

The

DCE Connection

A newsletter for the Developer of Counselor Education

Spring 2005



Plan Ahead and Be Prepared

A little while ago we had — hopefully — winter's last snowfall. Of course it needed to be shoveled. My wife and I have been discussing that maybe we should get a small snow blower since most of the kids (part of the workforce) are now out of the house. Have you ever tried to shop for a snow blower in the late winter/ early spring? Can't find one anywhere! They have lots of lawnmowers and other summer yard equipment for sale, but no snow blowers. Why? Because very few people shop for snow blowers in the late winter or early spring. The stores have figured out that people are looking forward to summer and thinking about what they need or want for the new season. Businesses predict what their customers will want and need and that is what they offer.

Most people have no idea how much planning goes into what

should be sold in stores, nor do they realize how far in advance planning and ordering for a season is done. Having been on the supplier end of things, I know that stores research what customers want a year ahead. They are ordering one summer for the next summer so that the stock is in and ready to sell when needed.

Good counselor training is like that. Not many counselors are looking for workshops and training at the end of the Cadet season or during the summer, but when the new season begins, they are looking for the workshops that will help them get the job done. It means we need to figure out what workshops are needed, develop them, and promote them well in advance of the new season so that counselors will get the necessary help.

So it makes sense to do the needs assessment in the latter part of the season. Then we can use the rest of the spring and summer to

develop the workshops and the promotion. That way we'll be able to provide the counselors with the right training when they want and need it.

With that in mind, I encourage you and your DCE teams to plan ahead and be prepared. Assess needs **NOW**. Then you can plan your next season's workshops soon. That way you will be prepared to have a successful season of counselor training.

So make this your motto:

Plan ahead and be prepared.

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Training Tips

More Tips & Techniques

Fifteen Don'ts for DCEs Intent on Doing Better

Here are some helpful reminders of what should be avoided when conducting a workshop.

1. Don't force your way of thinking on the group.
2. Don't twist a participant's statement beyond recognition to suit your purpose.
3. Don't tell a participant he is wrong. Use questions to help him discover what is right.
4. Don't just tell participants they should do some thing; convince them.
5. Don't ask obvious, contrived questions like "Don't you think...?" Instead ask "What would happen if...?" or "What has been your experience...?"
6. Don't cover material faster than your participants can absorb it.
7. Don't ridicule your participants or their Cadet clubs.
8. Don't argue with participants.
9. Don't take sides.
10. Don't lecture; ask questions instead.
11. Don't talk too much. The more the participants talk, the more involved they are, and the more they will learn. But, don't let anyone else monopolize the discussion either.
12. Don't try to be funny. A bad joke is worse than none at all. Do interject some humor when the opportunity presents itself.
13. Don't set yourself up as an expert. Give information, but don't be authoritarian.
14. Don't allow the group to waste time guessing about facts. If the real facts aren't available, move on.
15. Don't run overtime. Start and finish on time.

An Effective Introduction

You can use the acronym INTRO as a reminder of *five key ingredients* that should make up the introduction of any workshop.

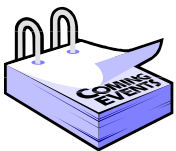
Interest: Find a way to immediately capture your group's attention.

Need: State why your participants need to pay attention and learn your material.

Title: Don't assume your group knows what you are talking about. Tell them in a simple, concise title statement.

Range: Tell them what your workshop will cover and how it will get them there.

Objective: This is the key element. State very clearly what they will be able to accomplish as a result of your workshop. Give them their WII-FM - "what's in it for me?"



DCE Training

Phase 3 October 20–22, 2005 in Grand Rapids, MI

Conference Dates

Northwest Region	October 2005	To be determined
Midwest Region	November 2005	To be determined
N & S Central Regions	November 5, 2005	Sparta, MI
Eastern Region	November 12, 2005	Stratford, ON
North Region	October 2005	Calgary, AB

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Regional News



2005 Northwest Conference Goes North of the Border

Immanuel CRC in Langley, BC hosted this year's Northwest Regional Conference. Their facility offered good class rooms, the use of the sanctuary, and a nice Cadet room/shop that was used for a woodworking workshop led by Hans VerHoef.

Brian Friesen, Immanuel's youth pastor, opened the conference with devotions. Then followed a series of icebreakers and introduction games. First, they did a mind reading exercise from which most come to the conclusion that there are elephants in Denmark. Next they did a "human knot tying" exercise which got everyone up close and personal. Finally, each introduced himself to the person next to him using an exercise called "Honey, if you love me please smile." That was good for a lot of laughs.

In the morning, there were five workshop options, all of ministry or program emphasis: Abuse Awareness, Ministering to Hispanics, Bible Lessons that Get Through, Boot Camp, and Cadre Outings. All of these were well presented and well received. Robin DeHaan did a great job on his new workshop — Boot Camp — which covered the basics of the Cadet program using the new Counselor Education Video Series. Ministering to Hispanics was helpful, even for Canadians — it could have been titled "Cross-Cultural Ministry."

During lunch, a "radio-active popcorn" activity tested the counselors' engineering skills and gave them another project idea for their clubs. After lunch, craft workshops were presented; Woodworking,



Flint Knapping, Games, International Camporee, and Cycling.

The afternoon closed with keynote speaker Ben DeRegt. He was also their closing speaker last

year, when the theme was "Be with them," based on Acts 4:15.

When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus."

He picked up from there and continued with how leaders (counselors) must first spend time with Jesus and then have the boys spend time with them. Robin DeHaan said it well: "Ben's closing talk was incredible! I still remember most of last year's. (I forgot most of last Sunday's already.) He spoke with such credibility and authority, it made me think what would it have been like to listen to Jesus."

All around, it was a great conference. The region is planning another for October 2005.



North & South Central DCE Summit



Terry Kimber and Lee Dobbs, regional training coordinators for the North and South Central Regions, held their second DCE summit on March 12, 2005. Twenty DCEs attended, 14 of which had come the previous year as well.

One novel idea was a critique session. The goal was to develop the critiquing skills necessary to help DCE teams develop greater presentation skills, which in turn will show up as better council education experiences.

The afternoon workshop session was designed to help the DCEs solve the issues and concerns that they felt needed to be addressed. By addressing these issues as DCE teams in their councils, they would be able to develop workshops to meet the needs of their councils; this could improve the numbers of counselors attending workshops.

Attention: All DCEs in the North and South Central Regions, mark your calendars now for next year. There are no excuses that you didn't have enough notice. The third annual summit for your regions has been scheduled for March 11, 2006.

