

# NEXTGEN LEADER HANDBOOK

CALVARY GOLDEN VALLEY



# 2020-2021



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# INTRODUCTION

Welcome to serving in NextGen Ministries! We are so excited to have you journeying with us as we invest in the lives of the next generation. You have the opportunity to impact and be impacted by the students you will walk alongside as a volunteer.

Whatever your role is in our ministry this year, this Volunteer Handbook will show you some of the ways you can begin making a lasting impact in the lives and faith of our kids. Thanks for being willing to serve. Thanks for caring about the next generation. And thanks for letting God use you. We can't wait to see what this year has in store!

# OUR MISSION AND VALUES

The mission of Calvary Golden Valley is to lead people into a growing relationship with Jesus Christ.

In NextGen ministries, we create an intentional environment for our students by making these values the driving force behind everything we do:

## **NextGen CORE VALUES:**

We believe that...

- Every person is created in the image of God.
- Every person needs to know they are loved, they belong, and they are not alone.
- Every person needs to know the life-changing truth of the Bible.
- Families have the greatest influence in a kid's life.
- Every person needs to know they can trust Jesus no matter what.

# NEXTGEN CULTURE

We want NextGen to be a place where everyone knows they are loved, they belong and they are not alone. Creating this type of culture starts with us. We want adults, students, and kids to be on board with the vision we have for the year, and the type of place we want NextGen to be. If we set the tone for this type of environment, the hope is that students will take ownership of helping to make that happen.

How students treat each other changes how they're going to experience NextGen ministries. As leaders, here's specific things you can help us communicate with students about what we expect from everyone.

## **We want to create a culture where...**

- We are examples of Christ in how we love God, love others, and reach out.
- New people are noticed, welcomed, and integrated into our group.
- Everyone is respected, even when conflict arises.
- We are proactive in creating a positive environment.
- Choose to not just hear, but actively listen when others are speaking.
- Everyone participates because we understand the power in community.
- We communicate when we have issues with one another, or have challenging experiences at NextGen.

If you run into challenges with behavior or are struggling to maintain control during your small group, we want to hear about it. We are a team, and we're here to support you. We want you to have a great year with your students, and we are excited to partner with you as you walk with them. Here are some things to remember when faced with behavioral issues:

- Be proactive instead of reactive.
- Put pride aside and approach EVERY behavioral issue with a relational mindset.
- Remember that acting out can come from something deeper.
- Get to know your student and meet them where they're at.
- Ask for help. Either from other leaders, parents, or NextGen staff.

# DISCIPLESHIP

We believe effective discipleship happens within the context of relationships. In NextGen ministries, we prioritize creating opportunities for relationships to be formed. We believe that all students should have at least 5 key adults in their life who are investing in them.

Ultimately, we believe that a student needs to feel they belong before they can believe. That's why we focus so much energy on getting students plugged into consistent small groups, why we emphasize that parents are the primary disciplers of their own kids, and why we surround students with tons of Jesus followers. Because discipleship takes all of us!

## DISCIPLESHIP IS PERSONAL

As a volunteer, you have the opportunity to learn about the unique personality, interests, and life experiences that build the mosaic of each student you come to know. The book, *It's Personal*, outlines 5 dimensions of a student's personal life we should know if we want to make a real connection.

*Do you know my name?  
Do you know what matters to me?  
Do you know where I live?  
Do you know what I've done?  
Do you know what I can do?*

We believe Jesus set the ultimate example of discipleship. If we look to how Jesus interacted with people and how he addressed these questions, we see the importance and impact of knowing someone's story.



# ROLES: WHO DOES IT TAKE?

## [Small Group Leader]

As a small group leader, you may feel like you don't have all the answers or aren't cool enough to relate to the kids and students, but your presence in their life is so significant! Showing up and being consistent has a huge impact on them, and shows them how much you care. For us to have a great year as a team this year, we need a few things from you:

**Pray for your kids/students:** Prayer is powerful. Praying for the kids/students will change your heart and theirs.

**Prepare:** When you take the time beforehand to prepare, you can focus more on the immediate conversation.

**Prioritize Relationships:** We believe that kids and students need a place where they feel like they belong BEFORE they can engage with their beliefs. Building a relationship with them where they know they are loved, they belong, and they are not alone is where ministry starts.

**Show up:** Commit to being present on a regular basis. Attend trips and show up randomly at your kids' activities, invest outside of Sunday/Wednesday.

**Train hard:** Attend weekly leader meetings (CLVRY YTH only) at 6pm on Wednesday nights. Prioritize leader development sessions (Lead Small in September and January)

**Create a safe and positive environment:** Safety matters. Maintain positivity while navigating difficult situations. Ask for help, and if you see something of concern please notify staff immediately.

**Partner with parents:** A student's family will always be the biggest influence in their lives. When we choose to partner with parents, we nurture authentic faith.

**Communicate:** As ministry staff, we will be meeting with leaders individually throughout the year to hear about what's going well and where you are struggling. Let us know if you need anything in-between those meetings.

**Serve with your group:** Participate in service opportunities during the year through Calvary. Check out [Calvary.org/serve](http://Calvary.org/serve) to find opportunities outside of Calvary Kids and YTH sponsored events.

**Welcome:** Welcome new students into your group. Let someone on staff know if you have a new student that week.

## **[Ethos Leader]**

Ethos is a unique program designed to help high school students navigate questions of identity, belief, and purpose within a context of belonging. An ethos leader is a caring adult willing to walk with a group of high school students through their time in high school and help them transition well into their first years out of school.

### **THE SPECIFICS**

- Meet weekly with your group
- Attend monthly training
- Communicate with Katelyn about the book, video series, or book of the Bible your group is going through
- Show up consistently for your ethos group
- Communicate with your co-leader

## **[Guest Experience and Special Events Team]**

The Guest Experience Team's main role is to help students feel like Calvary is a place they belong. Hellos and goodbyes show a student that they are noticed and significant. You set the tone for how a student feels when they walk through our doors, and let them know they are seen, cared for, and liked!

*The special events team* has an important role in making sure kids experience how much fun it can be to follow Jesus. Our goal is to create super fun events that kids want to invite their friends to.

### **THE SPECIFICS**

- Be present when you are scheduled.
- Make sure every student is greeted with a smile.
- Identify new students and introduce them to a small group leader for their grade. Help them get registered.
- Attend appropriate events, meetings and gatherings.

## **PARTNERING WITH PARENTS IN THE MIDST OF COVID-19**

We are all in this together, as we navigate what life and community looks like in light of COVID-19. Parents need our support more than ever in the midst of this pandemic, and we have a unique opportunity to create lasting partnerships with families. Here are some things to remember and ways we can partner with parents:

- Learn the names of your kids & students parents, and reach out through text or email. Let us know if you need contact information for your group.
- Stay informed of any changes in Calvary's COVID-19 response, and the guidelines of the ministry you're leading in. Being able to answer parents' questions will put them more at ease and will build trust.
- Lead by example. You set the tone in your small group for what is expected, and kids and students are looking for consistency. Please follow the guidelines we provide for you--we are all a team.
- Remember that families are handling the pandemic differently. Let's all do our best to respect people's comfort levels.
- Give the benefit of the doubt, and assume the best.
- Continue to pray for our CLVRY YTH & Calvary Kids families.

# Calvary Kids Fall 2020 Teaching Calendar

## **September**

**13** God Created the World

**20** God Created People

**27** Sin Entered the World

## **October**

**4** Noah and Ark

**11** The Tower of Babel

**18** The Suffering of Job

**25** God's Covenant with Abraham

**30** Trunk or Treat

## **November**

**1** Abraham and Isaac

**8** Isaac and Rebekah

**15** God's Promise to Isaac

**22** Jacob and Esau

**29**

## **December**

**6** Jacob and Rachel

**13** Jacob's New Name

**20** Jesus Born: The Prince of  
Peace

**29** No Calvary Kids

# GENERAL SAFETY GUIDELINES

As a member of our ministry team, it is absolutely essential that you practice healthy boundaries with students at all times, for their safety and yours. These guidelines exist to protect students from harm and to protect you from false allegations. Keep in mind while these guidelines apply to your interactions with all students, they are absolutely indisputable when dealing with students not of your gender.

## **NEVER BE ALONE WITH A STUDENT**

If you need to have a private conversation with a student, have the conversation in a public place not behind closed doors or in a room or vehicle alone. Here are some tips to help you navigate through this particular guideline...

- Do not set up one-on-one meetings with students without the knowledge and consent of their parents.
- Avoid initiating one-on-one meetings with students. Allow the student or the students' parents to be the initiators.
- Never transport a student anywhere alone. If a student needs a ride, arrange to have another adult or student ride with you. If that's not possible, say no.

## **MAINTAIN PHYSICAL BOUNDARIES**

Be wise. Maintain healthy and safe physical boundaries with students at all times. This means setting boundaries for yourself, but it may also mean setting and enforcing boundaries with students who push physical limits. If you have any questions about what is or is not appropriate, talk to our staff and always err on the side of caution.

# **SAFETY GUIDELINES (CONT.)**

## **LOG ELECTRONIC CONVERSATIONS**

When you find yourself in the midst of a sensitive conversation with a student, keep in mind that words and intentions can be misconstrued intentionally or unintentionally. Any time you are engaged in a serious conversation with a student, log your conversations (take screen shots, save text messages and emails). This may seem excessive, but if you're ever falsely accused of misconduct from a student or parent, you'll be glad you did it.

## **REPORT DANGEROUS SITUATIONS**

As a member of our ministry team, you are a mandated reporter. That means you are legally required to report any dangerous or potentially dangerous situations to our staff immediately. Including...

- If a student is being harmed, neglected or abused.
- If a student is harming or abusing someone else.
- If a student is harming or at risk of harming themselves



# RESOURCES

## FOLLOW US ON INSTAGRAM AND FACEBOOK!

We will be promoting upcoming events on our social media platforms:

### **CLVRY YTH Middle School**

Instagram: *@WNLcalvary*

Facebook: Wednesday Night Live  
- Calvary Middle School Ministry

### **CLVRY YTH High School**

Instagram: *@nextcalvary*

Facebook: NEXT-Calvary High  
School Ministry

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# NOTES

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