time is a time for walking through the week and talking about pros and cons on their guiding, care for them. Guides tend to be their own most critical judge. Be careful how you address mistakes. They know where they fall short—Show Grace. Most of all, always look for ways to affirm and nurture the guides as individuals and as a team. If you care more than correct in debriefs then your guides will want to be excellent and improve because they feel loved.

Evaluations below are also an effective tool to have trip leaders and guides fill out before they meet with you, to get them processing before hand, and to have them on file to know what to continue encouraging guides in and maybe ways in which you can help guides continue to grow in both their strengths and weaknesses.

At the end of the summer it is encouraged for each guide team leader to meet with the guides individually to give them an overall evaluation of the summer. Giving them both ways in which they can continue to grow throughout this next year (prior to guiding again, the following summer), and to give them positive encouragement on what both you and others saw in them. This also gives them an opportunity to share with the guide team leader areas of growth and encouragement!

GUIDE EVALUATION

YOUR NAME:

TRIP / WEEK #:

GUIDE EVALUATED:

The purpose of this evaluation is to provide feedback to GTL's and guides on their trail performance. In order for this tool to be effective, please specify your impressions of the guide's abilities, knowledge, or attitudes based on your experience with him / her on this course. Please cite specific examples.

In addition to the written feedback, please circle the number rating closest to the guide's performance in each area according to the following scale:

Weak in this area with a definite and serious need for improvement. Should not take responsibility in this area except as an "assistant" under direct and experienced supervision.

2 Needs more time and experience to become competent in this area, but appears to be improving and on the way towards competence. Should practice or develop under the supervision of experienced staff.

3 Satisfactory and generally capable and competent in this area and meets expectations as a qualified person in this area.

Competent in this area in terms of knowledge and practice. Generally better than satisfactory.

Extremely capable and competent. One of the strongest individuals in this particular area with whom I have worked or been associated.

NA - Not applicable to the particular position or you do not feel able to evaluate the person in this area.

SAFETY (all aspects): Describe guide's ability to judge students' and co-workers' capabilities as well as awareness of own limits. Describe guide's judgment in response to anticipated prob-

lems. Describe guide's technical skill level in regards to safety on this course. Identify any safety concerns.

1 2 3 4 5 NA

COUNSELING: Describe guide's ability to counsel in a group and one on one. Comment on guide's ability to facilitate discussions derived out of planned and/or spontaneous scripture content.

1 2 3 4 5 NA

CONTENT: Comment on guide's ability to develop quiet times and trail talks and carry through with applicable follow-up.

1 2 3 4 5 NA

ORGANIZATION: Describe the guide's use of time management, self-pacing, and quality of duties on and off the trail.

1 2 3 4 5 NA

INITIATIVE AND CREATIVITY: Describe guide's ability to take initiative and be creative in teaching, confronting, content, use free time, and problem-solving.

1 2 3 4 5 NA

COMMUNICATION SKILLS: Describe effectiveness of guide's verbal, non-verbal, and listening skills in regards to campers, leaders, and guide team.

1 2 3 4 5 NA

MOUNTAINEERING SKILLS: Describe guide's adeptness at practicing hard skills necessary for this trip: i.e. knots, navigation, climbing, first aid. Describe guide's knowledge and integration of minimum impact camping and related ideas. Describe guide's judgment during group travel based on students' abilities and terrain / environmental conditions.

1 2 3 4 5 NA

AREAS TO IMPROVE:

AREAS OF STRENGTH:

TRIP LEADER'S EVALUATION OF CAMP WEEK

To be filled out by trip leaders and discussed with guide team leaders before the group leaves. They will pass on relevant comments to the staff to give constructive criticism and encouragement in the development of the program.

Name: _____ Camp Dates: _____

Group Name: _____

I am: Staff Volunteer Leader Youth Minister

Other: _____

GUIDES' NAMES:

General response of our kids was:

Please share any thoughts or ideas that might help them guide trips more effectively:

How do you feel the guides handled the spiritual / relational aspect of your trip?

How do you feel the guides handled the technical / mountaineering aspect of your trip?

Please comment on the teamwork between you and the guides:

Other comments about your trail experience:

SAMPLE FOOD PACKING LIST

Dinner

Veggie Stir Fry

Veggie Stir fry bag	1 bag/ 4 ppl.
Rice	1/2 c./ pp.
Fruit snacks	1 pp
Ramen	1/2 pack / pp

Jumbalaya

Corn	1 Can
Rice	1/2 c / pp
Fritos	1 bag / trip
Salsa	2 cups
Black Beans	2 cans
Pinto Beans	2 cans
Jalapenos	2 jalapenos
Oreos	4 / pp
Ramen	1/2 pack / pp

Chicken Quesadilla

Tortillas	2 pp
Canned Chicken	3 pp / can
Onion	1 onion
Peppers	3 assorted peppers
Jalapenos	2 Jalapenos
Salsa	2 cups
Cheddar	1/2 c / pp
Ramen	1/2 pack / pp
Rice Krispie Treat	1 / pp

Breakfast for Dinner

Egg Beaters (or instant pancake mix)	1 lg. carton
Sausage links	1 pack
Hashbrowns	3 pp / carton
Country Gravy mix	1
Super Pretzel	1 pp
Cinnamon Sugar	1.5 cups

Lunches

Peanut Butter / Jelly

Tortillas	2 / pp
Peanut Butter	24 oz
Jelly	1 jar
Trail mix	1/2 cup / pp

Burritos

Tortillas	2 / pp
Refried Beans	3 cans
Cheddar	1/4 cup / pp
Salsa	2 cups
Corn	1 can
Cookies	1 / pp

Meat & Chez

Yard o Beef	1 log
String Chez	2 / pp
Ritz Crackers	3 pp to 1 sleeve
Chewy bars	1 / pp
Carrots	1 bag / trip

Pizza Bagels

Bagels	1.5 / pp
Mozzarella	1/4 cup / pp
Pizza Sauce (driedo)	1 jar
Peperoni	10 slices / pp
Trail Mix	1/2 cup / pp

Chicken Salad Wrap

Canned Chicken	1/3 can / pp
Mayo	1 jar

Dill Pickle	1 pp
Raisens	1.5 cups
Tortillas	1.5 / pp
Chips	

Mac & Chez	
Mac & Chez	1 box / 2 pp
Broccoli	1 head
Apples	½ pp

Breakfast

Granola	
Granola	1 cup / pp
Powdered Milk	3 cup / trip
Hot Cocoa	1 / pp
Cereal Bar	1 / pp

Cereal (2)	
Cereal	1 cup / pp
Dried fruit/nut mix	1/3 cup / trip
Powdered Milk	3 cup / trip
Cocoa	1 / pp

Breakfast Bar	
Poptart	2 / pp
Sweet & Salty Trail Mix	1 / pp
Dried fruit / nut	1/3 cup / trip
Cocoa	1 / pp

Oatmeal	
Oatmeal	2 packs / pp
Cocoa	1 / pp

Miscellaneous Kit

Squeeze Butter	1
Toilet Paper	1
Matches	5 boxes
Salt	

Pepper	
Season salt	
Garlic clove	1
Sugar	½ c
Granola bars	1 / pp
Saltines	1 sleeve
Tabasco	1
Hot Cocoa	1 / pp
Koolaid	6 c or 1 container / pp
Coffee	

Training Registration Form

Church Name _____

Guide Team Leader Name _____

Names of Participants _____

Contact Information

Email _____

Address _____

City _____ State _____ Zip Code _____

Phone _____

Enclosed \$105 Registration for each Participant