



LEADERSHIP WEEKEND 2026

“THINKING GLOBALLY, ACTING LOCALLY”

PURPOSE: To train and equip the next generation of urban leaders to change their community and the world with the Gospel of Jesus Christ in the most HYPE, FUN and CHALLENGING ENVIRONMENT!!



2026 Summer Dates

Theme: Overcomer

“I have said these things to you, that in me you may have peace. In the world you will have tribulation. But take heart; I have overcome the world.” John 16: 33

Uncle Week: May 12-19

Auntie’s Week: May 17-19

Clinics: May 14-19

Staff Training Week: May 20-30

WEEKS for: KAA 1 ages 9-12 KAA 3 ages 13-18

1 May 31 – June 5

4 June 21 – June 26

7 July 12 – July 17

2 June 7 - June 12

5 June 28 - July 3

8 July 19 – July 24

3 June 14 – June 19

6 July 5 – July 10

9 July 26 – July 31

Higher Ground 1 - First Year

Week 1 May 31 – June 5

Week 3 June 14 – June 19

Week 5 June 28 – July 3

Week 7 July 12 – July 17

Week 8 July 19 – July 24





The HG Way

Guiding the work of HG's staff "The HG Way" - a set of core beliefs that make us a productive, cohesive, efficient and unified team. HG's staff can be counted on to bring to life "The HG Way" in their work every day.

1. All members of HG- staff, volunteers, and participants - are considered family. Because we are doing something that hasn't been done before, we know mistakes are bound to happen. As a family, we acknowledge our mistakes, learn from them, and go on. When we do something that hurts another, we apologize, rather than make excuses.
2. We are emotionally and spiritually committed to achieving our mission of using any and all resources at our fingertips to empower, build and educate young people in our communities. We see this not as just a job but as a chance to make the world a better place, through our mission at HG.
3. We are professional in all that we do in support of our mission. We recognize that we cannot achieve our mission unless we make the most of the resources that we are given by our donors and other supporters, and we take care to evaluate every decision that we make in light of God's Word, and its impact on the overall ministry.
4. We believe that effort and enjoyment go hand in hand. We aim to achieve a healthy balance between our work and the rest of our lives. We find ways to enjoy the hard work necessary to do what we are trying to do and know that it is important to recharge our batteries from time to time in order to be as effective as possible in pursuit of HG's mission.
5. Individuals at HG realize that they have the freedom to go above and beyond their job descriptions to help achieve our mission. HG employees take pride in their autonomy and embrace the opportunity to take initiative and find solutions to challenges on their own.
6. We continue to innovate. We constantly look for better ways to do both established and novel things that can further our mission.
7. We confront difficult issues. We turn over the rocks and look carefully at the problems we face and then we challenge each other, even outside the parameters of our positions, when we think there is a better way or a problem to be fixed. We believe "servant leadership" is making those around us better and more productive, and we are committed to being leaders, each of us, even when it makes us uncomfortable.
8. We fill each other's "Spiritual Tanks." We know the challenges we face in our work can feel daunting. We recognize and celebrate our successes with each other. We support each other through disappointments.



HG LEADERSHIP GOALS

1. Remain consistent in communication and programming.
2. Be faithful in personal Quiet Times and prayer, encouraging one another daily.
3. Every student will know and feel loved by staff.
4. We will seek to improve in using our strengths, skills, and spiritual gifts for the ministry of Higher Ground.
5. We will create a caring and loving community among ourselves as a staff family.
6. We will seek to practice what we preach and teach in our dress, hygiene, cleanliness, speech, conduct and faith.



THE TWELVE COMMANDMENTS OF HIGHER GROUND

1. Thou shalt not complain
Phil. 2:14; Eph. 4:21
2. There shall be no inappropriate contact
1 Tim. 5:1-2
3. Thou shalt work hard and play hard
Col. 3:23
4. Thou shalt submit to authority
Rom. 13:1-2
5. All are 3rd
Phil. 2:3-4
6. Thou shalt be 5 minutes early
Prov. 10:26
7. Thou shalt pray first
Phil. 4:6
8. Thou shalt listen
Matt. 13:13
9. Thou shalt always be accounted for
Jam. 4:17
10. Thou shalt participate in all Higher Ground activities
Gal. 6:9
11. Thou shalt work to resolve conflict
Eph 4:26; Gal 6:1-2; 2 Cor. 5:18
12. Thou shalt stay low
1 Pt. 5:6



HIGHER GROUND PROGRAM STRUCTURE

KAA Mission: Building Christian leaders by encouraging, equipping and empowering urban youth and their mentors through camping and education.

KAA Vision: Transforming urban youth to impact their communities for Christ.

HIGHER GROUND: YEAR ONE CAMPER GOALS

- Abiding in Christ through consistent devotional time
- Sharing your story and God's story
- Possess Biblical knowledge and skills of what it means to be a disciple of Christ and how to make disciples
- Team building a smaller camper numbers help
- Build deeper relationships
- Properly study the Word using a variety of applicable resources
- Apply Biblical leadership principles in any context
- Pre-plan personal and spiritual goals for the year
- Biblical manhood and womanhood

HIGHER GROUND: YEAR TWO CAMPER GOALS

- Reinforce and build on the Biblical foundations from HG Year 1
- Acquire Biblical understanding of what it means to lead
- Biblical understanding of work
- Financial Literacy Training
- Lead a Local Mission Trip
- On the Job training



Position Focus

Directors: The Director is responsible for the overall direction, leadership, planning and implementation of the Higher Ground Program.

Assistant Directors: Responsible for the day-to-day function of Higher Ground and the Supervisors of the Counselors at Higher Ground. When Counselors have problems, the Assistant Directors are the immediate contacts. In the absence of Directors, they are in charge.

Office: Responsible for carrying out the daily functions needed on-site in the office. This position may include a full-time staff along with a summer staff person.

Head Counselors: Responsible for assuring the implementation of Counselor responsibilities, creating the environment for servanthood, and serving as the liaison between Counselors and their Directors.

Counselors: Responsible for training students in the practical methods of Servant Leadership through how you live, interact, serve, share, and listen to the students entrusted to you.



Roles and Responsibilities

Higher Ground Male Head Counselor

- Facilitate the execution of the daily schedule.
- Work with Director(s) on assigning teaching schedule.
- Coordinate w/Director(s) opening night and vespers with KAA 1. Assign counselors duties for both nights.
- Assist with Opening Day programming.
- Assist with teaching Bible Study.
- Assist with coordinating schedules between HG, KAA 1 and KAA 3.
- **Keep Director(s) updated with special concerns involving male staff and campers.**
- Meet with Director(s) and Female Head Counselor daily.
- Be liaison between Director and counselors.
- Teach HG sessions.
- **Learn Camp protocol in all areas.**
- **Know crisis management procedures.**
- Attend meals, activities and evening programs.
- Supervise staff cleanup and procedures for the kitchen area.
- **WHEN LEAVING CAMP - Tell Director and write on board WHERE YOU ARE, HOW YOU CAN BE REACHED AND WHEN YOU WILL RETURN.**
- Coordinate w/ director on 2-6 schedules.
- Encourage male counselors daily.



Roles and Responsibilities

Higher Ground Female Head Counselor

- Facilitate the execution of the daily schedule.
- Work with Director(s) on assigning teaching schedule.
- Coordinate w/Director(s) opening night and vespers with KAA 1. Assign counselors duties for both nights.
- Assist with Opening Day programming.
- Assist with teaching Bible Study.
- Assist with coordinating schedules between HG, KAA 1 and KAA 3.
- **Keep Director(s) updated with special concerns.**
- Help coordinate kitchen needs each week.
- Meet with Director daily.
- Be liaison between Director and counselors.
- **Learn Camp protocol in all areas.**
- **Know crisis management procedures.**
- Attend meals, activities and evening programs.
- Supervise staff cleanup and procedures for the kitchen area.
- **WHEN LEAVING CAMP - Tell Director and write on board WHERE YOU ARE, HOW YOU CAN BE REACHED AND WHEN YOU WILL RETURN.**
- Coordinate w/ director on 2-6 schedules.
- Encourage female counselors daily.



Higher Ground Counselor

Serving as a Counselor at Higher Ground is a unique but awesome privilege for the following reasons:

- Smaller camp size for intimacy with students and staff
- Your camp experience exceeds the camp grounds
- You can have an impact in the life of the student
- You are working with teachable students
- Students want to be at Higher Ground
- Your personal opportunity for growth is great
- You will be able to use your gifts and talents
- You will be serving with your "family" (once HG, always HG)
- Your Leadership Staff depends on you

Higher Ground is a servant-leadership program designed to instruct and direct students in the practice and principles of servant-leadership. In order to do so, the character of the Counselor is critical to this objective. Therefore, all Higher Ground Staff must be prepared for the following:

- Be teachable and be ready to share your learning
- Be willing to grow
- Be willing to model what is taught
- Be willing to submit to your authorities
- Have personal time reading and meditating on the Scriptures
- Have a willing heart to serve
- Be willing and ready to K-Flex
- Control your own tongue
- Be timely and responsible
- Demonstrate love of God, self, and neighbors
- Be a good listener who is able to use active listening
- Be willing to have fun
- Maintain a pleasant demeanor (in and out of camp)
- Walk in the Spirit
- Learn to resolve conflict quickly and be consistent in doing so
- Have a student-Counselor relationship with students, not a romantic one
- Practice patience and kindness to students
- Be willing to travel
- Be prepared to allow God to do something amazing in your life



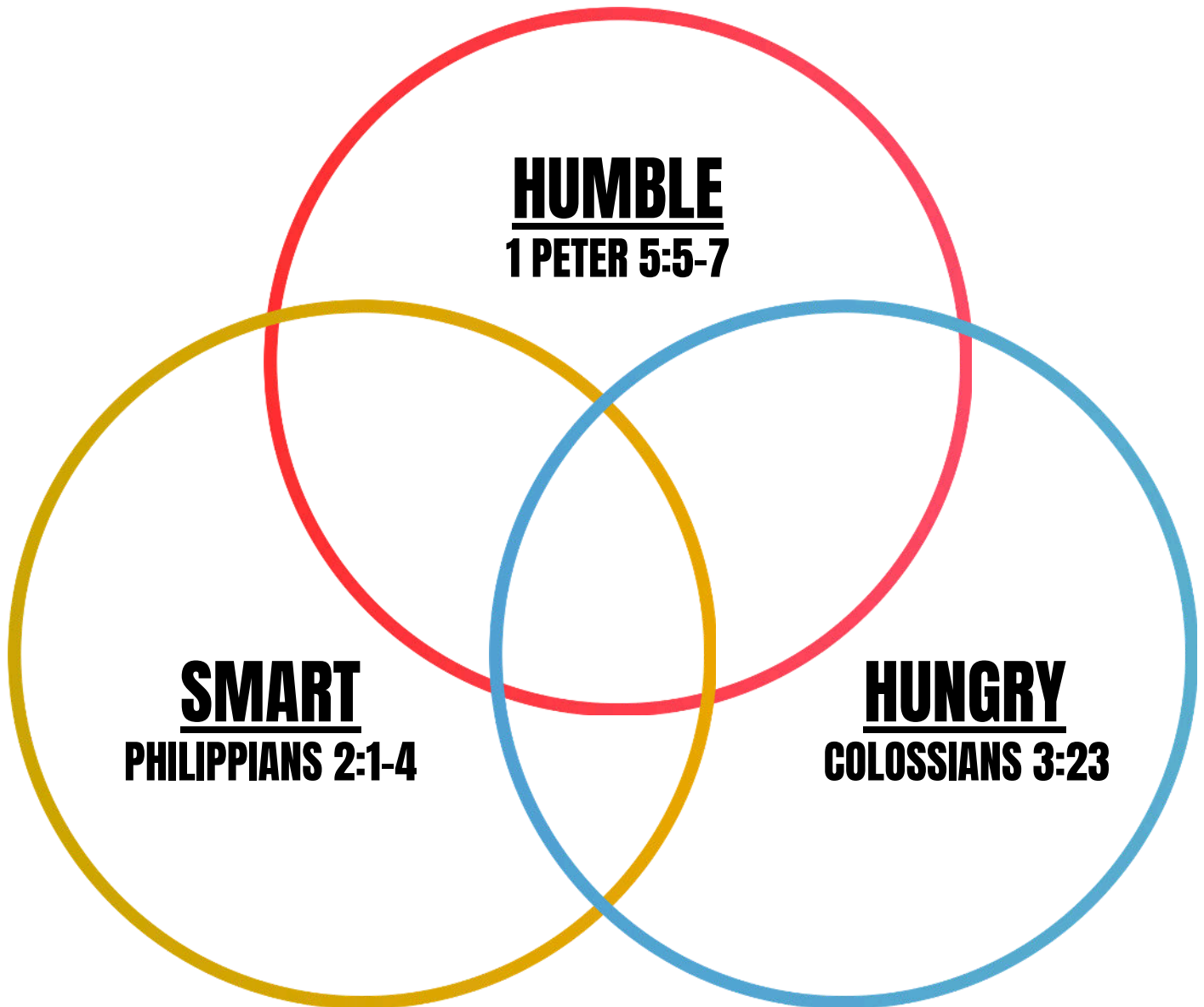
Office Discipleship Leader (ODL)

- Responsible for creating a welcoming atmosphere in office
- Get to know the office girls at other camps
- Maintain excellent guest service over phone and in person
- Establish inviting and comforting phone customer greeting
 - Monitor traffic in office
 - Only leadership and directors
 - Always be available for servant leadership
- Help effectively manage computer operations, printing, copying, storage of computer files, checking email
 - You will use Microsoft Word, Excel, PowerPoint, Outlook
- Administrate and oversee office activities in the evenings, weekends and for opening/closing day
 - Locker baskets
 - Students packets
 - Money/meds collection
 - Student info cards
- Distribute staff and camper mail daily and efficiently
- Help keep office clean
- Help keep master Walmart shopping list and have Director approve
- Check and respond to emails daily (maintain confidentiality)
- Assist leadership staff with whatever their needs may be
- Organize and file all camp forms and records
- Store student and counselor valuables
- Manage all office keys
- Follow and enforce all staff rules
 - Phone use, food, dress code, etc.
- Organize and distribute HG Student Packets
- May Assist Registration on opening days with any registration needs
- Check student cards first day of each session and compile for updating
- Coordinate any daily schedule changes with scheduler and Directors
- Make sure cabin list of all guy girl students is ready for each session

End of summer:

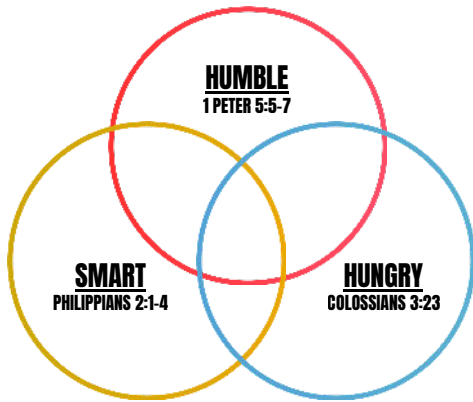
- Help clean offices and store all supplies
- Inventory t shirts and any other HG merchandise

2 Corinthians 5:17-20



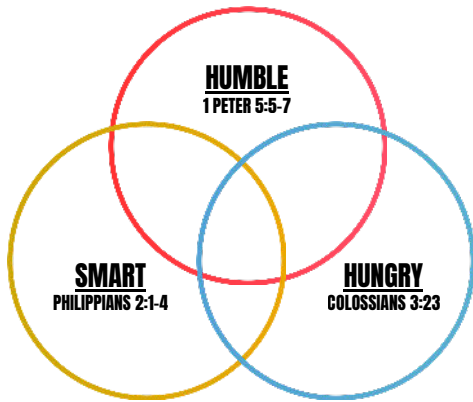
Why is this important to create this type of climate and culture at KAA?

- It IMPACTS our STAKEHOLDERS!
- GOD: Will this model and how we manage at KAA bring glory to God?
- Team members: brings unity and clarity of expectations, makes a fun place to be
- Vendors: The one place they may look forward to stopping in their chaotic day
- Ministry partners: Our donor can really see the impact of their contribution
- Communities: Kaleos, Guest, families and Pastors, a breath of fresh air- bubble bath!



HUMBLE **1 PETER 5:5-7**

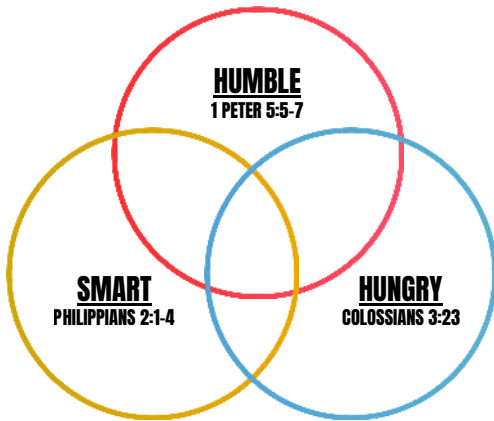
- Serve from the Bottom UP
- Listen Well
- Be Teachable, Available, and Approachable
- Don't let teachable moments go unaddressed (hold them accountable)
- Receive constructive criticism
- Give team credit where due, More WE than ME!
- (Willing) Do the dirty work
- Take responsibility for mistakes
- Seek out feedback/ If you don't know, ask
- Willing to release control
- Adapt to Change
- Attitude sets the tone. Be positively Contagious



HUNGRY

COLOSSIANS 3:23

- Be Dependable
- Be willing to do whatever
- Go above and beyond, be committed
- Be on time
- Have a good attitude
- Growth oriented, constantly learning and sharpening skills to get better, be skillful
- Get plugged into local ministry, it creates community and healthy walks and great relationships outside of camp
- Work hard, persevere, show excitement for what you been called to do, have fun
- Show Determination; results rarely come fast
- Be Excuse Free, when you succumb to excuses, you're more likely to stunt your growth and the ministries.
- Be Risk Takers, Be Courageous



SMART

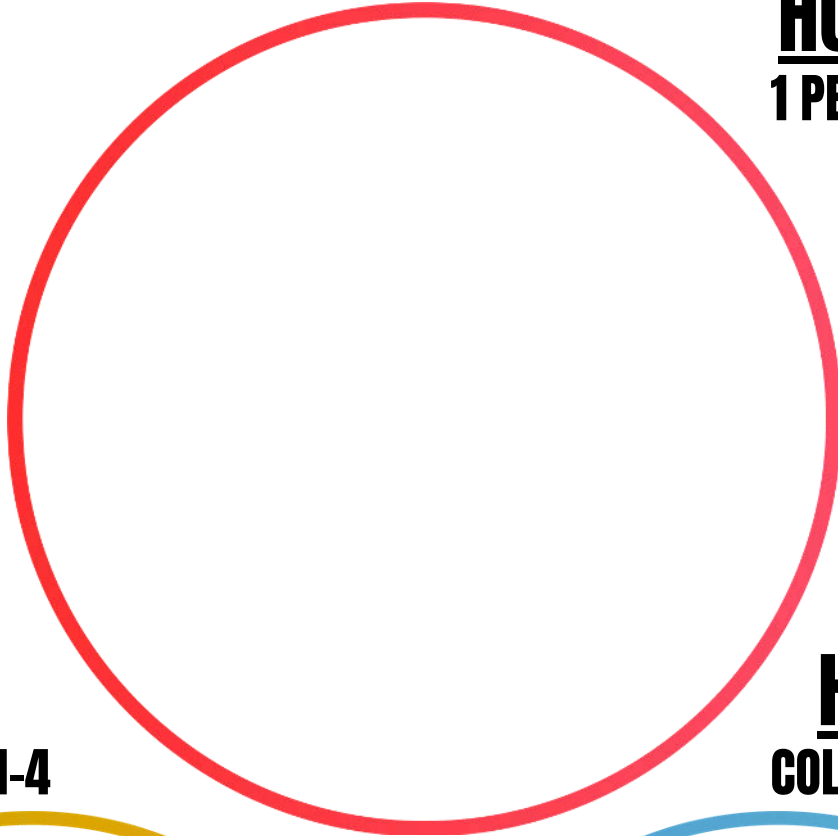
PHILIPPIANS 2:1-4

- Be Lead By the spirit
- Hospitality (Heavenly Guest/ Not Midnight Intruders)
- Be Kind, Respectful, Prudent, Thoughtful (ChickfilA)
- Use Discernment-Be tactful
- Embrace Accountability
- Serve with a grateful heart, be creative in serving
- Train your face to smile
- See people through the lens of Christ
- Develop Trust, Develop others
- Have Empathy and emotional intelligence toward self and others
- Self-Controlled: intelligent, patient and calm under pressure
- Embrace the vision and plan of the ministry
- Lead By Example- "People would rather see a sermon than hear one"



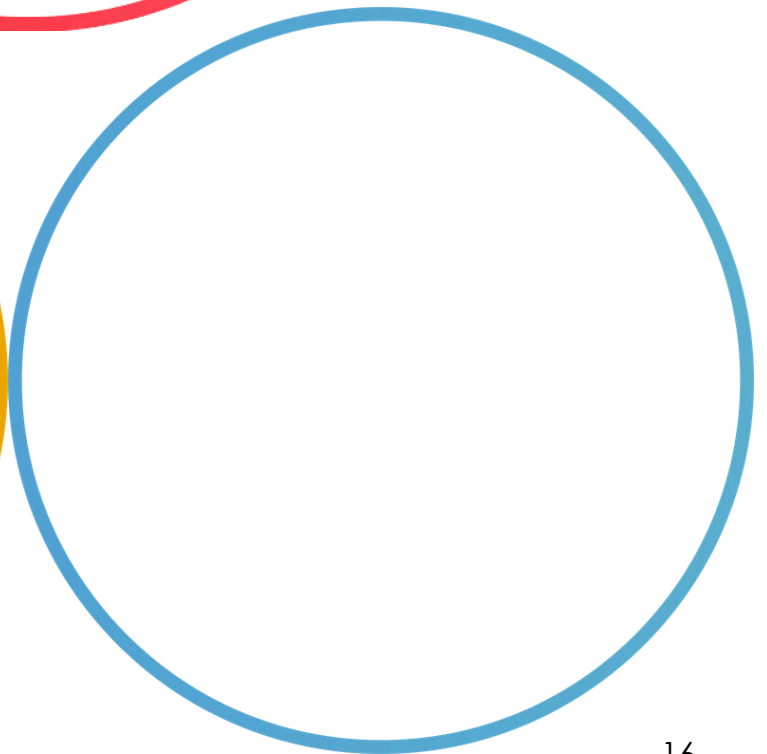
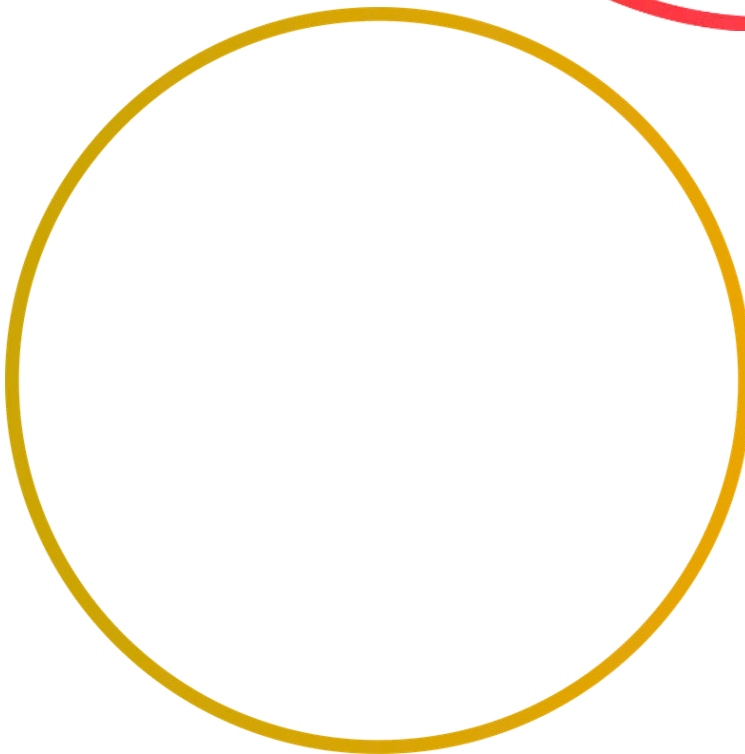
VISION: TRANSFORMING URBAN YOUTH TO IMPACT THEIR COMMUNITIES FOR CHRIST

HUMBLE
1 PETER 5:5-7



SMART
PHILIPPIANS 2:1-4

HUNGRY
COLOSSIANS 3:23





CURRICULUM THOUGHTS

Teaching is a significant responsibility and should be done with accuracy, competency, passion and reverence. The Teacher is always accountable to what is taught. "Not many of you should presume to be teachers, my brothers, because you know that we who teach will be judged more strictly." James 3:1

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DAILY ACTIVITY THOUGHTS

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Kids Across America Heartbeat

It is vital and very important that we at KAA understand how we will function and what we will strive to accomplish in our ministry here at KAA. This is the heartbeat of our camp. If you will pray and be willing to set your pride and personal agenda's aside, we will be able to see the Lord Do Big Things here at KAA!

Our Scripture base: Philippians 2:3-8 "Do nothing from rivalry or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interest of others. Have this mind among yourselves, which is yours in Christ Jesus, who though He was in the form of God, did not count equality with God a thing to be grasped, but made Himself nothing, taking the form of a servant, being born in the likeness of men. And being found in human form, He humbled Himself by becoming obedient to the point of death on a cross."

Our Action Point: Here are 4 things we **MUST DO** to see God do **BIG** things and how Philippians 2 will be our gauge to make it happen!

1. We as leaders create a safe and fun environment for the counselors, guests and most importantly the kids.

- Always keep your eyes open for hazardous situations, report them
- Never allow counselors to break rules because it's funny or seems harmless
- Always have a positive attitude when dealing with issues, "ain't no future in yo front"
- Always be around so we don't become predictable and not know what is going on
- Get to know the kids, go by their cabins, teach classes, write notes of encouragement

2. We create an environment of Spiritual growth and fellowship for the staff

- We will teach and lead a small group
- Be present while hosting raiders, tailgates, ice cream social, etc.
- Walk and see how you can pray for them at night
- Make sure they are praying with their CO's

3. We **ARE** about **SERVANT LEADERSHIP!!!!**

- Serve them in their cabins, at meals, in their classes
- Write them a note of encouragement 3x's a term
- Be out and about, be and make yourself available. **NOT** in your cabin!!
- Be visible!!! If they need help you are there!
- Never **EVER** be napping in your cabin unless it is FOB and you have communicated with others
- Be approachable, the pastor's heart, they will not come if they think they are a bother to you, assure them you are there for them.
- Your **ATTITUDE** and body language communicate **VOLUMES**, **BEWARE!!!!**

4. **UNITY!!!!**

- It is **NOT** about you!!!
- If you are going to accomplish the KAA Servant Leadership model, then you will have to lean on our scripture base Philippians 2:3-8



IMPORTANT LINKS

KAA Website: kaakamps.org
HG Page: kaakamps.org/higher-ground

Higher Ground Office
25438 PRIVATE RD 2232
GOLDEN, MO 65658
417-266-4540

HIGHER GROUND DAILY SCHEDULE | 2026

Sunday (Opening Day)	Monday	Tuesday	Wednesday (Crosstalk)	Thursday (Vespers)
8:30 Breakfast	6:15 Wake-Up	7:15 Wake Up	7:15 Wake up	7:15 Wake-Up
9:45 All Staff Church	7:00 Zipline	7:45 Devo	7:45 Devo	7:45 Devo
11:00 Prayer & Meeting	8:15 Breakfast (KAA1)	8:15 Breakfast	8:15 Breakfast	8:15 Breakfast
11:30 Lunch	9:15 Championship Locker	9:15 Championship Locker	9:15 Championship Locker	9:15 Championship Locker
12:00 Luggage teams at top of the hill	9:45 Teaching Time	9:45 Teaching Time	9:45 Teaching Time	9:45 Teaching Time
12:15 GetDressed/Bins/Cabin Prep	11:15 Takeaways	11:15 Takeaways	11:15 Takeaways	11:15 Tubing/Pontoon/Pizza
1:00 Kids Be Comin'!	11:45 Teaching Time	11:45 Teaching Time/ Activity	11:45 Teaching Time/Activity	1:45 F. O. B
3:00 KAA1 - Pool Party	1:00 Lunch	1:00 Lunch	1:00 Lunch	2:45 HG Say So
4:45 Return to HG	1:45 F.O.B.	1:45 F.O.B.	1:45 F.O.B.	3:30 Freetime (KAA1)
5:00 Showers	2:45 Activity	2:45 Photos	2:45 Teaching Time/Activity	4:20 Competition/ Activity
6:00 Head to KAA1 Upper Field	3:30 Freetime (KAA1)	3:30 Free Time (KAA!)	3:30 Freetime	6:00 Dinner (KAA1)
6:30 Picnic Dinner @ KAA1	4:35 Teaching Time	5:00 Ninja Warrior (KAA3)	5:00 Showers/Chill Time	7:00 HG Awards/CQ's
7:10 Return to HG	6:45 Dinner (KAA1)	6:45 Dinner	5:35 Ladies w/Ladies cabins (KAA1)	8:20 Vespers (KAA1)
7:20 Icebreaker/GTKYG	7:30 Game Night w/Kaleos	7:30 Talent Show w/Kaleos	5:50 Fellas w/Fellas cabins (KAA1)	9:00 Takeaways
7:50 Head to KAA1	9:00 Takeaways	9:00 Takeaways	8:50 Crosstalk (KAA1)	10:00 Showers
8:00 Welcome to KAA! U KNOW! (KAA1)	10:00 Showers	10:00 Showers	10:00 Return to HG	TBA Lights Out
9:15 Return to HG	TBA Lights Out	TBA Lights Out	10:15 Takeaways	TBA T.A.P.S
9:30 Orientation	TBA TAPS	TBA T.A.P.S	TBA Lights Out	
TBA Lights Out			TBA T.A.P.S	
TBA T.A.P.S				

Friday (Closing Day)	Saturday (Staff Day)
6:30 Wake-Up	12:00 Lunch
7:00 Release to Buses	1:00 Staff Returns
8:00 Staff Work Session	1:30 Pros & Grows
10:00 Staff Released	3:00 F.O.B
11:00 Staff 2-6 Begins	4:15 Work Session
	6:30 Dinner
	7:00 Camp Time
	10:00 T.A.P.S

