



Leadership Training
2019

Introducing Seed to Harvest© and Miami Youth Garden, Inc.

Evidence-based and holistic learning paradigms designed to build character and develop ethical servant-leaders who are driven to help develop healthy communities.

The Evolutionary Nature of Seed to Harvest

Seed to Harvest was first envisioned by Rev. Dr. R. Joaquin Willis while still a Divinity student more than four decades ago and first debuted as the crux of his Doctoral dissertation. The program had its first implementation trial through the Amistad Harvest Corporation, headed by Rev. , Dr. Willis and has since been trademarked.

Since 2003, the Seed to Harvest paradigm has been implemented in Miami, Florida; first at the Church of the Open Door in Liberty City. It was specifically adapted to provide leadership training to community youth participating in Miami Youth Garden a program that uses hands-on interactive learning through actual urban gardening . Miami Youth Garden, has been in operation for the past five years under the auspices of the Church of the Open Door and is now operating at three locations under the auspices of The Collective Empowerment Group(CEG) of South Florida.



The Evolutionary Nature of Seed to Harvest

CEG is a cooperative of more than 40 independent churches operating in Miami-Dade and Broward County, primarily in low income neighborhoods. The Seed to Harvest paradigm was used to develop Miami Youth Garden and has experienced both growth and continuing success in a summer setting. The program, however, undergoes continual development and transformation to accommodate new methods and uses of technologies honed to the audience demographics. Seed To Harvest is an easily replicable training model, appropriate for secular as well as faith-based implementation. The program is adaptable to intergenerational audiences and can also be utilized for human relations and corporate training programs.



Miami Youth Garden

The developers of Miami Youth Garden's (MyG) curriculum delved into the very substance of the Seed to Harvest leadership paradigm and created a vibrant and thematic curriculum embedded with the same holistic and guiding principles touted in Seed to Harvest. The two programs, Seed to Harvest, first designed for young adults and, Miami Youth Garden, it's offshoot designed specifically for children, are analogous in both their principles, intent and their efficacy.

Teenaged participants become team leaders and are given the responsibility of assisting younger children while being supervised and mentored by caring adult staff. Elementary and middle-school aged children are challenged to think about what makes gardens enjoyable places and are shown how to competently design and create garden spaces that will produce both food and flowers.

Skills are not taught in isolation, instead, all of the participants are shown holistic ways to develop and understand their innate abilities; group responsibility, team building and they are involved at every age level in opportunities to analyze, problem solve, make decisions and use reading, writing, math, and science as well as art and culture in meaningful contexts.



Documentable Results

MyG has been tested for the past three summers in a creative, summer-learning laboratory. In urban areas across the nation, small scale agriculture (urban gardening) is being employed as an effective tool for change. It has been proven to increase food security in low-income neighborhoods and has been shown to connect the families and residents in those communities.

Each summer, The Children's Trust assessments in the areas of reading and athletic performance have been augmented with the Seed to Harvest curriculum and assessments. In 2016, of the adolescents who attended our summer program, 100% showed improvement in leadership development and skills with ranges of improvement from three (3%) percent to thirty one (31%) percent. In 2017, 60% of the participants showed improvement in skills ranging from two (2%) to fifty (50%). We experienced several challenges in 2017 including retention of adolescents as a result of funding challenges for Miami-Dade's Summer Youth Internship Program (our primary source for recruiting teen participants).

As it is with most organizations working in underserved areas, adequate funding remains the biggest threat to our ability to be an effective tool for change in these communities.



Documentable Results

Multiple research studies indicate that thematic curriculum such as that of Seed to Harvest and MyG are highly effective in reaching across demographics to a broad range of participants and connects disciplinary knowledge while immersing them in practical learning environments. Good seeds produce greater harvests and gardens grow more than food and flowers, they grow spiritually centered, cohesive and ethical communities.

STH Principles

- **Principle** - clearly understands relationship to results
- **Growing** - willingly grows self & others
- **Environment** - creates, maintains a healthy atmosphere
- **Process** - grows step by step healthy people, & places
- **Inclusiveness** - includes others views early in the process
- **Interdependence** - creates collaborative relationships
- **Abundance** - faith in God as the source, enough for all
- **Servant Orientation** - seeks to serve, not to be served
- **Stewardship** - seeks to increase & preserve resources



Alignment With The Power Source

- Spiritual
- Emotional
- Mental
- Physical

Balanced and effective leadership requires an understanding and alignment of focus and core values.

<u>Power Force</u>		<u>Domain</u>	<u>Foundation</u>	<u>Outcomes</u>
Physical	→	Behavioral	Skills	Serving (to do)
Mental	→	Cognitive	Knowledge	Process (to reason)
Emotional	→	Affective	Feelings	Community (to connect)
Spiritual	→	Intuitive	Principles	Purpose (to be called)

©1995 Deirdre C. Bagley



Ground

“But the ones that fell on the good ground are those who having heard the Word with a noble and good heart keep it and bear fruit with patience.”

STEWARDSHIP

What is the “real world”
challenge you face?



Us being fruitful ground

Seed

“The Kingdom is like a mustard seed which a man took and sowed in his field.”

OPPORTUNITY

What is the
opportunity at hand?



It is never too late for character development, and believing that in everything there was once a seed.

Receiving

“From the ground a tree grown with good seed, is pleasant to see and its fruit provides nourishment”.

GIFT OF SEEDS

What unique gifts
have you been granted?



Understand the power source of our lives from
which we have received our vital seeds.

Acknowledging

“Describe your vision and make it plain so that he who hears of it can also envision it.”

VISION

What positive changes would you like to see manifested?



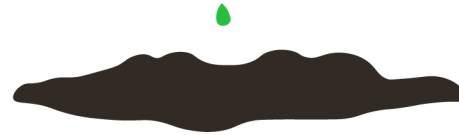
As good ground, see the seed (vision) now, write the vision plainly, and have the faith and patience to see its coming.

Searching

“Those that fell on good ground and yielded hundred fold, sixty and thirty fold.”

MISSION

What do you want to accomplish?



Search for fertile soil in which to plant our seed (visions), nurtured by our principles and maintained by our character and ethics.

Preparing

Readying the ground without corruption or losing it's connection to the source.

STRATEGY

What is the best path to success?



Anticipate holistic transformation and empowerment by creating and nurturing the environment that becomes the catalyst for a lifetime of growth and success.

Planting

“Sows sparingly reap sparingly and sow bountifully reap bountifully.”

IMPLEMENTATION

What are the steps required to make change happen?



Mindfully calibrate and be faithful to your unique internally guided compass.

It is the GPS- (God Powered Source) that ensures manifestation and ultimately, lifelong transformation

Growing

“ A tree is known by it's fruit.' it's either good fruit or bad fruit.”

MEASUREMENT

What criteria will you use to measure your successes?



Believe in the fruit to come by showing faith through continued work and patience with circumstances beyond your control.

Nurturing

“If you work with out losing heart and continue doing good, in due time we see a good harvest.”

TASKS

What are the areas that require critical attention and which require daily maintenance?



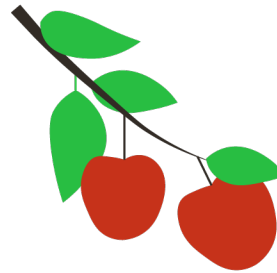
Behold YOU are that seed! Continue to nurture and develop your talents and remembering you are both unique and divine. Just being yourself is fine!

Harvesting

“The time has come to reap, for the harvest is now ripened.”

RESULTS

What is the harvest
you expect?



Harvest yesterday's fruit knowing
that it holds tomorrow's seeds,
while maintaining a steady focus
on the apple tree.

Translation for Leadership

Ground	THE SELF
Seed	STEWARDSHIP
Receiving	OPPORTUNITY
Acknowledging	GIFTS
Searching	VISION
Preparing	MISSION
Planting	STRATEGY
Growing	IMPLEMENTATION
Nurturing	MEASUREMENT
Harvesting	TASKS
	RESULTS



Seed-to-Harvest

Completing this proven cycle hold the promise of ever-regenerating seeds for the future!

