

New Life Ranch

Leadership Experience And Discipleship

Program Overview

Designed for college graduates who want a year of intentional mentoring, challenge, discernment, visioning, and investing in their future, LEAD utilizes the ministry of NLR as an experiential learning laboratory for its participants. LEAD stands for Leadership, Experience, and Discipleship. It is our goal that LEAD participants grow in each of these areas.

Leadership

At NLR we believe that the most effective leadership style is demonstrated by the life of Jesus. Taking a look at servanthood as the foundation of Biblical leadership, LEAD participants will examine their own leadership skills and use a collaborative approach to help each other become more effective influencers of the people and culture surrounding them.

Experience

Successfully navigating the challenges of life takes practice. By working with the ministries of New Life Ranch, LEAD participants will get hands on experience working with our guests and staff. NLR regularly serves children, teenagers, adults, and families. LEAD participants will have the opportunity to work with our Community Ministries staff who reach out to the high-risk youth in our surrounding communities who deal with issues of abuse, neglect, lack of educational opportunities, and generational poverty (NLR is located in one of the poorest per capita counties in Oklahoma). By facing the challenges of running an effective and impactful ministry, participants will have the chance to experience the successes and failures of ministry within the loving environment of the program.

Discipleship

God had given each of us unique life stories that have prepared us for what he is calling us to in the future. By examining these stories, and God's overarching story in his word, we'll explore who he is, what his plans are for us, and what he has to say to us. Weekly group discipleship sessions set the tone for LEAD participants to live a God-seeking life in a community of encouragement, accountability, and love.

The LEAD program is a unique experience for special people. Occasionally you will work long hours; day after day during busy times of the year. However, other times will not be as demanding. Flexibility is key for each LEAD participant. The program is as demanding as it is rewarding, but your hard work pays off through the joy of service to others and seeing people's lives being changed. The program is about relationships; relationships between teammates, staff, campers, guests, and ultimately your relationship with Jesus Christ.

Program Details

Direct Supervision:

LEAD participants report to the Leadership Development Coordinator, who manages your schedule and guides you through your LEAD experience. This includes planning discipleship meetings, LEAD nights out, NLR ministry training, work and project assignments, and overall supervision.

Ministry Areas:

Each LEAD participant will be responsible to a NLR program staff coordinator in a related field of either Summer Camp, Guest Services, Community Ministries, Leadership Development, or Outdoor Ministries. These coordinators will give you specific projects to work on during your LEAD experience. They will help guide you and lead you through their ministry, and allow you to have direct responsibilities in their programs. These projects will range from creating a program for our guests to experience, to planning and adding a physical program element to our site. As is always true when working with a team of people, flexibility is key to success.

Each participant will also have the opportunity to serve with NLR's food service team 1 to 2 times a month, serve on our Challenge Course, and get the opportunity to teach labs and speak in chapels when we host schools for Outdoor Education and Team Building programs. A big part of your first months at NLR will be training to serve in all of these areas.

Work Schedule and Time Off:

LEAD participants will be contracted from the middle of August through the middle of May the following year. Generally, each participant will have one or two days off each week, and one full weekend off each month. Each week's schedule can be different and may require long hours due to the needs of our guests during busy camp seasons. Besides scheduled holiday breaks, you will receive 5 paid vacation days that you will need to schedule at least 4 weeks in advance to give ample time for responsibilities to be covered.

2010/11 Dates

July 6-7	Missionary Support Raising and Get-To-Know-You Retreat
Aug 18	Move In Day
Aug 19	Orientation Trip
Nov 24-28	Thanksgiving Break
Dec 22-Jan 2	Christmas Break
April 22-24	Easter Break
May 21	Goodbye Party

Salary and Compensation:

Each LEAD participant will be provided housing and meals (whenever meals are being served in the Dining Hall). Salary is \$400 a month, and you will be enabled and expected to raise additional personal missionary support like our full-time missionary staff. You will be responsible for your own health insurance, although NLR can help you find a provider. NLR will also provide all the necessary support raising resource materials during your year of ministry (paper, postage, envelopes, etc.).

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Photo optional:

But visualizing you
will make our
communication more
personal.

Please fill-out and return to :
NLR / Luke Freeman
160 New Life Ranch Dr.
Colcord, OK 74338

Personal Information

Name: _____ M / F Current Age _____ School Phone # _____

School Address _____ City _____ State _____ Zip _____

Email _____ School Name _____

Date through which address is good _____

Permanent Address _____ City _____ State _____ Zip _____

Home Phone # _____ Social Security # _____

Date Of Birth ____ / ____ / ____ Shirt Size _____

Parents Names _____ Phone #'s (H) _____ (W) _____

Educational Background

School Name	Dates Attended	Diplomas, Awards, Honors
High School _____		
College _____		

Employment Experience

(Please begin with your most recent or present position.)

Employer	Phone #	Position
1. _____		
2. _____		
3. _____		

Christian Experience

Please answer parts I - III on a typed separate sheet of paper—please be concise!

Part I: What are your beliefs about the following:

- Jesus Christ
- The Bible
- Salvation
- Holy Spirit
- Heaven / Hell
- Evangelism

Part II: Spiritual Autobiography

Please give us a spiritual autobiography explaining the story of how you became a Christian. How have you grown since your conversion and what have been your biggest challenges?

Part III: Getting to know you!

1. How did you hear about New Life Ranch, and what do you know about NLR?
2. What type of work do you really enjoy, or find fulfilling?
3. What ministries or jobs have prepared you for LEAD and what do you feel God is calling you to do fulltime?
4. If a young person asks you why they need salvation and how to become a Christian, what would you say?
5. What is your philosophy of ministry? In other words, what do you think works and what doesn't?
6. What would you say is the key to servant leadership? How is it demonstrated; what does it look like?
7. Why do you want to be a part of NLR's LEAD ministry? What would be some goals during your time of ministry at NLR?
8. Which part of ministry in the LEAD program excites you most? Why is that? If you're not sure that's okay.
9. Where do you stand on these issues: alcohol, drugs, homosexuality, and premarital sex? Have you been involved in any of these areas and how long ago was it?
10. Do you have any financial debt? If so how much and why? Are you willing to raise financial support? If no, why not?

References

1. Please give a reference form to an adult who knows you well in each of the categories listed below. Include your name and the position you are applying for on each form.
2. With the reference form, provide a stamped envelope addressed to : NLR/Luke Freeman, 160 New Life Ranch Drive, Colcord, OK 74338. Applications will not be processed until all references have been received.

Christian Worker:

Name _____ Position _____ Phone _____

Address _____ City _____ State _____ Zip _____

Employer 1:

Name _____ Position _____ Phone _____

Address _____ City _____ State _____ Zip _____

Employer 2:

Name _____ Position _____ Phone _____

Address _____ City _____ State _____ Zip _____

I give New Life Ranch permission to contact the above references.

Applicant's Signature _____ Date _____

New Life Ranch Articles of Faith

(All staff must be in agreement!)

- A belief in the scriptures of the Old and New Testament as the inspired Word of God and inerrant in the original writing, and that they are the supreme and final authority in faith and life. (II Tim. 3:16-17; II Peter 1:20-21; Matt. 5:18; John 16:12-13)
- A belief in one God eternally existing in three persons: Father, Son, and Holy Spirit. (Deut. 6:4; II Cor. 13:14)
- A belief that Jesus Christ was begotten of the Holy Spirit and born of Mary, a virgin and a descendant of David. (John 1:1-2, 14; Luke 1:35)
- A belief that man was created in the image of God; that he sinned and thereby incurred not only physical death but also spiritual death which is separation from fellowship with God; that all human beings are born with a sinful nature, and in the case of those who reach the age of responsibility, become sinners in thought, word, or deed. (Gen. 1:26-27; Rom. 3:22-23, 5:12)
- A belief that the Lord Jesus Christ died for our sins according to the Scriptures as our representative and substitutionary sacrifice, and that all who believe in Him and accept Him are justified on the grounds of His shed blood. (Rom. 3:24-25; I Peter 2:24; Eph. 1:7; I Cor. 15:1-3)
- A belief in the resurrection of the crucified body of our Lord and His ascension into Heaven, and that He is there at the right hand of God as our High Priest and Advocate. (Acts 1:9-10; Heb. 7:25; Rom. 8:35; I John 2:1-2; I Peter 1:3-5)
- A belief in that blessed hope—the personal and imminent return of our Lord and Savior Jesus Christ, and that He will set up His Kingdom on earth.
- A belief that all those who in faith accept the Lord Jesus Christ are born again of the Holy Spirit and thereby become children of God. (John 16:8-11; II Cor. 3:6; I Cor. 12:12-14; Romans 8:9; Eph. 1:13-14; John 16:13; I John 2:20,27)
- A belief in the bodily resurrection of the just and unjust; the everlasting blessedness of the saved and the everlasting punishment of the lost. (Matt. 25:46; John 5:28-29; John 11:25-26; Rev. 20:5-6, 12-13; Luke 23:43; Phil. 1:23, 3:21; I Thess. 4:16-17)

I am in agreement with the New Life Ranch Articles of Faith:

Signature: _____ Date: _____

Cultural Gray Areas

NEW LIFE RANCH BYLAWS:

All employees shall be selected only from those of exemplary conduct and language and be active believers in the faith and practice of the Corporation.

There are cultural issues that should be addressed continually by Christians and ministries. Over the past 40 years these cultural issues have included: girls wearing pants, guys and girls wearing shorts, guys having long hair, guys or girls having tattoos, and guys or girls having pierced jewelry in various body parts. Many times Christians have differences of opinions whether these issues are cultural issues or biblical issues relating to conformity to the world. (Rom. 12:2)

When dealing with these issues, NLR staff should consider the following:

- The primary consideration for staff is the condition of the heart. (Rom. 14:17)
- A person's dress and physical condition can be a reflection of the heart. (Rom. 14:15-21)
- This is more of an issue of staff dress rather than camper dress. We will not make an issue of camper's dress as long as it is not immodest or anti-God. (Rom. 14:12-13)
- NLR staff are considered to be teachers of the Word of God and are held to a high standard. (Jam. 3:1)
- NLR staff are considered to be role models for our campers to emulate. (I Cor. 11:1; I Thess. 1:6-7; Rom. 14:21; Luke 6:40)
- Because we serve a conservative clientele and desire our staff to be role models, NLR staff should be slow to accept any controversial practices of the day. Therefore, it is New Life Ranch policy to minimize the presence of any potentially offensive or point of stumbling block (Rom. 14:13; 17-19) in order to ensure the most effective ministry possible.
- When there is a question that is difficult to discern, the Executive Director should be called upon to make the final decision.

With all the above mentioned in mind, NLR currently has a policy of not allowing staff members to wear pierced jewelry other than earrings for women while employed by NLR, as it may be a stumbling block to others.

I am in agreement with New Life Ranch's Cultural Gray Areas Policy:

Signature: _____ Date: _____

Verification

As consideration for the above named supervisor's agreement to consider my application, I hereby authorize him/her to engage in background checks regarding any and all statements I have made on this application and, further, to obtain any other information regarding my previous employment, my veracity, my skills and/or abilities which the above named supervisor may deem relevant.

I authorize any reference listed in this application to give any information (including opinions) that he/she may have regarding my aptitude for pre-adolescent or youth work. In consideration of the receipt and evaluation of this application by NLR, I hereby release any reference from any and all liability for damages of whatever kind of nature which may at any time result to me, my heirs, or family, on account of compliance or any attempts to comply, with this authorization. I waive any rights I may have to inspect any information provided about me by any reference in this application. I further state that I have carefully read the foregoing release and know the contents thereof and sign this release as my own free act.

Signature: _____ Date: _____

Please comment on the applicant's spiritual life.

I recommend _____ do not recommend _____ accepting the applicant. (Check One)

What specific reason would you give for accepting or not accepting the applicant?

I expect the applicant's work to be (circle one):

SUPERIOR GOOD AVERAGE POOR

Would you want the applicant to be your child's counselor at camp? Why or why not?

Signature of Reference Person _____

Position _____ Date _____ Phone _____

Address _____

City _____ State _____ Zip _____

E-mail _____

Please return completed form to:

**New Life Ranch/Luke Freeman
160 New Life Ranch Drive
Colcord, OK 74338**

*** Thank you so much for filling out this reference form. It is very important to us that we have quality people to work with the campers and adult guests that come to New Life Ranch. If you have any questions please call Luke Freeman at 918-422-5506 x.114 or email him at luke@newliferanch.com.*

Thanks again for your help!