

## CedarCreek Students Initial Leader Training

Thank you for stepping up and committing to be a leader in CedarCreek Students!

We're inviting you to be an influencer at the most influential stage of life.

Middle School and High School are some of the most pivotal years of a student's development. A leader coming alongside a student during this stage of life can make all the difference in a student deciding to follow Jesus. Your influence matters!

In CedarCreek Students we have four guiding values that we believe, if implemented, will help students move along the spiritual journey to Know God, Find Freedom, Discover their Purpose, and Make a Difference. The values are:

1. **Irresistible Environment** - We want to help create an irresistible environment where students have fun and want to bring their unchurched friends.
2. **Consistent Small Group Experience** - We want to provide a consistent Group Leader for every student to help them take their next step.
3. **Leadership Development** - We want to help leaders take the next step in their spiritual development, serving in ministry, and duplicating themselves.
4. **Go Where They Are** - We want every leader to actively engage in the lives of students inside and outside of church.

To allow us to live out these values we have two main tracts for DreamTeamers in CedarCreek Students:

1. Guest Services
  - a. Guest Services volunteers assist in creating the irresistible environment that allows students to connect with leaders and with God.
  - b. Guest Services includes Set-up/Reset, Check-In, Safety, and Production Teams.
    - i. Due to the specific nature of what those teams do they have specific training based on the team.
2. Group Leaders
  - a. Group Leaders are the back-bone of CedarCreek Students. It is our hope that every student that comes through our doors would get plugged into a group with a consistent Group leader, like yourself.
  - b. New Middle School Group Leaders are encouraged to start with a group of students and move through their entire Middle School career with them.
  - c. New High School Group Leaders are encouraged to start with a group of 9<sup>th</sup> grade students and move up with that group through 12<sup>th</sup> grade.
    - i. We know that this is a big commitment but the consistent influence of a Group Leader over the course of several years is what these students need through this stage of their lives.

## **How can I be a successful Group Leader?**

There are 5 main pillars that will allow you to be a successful Group Leader. In fact, we ask that you would commit to live out these 5 pillars throughout your time as a Group Leader.

### **1. Be Present**

- a. You build connections and create trust when you are a consistent voice in a student's life... what does this look like?
- b. Show Up Predictably
  - i. Showing up predictably starts with not missing group.
  - ii. Be the person they can't wait to see every week.
- c. Show Up Mentally
  - i. Come prepared and be fully present.
- d. Show Up Randomly
  - i. Connecting with your group outside of groups surprises your students and communicates that "You Matter."
  - ii. Texts or Phone Calls- As your students receive cell phones (if they don't have them already), be sure to set up a group text where you can check-in with them
  - iii. Outings- Outings create shared experiences and memories, which are vital to the health of relationships (More on this in the Appendix)
  - iv. Attend their extracurricular events and consider sending birthday cards, etc.

### **2. Create A Safe Place**

- a. You create the atmosphere that makes students feel safe, comfortable and accepted. Your group trusts you!
- b. Model Honesty and Confidentiality
  - i. Although, If you are concerned about someone's safety, inform your CedarCreek Students Director of the issue immediately.

### **3. Partner With Parents**

- a. You develop partnerships with parents as you work together to help their student grow in their faith. This happens when parents trust your influence and you respect the parent's role as the primary spiritual leader.
- b. Cue The Parent
  - i. Keep them informed with what their student is learning.
- c. Honor The Parent
  - i. Model an attitude of respect for parents.
- d. Reinforce The Family
  - i. Find ways to partner with the family.

### **4. Make It Personal**

- a. You model what it means to follow Jesus. We want to encourage you in your personal growth and help support your personal next steps

- b. Spend time with God consistently through Bible reading and prayer.
- c. Make regular church attendance a priority.
- d. Stay engaged in community with other believers in your own stage of life.

#### **5. Move Them Out**

- a. You ignite a passion for students to be a part of something bigger
- b. Move them to “Be The Church.”
  - i. The church is bigger than a building. How can you motivate your group to participate in God’s work outside these walls?
- c. Move them to “What’s Next.”
  - i. Your group will eventually move on. How can you help prepare them for the next transition?
    1. For instance, some High School Group Leaders take a year off after their students graduate just to stay in touch with their group and help them along as they transition to college.

If you have questions about any of these 5 pillars or how to execute them, please, ask your CedarCreek Students Director so they can come alongside you and help you be successful!

For the Joy of All,

CedarCreek Student Team

Ps- Side note for success- check your email regularly for updates and information specific to your Campus Student Ministry.

## APPENDIX A

### SET PRIORITIES: PRAYER

- One of the best ways you can train yourself to show up mentally is to take some time in prayer, not only throughout the week, but before you walk in each Saturday, Sunday, or Wednesday.
- Total and complete dependence on God is vital to successful ministry.
- It's God's ministry and his gospel. Therefore, pray often.
- Prayer reminds us that the ministry of CedarCreek Students is in God's hands.
- You want to accomplish a lot in your ministry, but you won't unless you first accomplish it in prayer.

#### *Helpful Ways to Incorporate Prayer*

- Develop a prayer team.
- Develop a personal prayer list.
- Pray with your co-leaders before Groups.
- Pray over your group room.

## APPENDIX B

### OUTINGS

Outings are crucial to continuing and deepening the social and relational bonds created each Sunday. Ask parents to jump in and plan. Partnering with parents in the planning process can take a lot of guesswork off your plate.

Guidelines to Consider:

#### Driving

- Be smart, follow the rules of the road, don't overload vehicles.
- Every student must wear a seatbelt.

#### Movies

- It's a good idea to watch only age appropriate movies.

#### Cost

- Keep cost in mind when planning activities.
- Not all families can afford expensive tickets to Cedar Point, concerts, etc.

#### Parent Involvement

Ask parents to:

- Help with transportation.
- Open up their homes.
- Help provide food.
- Plan outings!

#### Scheduling Outings

- Plan activities close to where your students live.
- Meeting right after church is a great idea because you are already together.
- Small attendance is okay! Sometimes hanging out with three to five students is great.

Remember: quality vs. quantity.

### OUTING IDEAS

- Bowling
- Roller Skating/Ice Skating
- Scavenger Hunt
- Game Night
- Hiking
- Picnic at the Park
- Pool Party
- Theme Party (Luau, Celebrity/Hollywood, 80s party)
- Canvas Painting
- Pottery Painting
- Craft Night/Pinterest Party
- Sporting Event or Play That Your Student Is In
- Service Projects
- Paintball

## APPENDIX C

### COACHES

#### Who Are They?

- Volunteers who have relational experience in leading students and adults
- Passionate about reaching students and developing leaders

#### How Do They Support You?

- Walk through an entire season of Middle School or High School with a set of group leaders.
- Come alongside to help you ensure your group always has a leader, even if you absolutely cannot make a group.
- Lead the Coaches' Huddle meeting for group leaders to train, cast vision, and connect relationally.
- Available to walk through tough issues with group leaders.
- Attend retreats, special events, and trainings to assist staff and support leaders.

## APPENDIX D

### CO-LEADING BASICS

#### BE A FRIEND.

- Take time to get to know each other.
- Appreciate and value each other's differences.

#### BE A FAN.

- Celebrate each other.
- Fight for each other.

#### BE A TEAM.

- Communicate and keep each other in the loop.
- Co-lead; don't rotate.

## APPENDIX E

### THE "UP" PLAN (High School Specific)

#### SHOW UP - 9TH GRADE

The most important thing for freshmen is to show up and prioritize their relationship with Jesus. While the environment is a big factor in that decision, the relationship with you is what's going to make all the difference. Showing up in their world lays the foundation of trust that you're going to build over the next four years.

#### OPEN UP – 10TH GRADE

By sophomore year, we want students to start opening up. Once you've built the relationship, you've earned the influence to start speaking into areas of their lives that God wants to change. This process happens best through intentional conversations.

#### GROW UP - 11TH GRADE

By junior year, we want students to start taking responsibility for their faith. You've been working hard to feed them (by showing up and opening up), but now is the time for them to learn to feed themselves. This is the year you challenge them to grow up.

#### STEP UP - 12TH GRADE

This is your last year, and your seniors will go one of two ways. They're either going to step up and lead or step back and disengage. You have a chance to engage them in something far greater than just showing up. This is the year that you want to inspire your students to lead the way at CedarCreek Students and wherever they go next.

### The "Up" Plan (Middle School Specific)

#### SHOW UP - 6TH GRADE

The most important thing for 6<sup>th</sup> graders is to "Show Up" and Invite their friends! While the environment is a big factor in that decision, the relationship with you is what's going to make all the difference.

#### OPEN UP – 7TH GRADE

By 7<sup>th</sup> Grade, we want students to start opening up. Once you've built the relationship, get vulnerable with the students and build trust to allow intentional conversations to happen.

#### GROW UP - 8TH GRADE

By 8<sup>th</sup> Grade, we want students to start taking responsibility for their faith. Help students take Next Steps (Baptism, Serving, GrowthTrack).

## APPENDIX F (High School Specific)

### First Year Leader Breakdown

#### PURSUE THEM COLLECTIVELY.

- Sundays/Events
- Group Outings
- Social Media

##### GOALS:

- o Have at least one group outing every semester.
- o Touch base with students once a week outside of Groups (social media, texting, etc.).

#### BE A FAN INDIVIDUALLY.

- Celebrate birthdays and accomplishments.
- Show up at games, plays, etc.

##### GOAL:

- o Attend at least one activity (game, play. etc) for each of your students

#### LAY THE GROUND RULES.

- We love one another.
- We're real.
- We're safe.

##### GOALS:

- o Explain this at your first group meeting.
- o Remind the group throughout the year.

#### CONNECT WITH PARENTS.

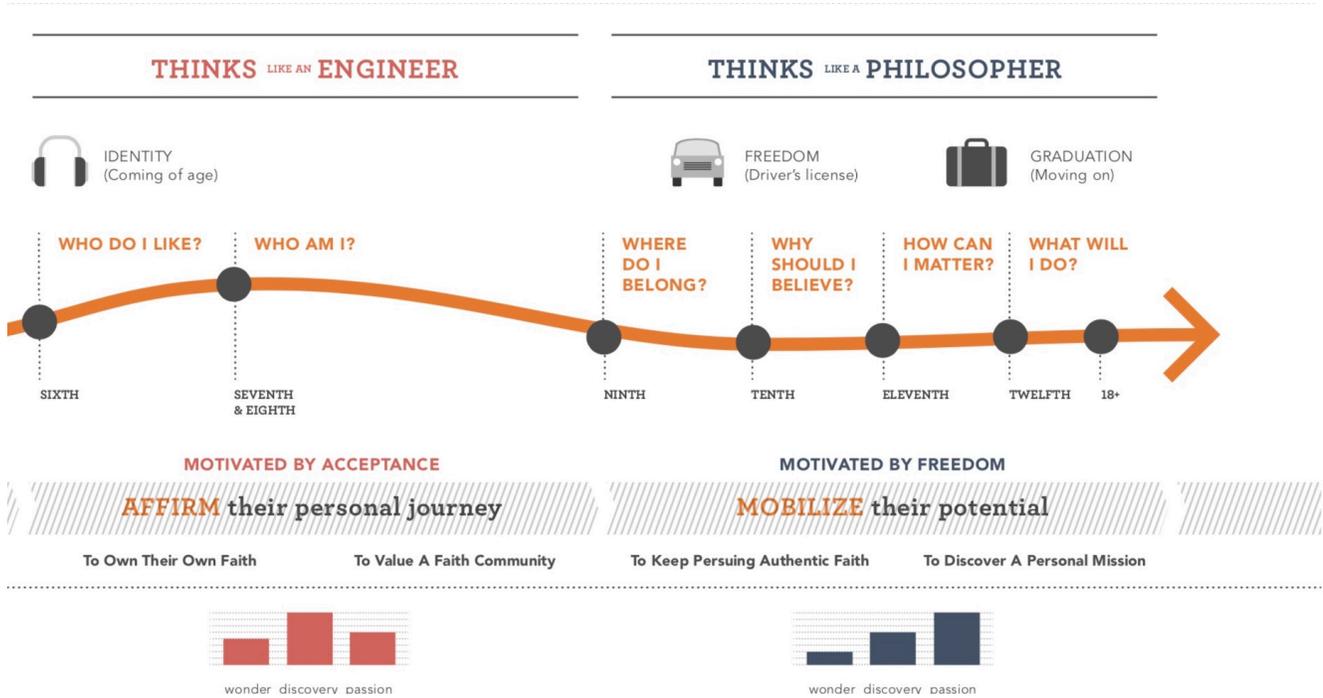
- Emails
- Face to face
- Phone calls

##### GOALS:

- o Send at least two emails a year.
- o Communicate face to face once within the first year

# APPENDIX G

## Student Phases



# APPENDIX H

## Student-Leader Safety Standards, Policies, & Guidelines

### Inside CedarCreek Building:

- Standard & policies:
  - One-on-One:
    - Never be one-on-one in a room with a student
      - If meeting, meet in the lobby.
  - Groups:
    - Two Group Leaders must be with the group if the door is closed
    - If only one leader with a group, the door must be open and have line-of-sight to other people in the building.

### Outside Building:

- Leaders Driving Students:
  - Standards:
    - Driver must be 18+
    - Driver must have a valid driver's license
    - Driver must have current auto insurance
    - Don't overload vehicles
    - Follow the rules of the road
    - Every student must wear a seatbelt
    - Never drive student of opposite gender one-on-one
    - If transporting student of same gender one-on-one always have permission of the parents
      - Or ensure there is a Consent Form on file
  - Guideline/Best Practices:
    - Avoid being one-on-one with student of same gender
    - Preferably have 3 people in the car: one leader and two students or two leaders and one student.
- Strongly recommended best practices:
- Hanging-Out with Students:
  - Match communication guidelines
    - Don't be one-on-one with student of opposite gender
    - Always have permission of parents when hanging out with students
      - Upholds value of "Partner with Parents"
  - Hang out w/ groups of students or have another leader with you
    - Don't be alone with a student because that could put you in a position to be accused of something you didn't do.
  - If you are one-on-one with student of same gender ensure it is in public and with the parent's cooperation and permission
- Group Outings:
  - Have two leaders present
  - Always ensure parents are aware and give permission to student

## APPENDIX I

### Suicide Conversation Policy/Procedure

#### Non-Imminent Suicidal Ideation:

(i.e.- During group or personal conversation student brings up having had thoughts about suicide or is currently considering it as an option to handle what they are facing)

1. Tell Student Director at your campus
2. Together ask, "Have you told your parents?"
  - a. If no, "Tell them today or I will or I will go with you to tell them"
    1. Either way, Student Director follows up with Parents
  - b. If yes, Reference Orange training Document
3. Group Leader: Fill out Care Card
4. Pray with them

#### Serious Imminent threat:

(i.e.- Student tells or messages Group Leader that they are going to commit suicide, has a plan, time, method, etc.)

##### Leader

1. Call Parent
2. If Parent doesn't answer, call authorities
3. Call Student Director of your campus

##### Student Director

1. Fill out the incident report on CreekHelp
  - a. <https://creekhelpp.com/ministry-services/incident-forms/minor-incident-form-for-kids-ministry/>
2. Contact Campus Pastor & Senior Director
3. Put Care Note in Rock

In every conversation- provide the suicide hotline number to student and parents:

- Suicide Hotline: 1-800-273-8255