

Family Ministries Leadership Development Vision Doc

Vision: Provide clarity on how kids & students at CedarCreek Church are developed in their leadership in order for the next generation to be equipped as influencers among their peers.

CedarCreek Kids-

Primary Goals

- Identify potential leaders
- Encourage potential leaders
- Hand-off/transition to Students

Who are the potential leaders?

- 4th/5th graders
- Kids who are asking to help and taking initiative
- Kids who desire more
- Attending multiple services (they must attend a service)

Opportunities to serve for kids

- Preschool rooms
- Assisting Group Leaders
- Assisting Environment Leaders
- Production Assistants

Opportunities for families to serve together

- In Kids- assisting their parents
- Outside of Kids- assisting parents in various First Impressions type roles (i.e.- Greeter)
 - In any position, Parents are responsible for their children.

CedarCreek Students-

Middle School (6-8th grade)

Primary Goals

- Identify potential leaders
- Retain potential leaders
- Encourage potential leaders

Who are potential leaders?

- Students who have been identified by Kids Directors as leaders and have been going above and beyond already
- Students who desire more
- Students who attend multiple services

Opportunities to serve for Middle School

- CedarCreek Kids

- Pre-School rooms
- Assisting Environment leaders
- Production assistant
- Etc.
- Alongside parents
 - Outside of Kids- assisting parents in various First Impressions type roles (i.e.- Greeter)
 - In any position, Parents are responsible for their student.

High School (9-12th grade)

Primary Goal-

- Release leaders
- Students Discover Purpose and Make a Difference

3 defining steps:

1. GrowthTrack
 - a. High School Students first step in their leadership journey will be in discovering their unique wiring, gifting, and purpose through the GrowthTrack experience.
2. Student Leadership Group
 - a. Each campus will have a Student Leadership Group led by the Student Director that will take place during the Fall, Spring, and Summer Groups Semester.
 - b. High School students will be hand-selected and invited to the group
 - c. The Campus Student Director will choose when & where this group meets.
 - d. Curriculum will be prepared and provided from a central “leader development” team.
3. DreamTeam
 - a. High School Students will be encouraged to “Make a Difference” by joining a DreamTeam that allows them to live out their unique wiring, gifting, and purpose.
 - b. The hope is that a senior in High School who is part of SLG would be leading a team (i.e.- Check-in team, Set-up/Reset team, etc.)

Student Leadership Group Details:

Goals:

- Support the mission of our church and Student ministry.
- Identify and equip future leaders for the church.
- Provide a leadership development opportunity to High School Students.
- Students equipped to lead themselves well / move themselves along the Spiritual Journey.
- Students equipped to help move other students along the Spiritual Journey.
- Provide a core-group of students for Student Directors at each campus.
- Create ownership in CedarCreek Students among High School students.
- Students learn “how to think,” not, “what to think,” about their Spiritual Journey.

Length:

- 13 weeks- Fall & Spring Groups semester
- 6 weeks- Summer Groups semester

Location:

- All Campuses

Requirements:

- High School Student
 - Preference is 10-12th grade, 9th grade by exception only.
- Completed Growth Track
- Attends Student Nights
- Desire to serve at a high capacity
- Committed to the mission of the church
- Hungry to grow in their relationship with God, others, and leadership capacity

Cost:

- TBD- There will be a price to do SLG.
 - Most likely between \$100-\$300 at each campus.
- The price will cover books/group materials/any SLG Trips.

Responsibilities:

- Be moving on the Spiritual Journey
 - Know God- Attend a Weekend Service
 - Find Freedom- Attend High School Groups
 - Discover Purpose- Attend Student Leadership Group
 - Make a Difference- Serve on DT weekly (Students / Kids / Arts / Etc.)
- Students will be required to sign a group “contract” to show their commitment

Promotion Strategy

- No promotion other than personal invite
- Group will be registered as a closed group on the group’s registry

Target audience:

- High School Students with leadership potential
- 10-12th grade
- 9th grade by exception and special circumstances only

Staff Roles:

- Student Director’s will lead the group.
- The Student Director can hold the group on the day/time that they deem best.
- Student Leader Development Team lead will build out or choose the curriculum/topics the groups will be covering for the semester.
- Senior Director of Family Ministries will work with the Project Manager of Ministries to ensure the Student Directors are equipped and resourced.

FAQ:

Who will be resourcing the Student Directors for their leadership group?

There will be a central Student Leader Development Team. The Team lead will be responsible for building out or choosing the curriculum/topics the groups will be covering for the semester. If an audible need to be called at the campus that will be communicated to the central Student Leader Development Team.

Will students be able to do the SLG for more than one year?

Yes, this will allow students to continue to grow as a leader as well as be an influence among their peers.

Do students need to be registered ahead of time for SLG?

Yes.

Will Student Leadership Group be similar to an adult “Group”?

Yes. It will be administered just like an adult group. Student Director's will register their group through their Campus Next Steps Director. The group will be on the registry as a closed group. Student Directors will place students in the group.

What is a "next step" after Student Leadership Group?

If a student stays involved with CedarCreek after graduation they will be eligible to apply for the internship one year out of High School. All graduating students are encouraged to sign-up for and get connected to a Young Adult group.

Will Student Directors be required to do a weekend trip with their Student Leadership Group?

TBD. A couple options are:

1. Student Directors plan a trip with just their SLG.
2. All the Campus SLG's come together for a trip.

A short trip with the Student Leadership Groups could accelerate vision within the groups. Also, this trip could take place anytime during the school year to build momentum, group cohesiveness, and emphasize the importance of our Student Leaders. Students would be required to pay to cover the costs of the trip.

How are we supporting the leadership development of Middle School students?

We want to support every middle school student on their spiritual journey. The primary way is going to be through Middle School students being connected to their group leader and peers in a consistent group experience. If there are students who desire more and want to expand their influence and leadership we will encourage they begin serving, either on a DreamTeam by themselves or alongside their parents. While the "recommended" age for GrowthTrack is 16, Middle School students who desire may attend as well to begin to discover their purpose at an even younger age.

How will Student Directors be held accountable for Student Leadership Group success?

Student Directors will be held accountable to the success of their Student Leadership Group by analyzing how many students continue in the group year after year and if students are growing/advancing into new leadership roles. The goal is for students to continue in SLG through their senior year and be in a higher level of leadership than when they began.

What type of students should a Student Director be recruiting for their SLG?

Directors should be recruiting students who have influence among their peers. Students should have leadership potential and a desire to develop their leadership ability. Also, students should already be involved and attending Student Nights the majority of the time (we understand there may be seasons when a student is in a sport, working, etc. that prevents them from being as involved as they would like to be).

What is going away with this leadership development strategy?

The program known as SLDP will be going away as we believe leadership development happens best when it is owned at the campus.

Are kids who serve official DreamTeam members?

No, but they will be considered in our "kids ministry leadership pipeline." We acknowledge that there will only be a select few at each campus and not an overwhelming amount of kids to keep track of. The kid will still "check-in" as a kid getting checked-in and checked-out by their parents.

Is there onboarding for kids who want to serve on the kids DreamTeam?

There will be put together a document with necessary information such as requirements and serving opportunities including some 4/5th grade tailored onboarding questions including a parent conversation. Then the child will be paired with a DreamTeam mentor in order to serve.

How do we ensure Students who serve in Kids aren't falling through the cracks?

Kids Directors will go to Student Directors when a middle school student is onboarding in Kids to ensure they are already plugged in.

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