



TEEN CHALLENGE SWAZILAND

A GOOD PLACE TO BE

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Teen Challenge Swaziland

A GOOD PLACE TO BE

First – God brought me here: it is by His will I am in this place, in this will I rest.

Next – He will keep me in His love, and give me grace in every trial to behave as His child.

Last – In His good time He can bring me out again, how and when, He knows.

Say – I am here: -

- i). By God's appointment
- ii). In His keeping
- iii). Under His training
- iv). For His time

“And call upon me in the day of trouble: I will deliver you, and you will honour me.”
Psalm 50: 15

“Obey your leader and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage for you.”

Hebrews 13: 17

“Now we ask you brothers, to respect those who work hard among you, who are over you in the Lord and who admonish you. Hold them in the highest regard in love because of their work. Live in peace with each other.”

Thessalonians 5: 12

Teen Challenge Swaziland is a residential Christian Rehabilitation Centre, aiming to establish spiritual growth and training for young people. We require that students give serious thought and consideration to the teachings of the Bible.

RULES

Discipline

Failure to observe any of your vows and the established rules may result in the following actions:

** EXTRA DUTY * LOSS OF PRIVILEGES * SUSPENSION OR DISMISSAL*

Staff

1. I will address all members of staff with proper respect.
2. I will not abuse (physically or verbally) any members of staff.
3. I will submit to the authority of the staff and not be disobedient.
4. I will bring all complaints regarding statements or actions of a staff member to my counsellor, not other students on the program.

Boundaries

I will observe all the following areas as out of bound:

1. leaving the existing property boundaries, on which you reside, is out of bounds.
2. All offices except for authorised business.
3. Store rooms, refrigerators, clinic.
4. other people's private areas (unless authorised).
5. The roofs.
6. The kitchen, dining room, other than mealtimes, and all food cupboards (unless authorised).
7. **All staff quarters.**
8. All areas outside of the centre boundaries (unless authorised).

Rooms

1. I will keep my room clean and neat (personal things put away tidily).
2. I will make up my bed before 06h00 and keep it that way all day.
3. I will not bring in, nor keep perishable foods in my room.

Lounge

Eating and drinking in the lounge is **strictly forbidden**. All meals and snacks are to be eaten in the dining room.

Admission Requirements

1. All students should bring their own Blankets, Working clothes & shoes, Shaving Machines, and a Bible.
2. All financial needs of the students while on the programme remain the responsibility of their families. Expenses ranging from hospital fees, bus fares for day & weekend outs etc will be paid for by their own work and or their own families. The Lighthouse staff will inform the families whenever such needs arise.

DRESS CODE

1. I will abide by the three basic dress codes...

a). *When leaving for meetings or activities outside of the centre:*

Formal – smart trousers for men and dresses or skirts for ladies,
Smart T-shirt, or preferably shirt and tie, jersey or jacket in cold weather, for men.
Blouses and modest clothing for ladies.

Dress code is to be culturally relevant and modest in accordance with scripture.

b). *At the centre when not working:*

Casual – shirt, T-shirts or polo necked jumper, trousers or “dress jeans”, shorts may be worn. Clothing should be modest at all times.

c). *Manual Work*

“Work clothes” that are modest but can be old.

2. I will be dressed when not in my bedroom – this includes shoes.
3. I will only wear swimming trunks when at the pool, not around the centre.
4. I will not wear a hat indoors.
5. I will keep my shirts and or blouses buttoned.

Church

1. I will respect church as the house of God at all times.
2. I will sit with the group in an assigned area.
3. I will not talk, read, sleep or eat gum during the service.
4. I will not sit with members of the opposite sex, except wife, sister or mother.
5. I will use the toilet **before** leaving for church.
6. I will remain with the group before and after the service.
7. I will not play or touch instruments not belonging to me without permission.
8. I will wear ‘formal dress’ to church unless otherwise stated.

Television

I understand that the television may only be operated with staff approval and at times set by staff.

Reading Material

I understand that all books and any other materials must be checked and approved by Teen Challenge Swaziland management before they are allowed in the centre.

I understand that I am not allowed to read anything that is available in the Doctors, Dentists or Hairdressers waiting areas.

Music

1. Music is a privilege, not a right – I will not abuse it.
2. I will not play, listen to or sing any music that is not in keeping with Teen Challenge Swaziland standards. i.e. approved by Teen Challenge Swaziland management.
3. When playing music in the Chapel, I will respect it as a place of worship.

Laundry

1. I understand that the laundry room is out of bounds (unless authorised).
2. Each student is required to see that his clothes are washed each week.
3. Clothes should be brought to the laundry room in accordance with lists.

Money

1. I will not have money in my possession at any time whilst in the centre.
2. All money will be handed in and kept in the office and a receipt given. I may draw on this as needed and as agreed with my Counsellor.
3. All money brought in will be handled in the above manner.
4. If I am dismissed or should leave before completing the programme, any expenses (doctor, dentist, damages to the property of Teen Challenge Swaziland or other expenses incurred) will be deducted from any money belonging to me.
5. If I leave before the completion of the programme, approximately E10 pocket money will be given to me for immediate needs, in addition to your deposit.

Personal Conduct

1. I will not fight (fighting will result in instance dismissal.)
2. I will not smoke or have cigarettes in my possession.
3. I will not curse or use the off-colour expressions or bodily gestures.
4. I will not talk about street life, drugs, or reminisce about the past sinful pleasures.
5. I will not call people names other than their real names.
6. I will not form or be part of a clique.
7. I will not possess any drugs at any time.
8. I will not use alcohol in any form.
9. I understand that the use of drugs or alcohol will result in automatic dismissal.
10. I will not gamble.
11. I will not use someone's personal property without their consent.
12. I will pay attention to my personal hygiene daily, including shaving unless otherwise authorised.
13. I will keep my hair neatly trimmed and at an acceptable length.
14. I will not wear facial jewellery.
15. I will not bring females into the bedrooms (wives & sisters included) without permission.
16. I will act responsibly regarding the disposal of litter i.e. all litter to be put into a bin.

4. I understand that power tools are not to be used by students, unless specifically authorised by a staff member and under direct supervision of a staff member.
5. I will perform listed duties at the specified times (see daily roster).
6. I will participate in all scheduled activities, including class, church, work and recreation. I will be punctual for all activities. Lateness will result in disciplinary action.
7. I understand that if I deface or destroy any Teen Challenge Swaziland property, or commit any physical violence I may automatically be dismissed from the programme, and that I am liable to pay for any damage caused.
8. I will not have any radios, tape recorders, television or record players whilst being at Teen Challenge Swaziland.
9. I will attend meals at the specified times – lateness is not acceptable. I will not miss a meal unless I have informed the appropriate member of staff in advance. In the event of being confined to my bedroom, owing to illness, I understand that only soup and hot or cold drinks will be provided in my room.
10. **I will not touch the controls of heating appliances.**

DAILY STUDENT TIME-TABLE

The timetable may be changed by management as necessary.

MONDAY – FRIDAY ON FIRST FOUR WEEKS.

05:00 – 05:30 am	Wake-up / shower /personal chores.
05.30 – 06.00 am	Inspection of bedroom and house.
05:45 - 06:15 am	Bible study and Quite time.
06:15 – 07.30 am	To work in kitchen with kitchen supervisor.
	To sit at breakfast table at breakfast time with others.
07:30 – 12.30 am	To work as directed by supervisor.
12.30 - 13.30 noon	Lunch time with others.
13.30 - 16.30pm	To work as directed by supervisor.
16.30 – 17.30pm	Spare time on property.
17:30 – 18:30pm	Clean kitchen up.
18.30 – 19.30 pm	Shower, prepare to study.
19:30 – 20.30 pm	Study time.
21.00	Lights out.

DAILY STUDENT TIME-TABLE

The timetable may be changed by management as necessary.

MONDAY – FRIDAY AFTER PASSING INDUCTION (AFTER FIRST FOUR WEEKS.)

05:00 – 05:30 am	Wake-up / shower /personal chores.
05.30 – 06.00 am	Inspection of bedroom and house.
05:45 - 06:15 am	Bible study and Quite time.
06:15 – 07.30 am	To work in kitchen with kitchen supervisor. To sit at breakfast table at breakfast time with others.
07:30 – 12.30 am	To classroom as directed by supervisor.
12.30 - 13.30 noon	Lunch time with others.
13.30 - 16.30pm	To work as directed by supervisor.
16.30 – 17.30pm	Free time in house.
17:30 – 18:30pm	Dinner and clean kitchen up.
18.30 – 19.00 pm	Shower, prepare to study.
19:00 – 20.30 pm	Study time.
21.00	Lights out

Saturday

05:00am – 06.00am.	Wake Up, shower, personal chores.
06:00 am – 08.00am.	Kitchen to work, breakfast.
08:00 am - 08.30am	Quiet time.
08.30 am - 10.30 am	Clean House and area around house.
10:30 am – 12.30 am	School catch up studies in classroom.
12.30 am - 14.30 noon	Kitchen help, lunch and clean up.
14.30 noon- 16.30 pm	Free time on property.
16.30 – 18.30	Help in kitchen and tidy up.
18.30 – 21.00	Free time in the house.
21.00	lights out.

Sunday

06:00am – 07.00	Wake Up, shower, clean rooms
07:00 –	Leave for Church.
10.30 am – 12.30 am	Free time in and around the house.
12.30 am – 13.30	Lunch.
13.30 pm- 16. 30	Free time in and around the house.
16.30 pm -	Leave for Church.
20.30 pm –	Dinner and tidy up. Clean Up Kitchen.
21.00	In bed, lights out.

1. I understand and accept that the programme I am about to enter has a minimum time span of 12 months and that during this time my progress will be assessed constantly by members of the staff and that my promotion within it will be determined by my personal progress and attitudes not the length of time.

2. The Phased Training Programme and the Weekly Time-Table will be fully explained to me and I must agree to all conditions and understand and accept them and I will fully abide with them in all aspects and will particularly endeavour to complete all work assignments within the specified periods.
3. I understand and accept that if I wish to leave Teen Challenge Swaziland prior to completion of the programme, arrangements will be made with the staff for my transportation to my hometown at my own expense. I may apply to re-enter the programme after four weeks on the understanding that I will be subject to the full intake proceeding with no preferred treatment. Any of my personal belongings left behind will become the property of the Centre if I do not arrange to have them collected within one month of leaving.
4. I understand and accept that any involvement in drinking alcohol, taking of drugs or violent behaviour of any description is strictly forbidden and considered a very serious offence and should I break this rule I shall be liable to instant dismissal.
5. I understand and accept that tobacco is considered a drug and that I am not allowed to smoke.
6. I understand and accept that I am not permitted to have personal means of transport such as a car, motorbike or bicycle.
7. I understand and accept that I am not permitted to have a personal pet.
8. I understand and accept that my personal appearance should be neat and clean, at all times.
9. I understand and accept that bad language or rude gestures of any kind will not be tolerated.
10. I understand and accept that I am not allowed to go outside the immediate vicinity of the Centre without permission.
11. I understand and accept that access to all my personal money, either in my possession or held anywhere else (e.g. bank or building society) will only be by the authorisation of my counsellor following his consulting with the management.
12. I understand and accept that apart from an existing beneficial relationship I must not seek enter a new permanent relationship during my stay at the Centre. I also understand and accept that if any established relationship starts to become serious, I will discuss the situation with my counsellor.
13. I understand and accept that all clothing will be subject to approval and admission. This will pertain particularly to any slogans, pictures or drawings on clothing. Anything considered objectionable or counter productive will be removed from my possession. Anything of an extremely objectionable nature will be destroyed.
14. I understand and accept that my incoming and outgoing mail may be opened for inspection in my presence.

15. I understand and accept that personal radio, television and record players will not be allowed.
16. I understand and accept that books, magazines and other reading material, together with tapes, will be subject to approval by management.
17. I understand and accept that all television viewing in the Centre is controlled and that I am not allowed to handle the TV or remote controls. .
18. I understand and accept that a member of staff may enter my room for inspection without prior permission.

Discipline

1. I understand and accept that I may be dismissed at any time if I fail to abide by the Conditions of Residence.
2. I understand and accept that infringement of rules will be referred to the Disciplinary Committee, but only the staff meeting will exercise the discretion as to whether I should be dismissed or not.
3. I understand and accept that my room and personal effects may be searched at any time in order to protect everyone from any damaging substances being held illicitly on the premises.
4. I understand and accept that I may be the subject of a "body" search following any visit outside the Centre in order to prevent any damaging substances to be brought on to the premises.
5. I understand and accept that any member of staff is authorised to confiscate temporarily or permanently any objectionable or unhelpful material of any description belonging to myself or anyone else, found on my person or in my room.

DISCIPLINE

Students who misbehave and fail to observe any of the established rules will be disciplined by their Counsellors or the Disciplinary Committee. Discipline will result in one of more of the following actions:

Discipline "A"

Extra duty of washing up in the kitchen.

Discipline "B"

'A' plus a ban of a privilege for one week - including from leisure activities within the centre with the requirement to dig a hole one metre by one metre in place of that time of loss.

Discipline "C"

Required two dig two holes, one metre by one metre.

Discipline "D"

Receive a letter of final warning of dismissal. This would mean that any further breach in discipline will result in instant dismissal. (At this stage the student will be asked to dig a hole/s of two metres long by one metre deep by one metre in breadth and bury their problems)

Discipline “E”

Dismissal. The students will be taken to guardian whom is nearest to the centre.

Other Actions

In certain cases fines may be imposed. Incidents, which result in financial loss to Teen Challenge Swaziland, will result in the Student paying for the loss.

The counsellor or the Disciplinary Committee may also impose other penalties as deemed necessary for the correction of a Student’s behaviour and attitudes.

House Rules

I understand and accept that I will abide by any House Rules, which either exist when I enter the Centre or that are brought into force while I reside there. The House Rules are created to ease the strain of living together with a group and changes are, wherever possible, agreements reached by both residents and staff. House Rules are issued to each student on arrival.

I understand that for the first four weeks I am not allowed to have a conversation with any individual unless they are my staff members. I understand that this is based on the premise that I have come to join the tc boot camp as a direct result of my own actions which included lying and being dishonest and disrespectful;. The purpose of being required to be silent is to take control of my tongue and slow me down on speaking to allow me to control my thoughts and double check what I am saying before saying it.

I understand that the staff will inform me on my progress and when the since ban is over to allow me to speak at will thereafter.

I understand that the discipline will be tough, based on tough love, as the staff are giving me one final opportunity to flourish now under a more rigorous routine and that the staff believe that I can excel and this is why I am given this chance to prove myself for myself.

I understand that if I have a problem I have a counsellor that I must approach and speak to and share my concerns, anxieties and problems. If I do not like my counsellor I understand that I can approach Mr. and Mrs. d smith with those concerns and request a second alternative.

I,Understand, accept and promise to abide by the above Conditions and House Rules which may be applied whilst I am a resident at The Teen Challenge Swaziland.

Signature of Student:

Signature of Witness:

Date:

PHASED TRAINING PROGRAMME

The Training Programme covers a minimum period of 12 months and the individual's progress from phase to phase is subject to you counsellor and staff assessment of your progress and attitude, not the amount of time spent on a particular phase.

INDUCTION

The time span is a minimum of **6 weeks** and promotion to Phase I will be dependent upon the student's ability to settle into the programme, and show willingness to abide by the standards set.

Objectives

1. To maintain self as a teachable, willing and co-operative student, wanting the advice offered.
2. To willingly settle into the work within the disciplines, routines and rules of Teen Challenge Swaziland.
3. To evaluate the student's suitability to continue in the programme.

Conditions

1. All movements on and outside of the Centre will be supervised by staff.
2. The sending/ receiving of communication at the discretion of your counsellor.
3. All mail will be inspected by your counsellor.
4. No communication with any person other than staff is allowed outside of a greeting. You must prove yourself trustworthy in your communication truth before given the privilege of speaking.
5. Family visits are considered a privilege and it is up to the counsellor to determine when you have earned the privilege of having a visit.
6. No romantic relationships with the opposite sex is allowed for the entirety of the program.
7. You will be required to work a full five days a week in the first six weeks. This is to show you the true cost implications(financial) of living. You will be given a credit allowance which will be debited against for living expenses to show you how much things really do cost.

PHASE I

The time span is a minimum of 10 weeks and promotion to Phase II will be dependent upon the student's willingness to deal with the objectives, and to keep conditions satisfactorily.

Objectives

Obejectives1 & 2, the same as induction.

4. To deal with his responsibilities within the program, accepting responsibility for actions and showing a desire to want to move forward for self.
5. To evaluate the student's suitability to continue in the programme.

Conditions

The following are established in order to assist each student to achieve the above mentioned objectives as a 1st stage in his rehabilitation.

1. All movements outside of the Centre will be supervised by staff.

2. No communication with outside people allowed, other than direct family, through the counsellor.
3. All incoming and outgoing mail will be inspected by your counsellor.
4. You will be required to work half days and full days during school holidays.

Privileges

1. You are required to study the TC material in a classroom setting.
2. If you successfully pass the material, and show evidence of applying what you have been taught, the door opens to the consideration of putting you through a correspondence education program on a probationary period.
3. You are now entitled the privilege of regular conversations with those not on a ban.

PHASE II

The time span is a minimum of 12 weeks.

Objectives

1. To maintain yourself as a teachable individual who is able to live in a family, respecting authority and desiring to work within routine, taking responsibility for self and your own areas around you.
2. To demonstrate self-discipline and self control.
3. To demonstrate your ability to accept responsibility for your actions and behaviour.
4. To establish helpful relationships.
5. To demonstrate your ability to cope with the ongoing stresses of a disciplined community life with particular reference to work.

Conditions

In order to assist each student to cope adequately with the objectives of Phase II the following Conditions will apply:

1. All movements inside and outside of the Centre will be supervised by staff.
2. No communication with outside people allowed other than direct family.
3. You may now communicate with people on the property. The silence ban is over, subject to your behaviour.
4. You will be required to work afternoons and full days in holidays.

Privileges

1. You are required to study the TC material in a classroom setting.
2. If you successfully pass the material, and show evidence of applying what you have been taught, the door opens to the consideration of putting you through a correspondence education program on a probationary period.
3. You are entitled the privilege of regular conversations with those not on a ban.
4. You are entitled to receive mail, which will be opened in the presence of a member of staff who will read it.

PHASE III

The time span will last a minimum of 16 weeks.

Objective

1. To maintain yourself as a teachable, self-disciplined individual who can work within a strict routine and still show honour and respect to those above and beside and below you.
2. To demonstrate new improved attitudes towards your previous lifestyle in all its aspects.
3. To demonstrate by your attitudes, behaviour and relationships towards staff, students and work, an increasing level of consistency, maturity and responsibility.
4. To develop a sense of responsibility for others, particularly other students in the early part of the programme.
5. During the phase, the student will be eligible, at the discretion of his counsellor, to participate in an agreed ministry programme.
6. Establish potential future goals and understand what is required of you to achieve those goals you have set out for yourself.

Conditions

1. Weekend visits to counsellor approved homes will be allowed once per month (17h00 Friday – 17h00 Sunday, or 11h00 Saturday – 10 h00 Monday) to relatives, or helpful responsible friends, may be authorised by the counsellor, if requested at least 7 days in advance. You are required to study the TC material in a classroom setting.
2. If you successfully pass the material, and show evidence of applying what you have been taught, the door opens to the consideration of putting you through a correspondence education program on a probationary period.
3. You are entitled the privilege of regular conversations with those not on a ban.
4. You are entitled to receive mail, which will be opened in the presence of a member of staff who will read it.

PHASE IV

Students will be expected to complete a minimum period of 10 weeks in Phase IV at Hawane Lighthouse or TCMI. Graduation will depend on the satisfactory completion of this phase.

Objectives

1. To demonstrate your ability to live in a low structured environment without direct supervision and the minimum of rules and organisation.
2. In this Phase you are expected to demonstrate confidence, reliability, initiative, positive influence on others, personal improved organisational skills and the ability to integrate with the other Phase IV students in a satisfactory way.
3. You are also expected to show responsibility for your own actions, demonstrate teach ability and show honour to those in authority.

Conditions

1. On phase IV will have a new contract with Teen Challenge – Swaziland and a new set of house rules.
2. You will be allowed more freedom of movement inside the Centre during free time.
3. They will be allowed to stay out over night at a counsellor approved home, after obtaining the necessary pass.
4. You will be responsible for the organisation of house duties.

5. Phase four students completing the programme on the property will be allowed weekend out from Friday 17h00 Monday – 08h30 a.m. They will be expected to attend church service in submission to the Pastor of the church.

TEEN CHALLENGE SWAZILAND THE LIGHTHOUSE

Throughout the program you will be required to :

1. at wake up time, and inspection time, stand at the end of your bed in silence, whilst inspection goes on.
2. you will be checked for personal appearance, your bed making, your room hygiene and your chores will be checked.
3. all work given to you will be checked to see your diligence, your integrity, your attitude and your effort.
4. Your language and the spirit of your conversation will be under observation.
5. Your integrity, the truth to which you live and communicate will be under supervision.
6. should you have a concern, be required to report the concern to your counsellor, supervisor or the pastor.
7. be expected to inform the relevant authorities of wrong doing with a constructive attitude. Tell tales for the purpose of destruction will not be allowed.

Complaints Procedure

Students of Teen Challenge Swaziland are advised that in the event of any complaints of a serious nature, the following procedure should be followed:

- a). Students should in the 1st instance take up the matter with the staff member on duty who will investigate the complaint and attempt to resolve the issue.
- b). In the event of the matter failing to be satisfactorily resolved, the student should report the complaint to his counsellor who will work with the parties concerned to deal with the problem.
- c). In the unlikely event of the counsellor being unable to settle the matter, the student should report the complaint to the Centre Manager or Director for consideration at a Senior Staff Meeting.
- d). If, after the steps (a), (b) & (c) have been taken, the issue is still unresolved, then the student may report the matter directly to the Board of Directors.

USEFUL INFORMATION

Postal address:

Teen Challenge Swaziland (The Lighthouse)

P O Box 1141

MBABANE

Telephone numbers:

Office: 44240409, 404 5457, 5510504