

FUSION LEADER GUIDE



OUR MISSION AND VISION




To cultivate an environment where students create lasting relationships with each other, leaders and God.

WHAT IS FUSION412?

FUSION412 IS A MINISTRY DESIGNED TO CHALLENGE STUDENTS AND LEAD THEM TO TAKE THE NEXT STEP IN THEIR RELATIONSHIP WITH JESUS.

Students are encouraged to grow their relationship with God through meaningful worship experiences, impactful and relevant messages, intentional small groups/leaders and meaningful connection with other students. Fusion is committed to giving students a high quality experience every week while valuing safety, spiritual growth and community.



WHERE CAN I SERVE IN FUSION412?

BECAUSE WE VALUE COMMUNITY, WE ASK THAT YOU CONSIDER SERVING WEEKLY TO BUILD A STRONG RELATIONSHIP WITH STUDENTS AND OTHER LEADERS.

HERE ARE THE DIFFERENT LEADERSHIP ROLES:

SMALL GROUP LEADER

It is through the concept of FUSION Small Groups that students will take their next step and Small Groups aren't possible without a Small Group Leader.

GREET SQUAD

Be the friendly face a FUSION student sees when they walk in and help them get checked in for the experience.

SOUND AND TECH TEAM

Help shape the environment and FUSION experience by serving in the sound booth.

LEADERSHIP ROLES CONTINUED:

HALL MONITOR/EMERGENCY SERVICES TEAM

Help create a safe environment for our FUSION students.

FOOD TEAM

Prepare and serve delicious meals for FUSION students and leaders.

SOCIAL MEDIA TEAM

Relay fun and practical information to students throughout the week. Engage in parent connection to keep them updated on what we do with a goal of getting parents involved in their students walk with Jesus.

SMALL GROUP LEADER COACH

Work with Small Group Leaders to help them reach their potential using the leadership training methods created by TVC.

WORSHIP TEAM

Use your musical gifts and talents to help FUSION students engage in worship and prepare themselves for a night of growing closer to God.

*Additional job descriptions for each serving position are available in the corresponding appendix.

LEAD SMALL



THESE VALUES SHAPE EVERY DECISION IN OUR MINISTRY.

1. BE PRESENT


Connect their faith to a community.

- Show up consistently.
- Show up mentally.
- Show up randomly.
- When you show up on a regular basis and are prepared to lead, you create relationships that allow students to truly begin to live like followers of Jesus.

2. CREATE A SAFE PLACE

Clarify their faith as they grow.

Students will begin to trust you because you're a leader. It's your responsibility to create a safe environment for them by:

- Following the **Safety Policies and Non-Negotiables**.
 - Always making your students feel accepted.
 - Creating a comfortable atmosphere for students to share with you.
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THE INFLUENCE OF A FAMILY IS ALWAYS > THE CHURCH

3. PARTNER WITH PARENTS

Support an everyday faith.

As you learn the students' names, also create relationships with their parents. Ask them what's going on in their student's life. Think about how you can reinforce what's going on in their family.

No matter what, a student's parents (not their church) will always be the biggest influence in their lives in every way—especially spirituality. So if we (the church) want to see students become fully devoted followers of Jesus, doesn't it make sense for us to partner with the most powerful, influential people in their lives to make it happen?



4. MAKE IT PERSONAL

Inspire their faith by your example.

When you model what becoming a fully devoted follower of Jesus looks like in your own life, it makes it personal for your small group.

WAYS YOU CAN BE AN EXAMPLE:

- Spend **time with God** daily through prayer and Scripture.
- Regularly **attend** weekend services at TVC (Minimum of 50%).
- Consistently **invite** people to church.

5. MOVE THEM OUT

Engage their faith in a bigger story.

- Move them to **be the Church**. The church is more than just a building or a location. The Church is a growing, changing, moving, living body that your students get to be a part of. Never underestimate the importance of encouraging them to serve. Whether it's leading Small Groups in TVC Kids, to opening doors for TVC Guest Services, or serving on the Tech Team, there is a place for every student to be The Church and make a difference.
- Move them to their **Next Step**. No matter what's next in their lives, do everything you can to set them up for that transition and make sure it goes as smoothly as possible.

EXPECTATIONS

As a leader, you're visible in your community. Your words, choices, and relationship with God will be carefully observed and mirrored by the students you influence. No one is perfect, but leaders should strive to make wise decisions that glorify God. **Through your life and choices, be an example of someone who is becoming a fully devoted follower of Jesus every day.**

- Show commitment to becoming a fully devoted follower of Jesus.
- Be passionate about the mission of FUSION412.
- Serve on a weekly basis.
- Invite students and parents to join you!
- Be friendly and welcoming to every student, parent, and other leader.
- Practice safety with students at all times.
- Understand and affirm what we believe at TVC.
- Don't engage in viewing pornography.
- No illegal drug use and stay away from excessive alcohol use.
- Use your speech to uplift and edify those around you.
- Use social media responsibly.
- Practice a biblical view of sexuality. (Commit to sex only within marriage, choose not to co-habitate outside of marriage, and avoid being active in or promoting a homosexual lifestyle.)

WE WANT FUSION TO BE SAFE AND FUN!

BECAUSE WE VALUE OUR STUDENTS AND WANT TO UPHOLD THE INTEGRITY OF OUR MINISTRY, WE HAVE THESE **SAFETY POLICIES AND NON-NEGOTIABLES.**

NO DATING STUDENTS

Regardless of how close in age you are, dating a student is never acceptable.

APPROPRIATE TOUCH

We realize students need this but it has to be open and above reproach.

Permitted: Head, Shoulders, Arms, "High Fives" and "Fist Bumps"

Be cautious about initiating hugs; if a student initiates, turn this into a side hug.

TWO-ADULT POLICY

Meeting with a student under the age of 16 in a private place is only permissible when another adult leader with an approved "Ministry to Kids and Teens" Application is present. No adult should ever be alone with any non-related student of the opposite sex or who is younger than 16. ***See Mentoring and Apprenticing Appendix for meeting with students older than 16.**

TRANSPORTING STUDENTS

Parental permission is required.

Always abide by the "**Rule of Three**"- minimum of 2 non-related leaders and 1 student or 1 leader and a minimum of 2 students. Whenever possible, have students ride in the back seat(s).

Never be alone with a student unless they are older than 16 and you are in a mentoring agreement approved by the Director of Student Ministries.

KIDS AND TEENS APPLICATION

Anyone who teaches, works with, or oversees minors must fill out an application for Ministry to Kids and Teens. The application must be processed and interview completed before starting this role.

SAFETY POLICIES AND NON-NEGOTIABLES (CONTINUED)

SMALL GROUP ACTIVITIES

Any activity that is not a TVC Fusion Wide activity must be planned ahead and permission received from the Youth Pastor at your campus before the scheduled activity. No exceptions!

The Youth Pastor at your campus must also give permission for every small group activity that takes place off campus. ***An off campus permission slip will need to be filled out, submitted and approved by the Director of Safety before the event.**

PUBLIC USE BUILDING

Remember that the TVC Campus is a public use building, and should not be presumed to be safe because it is a church. If you lead a ministry, you are responsible to communicate this to parents, students and those you lead.

NO BULLYING

Verbal, physical, and cyber bullying is never permitted.

MANDATORY REPORTING

Volunteers at TVC are mandated reporters. Report suspected or actual abuse or neglect to a TVC Staff Member (Fusion Youth Pastor).

QUESTIONS OR CONCERNS?

If you are uncomfortable with anything related to student safety or if something seems inappropriate, contact our TVC Safety Advisors immediately:

Director of Safety

Linda Ervin
ervinfo@tm.net

Director of Family Ministries

Ann Arnett
aarnett@tvcweb.com

Director of Student Ministries

Matt VanDongen
mvandongen@tvcweb.com

They can also be reached at the church office: 269-948-2549

As a matter of policy, convicted sex offenders will not be volunteers in any youth or child-centered ministry at TVC.

INTERACTION WITH STUDENTS




BECAUSE YOU'LL WANT TO KEEP YOUR INTERACTIONS WITH STUDENTS ABOVE REPROACH, HERE ARE SOME GUIDELINES TO KEEP IN MIND.

ALWAYS:

- Guard your words and actions so they are never misunderstood as angry, abusive, or flirtatious.
- Focus your primary interaction with students of the same gender.
- Connect a student of the opposite sex with a leader of his/her same sex if he/she begins to share personal information with you.
- Talk with an individual student of the same sex in a public place that allows for personal conversation (ex. seating area of the church lobby). Make connections with parents so they know who you are and why you want to communicate with their teenager.
- Abide by the **Safety Policies and Non-Negotiables**.

NEVER:

- Hit, slap, or unnecessarily restrain a student.
 - Focus your interaction on other leaders and leave students without appropriate attention.
 - Engage in one-on-one social media interactions (Snapchat, Facebook, Intagram etc.) or text/phone conversations with students of the opposite sex.
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NOTES/QUESTIONS



SMALL GROUP LEADER

APPENDIX

SMALL GROUP LEADER

SMALL GROUPS ARE A PRIMARY WAY THAT WE LEAD PEOPLE INTO A TRANSFORMING RELATIONSHIP WITH JESUS. THE MISSION OF OUR GROUPS IS TO CULTIVATE A SAFE AND WELCOMING GROUP ENVIRONMENT WHERE PEOPLE CAN GROW IN THEIR RELATIONSHIPS WITH JESUS AND OTHERS. OUR VISION IS A HEALTHY AND THRIVING SMALL GROUPS MINISTRY THAT GROWS BOTH DEEP AND WIDE.

YOUR PRIMARY WINS

At the end of the session your small group students will view their experiences as positive and transformational while feeling connecting with you, other students and God. Also, one of your goals should be to identify and develop an apprentice.

YOU ARE:

- In a transformational relationship with Jesus.
- Submitted to the Bible as an authority for your life.
- Serious about your own spiritual growth and taking responsibility to pursue transformation.
- Experienced or ready to pursue training in leading groups.
- Committed to the mission, strategy and values of TVC.
- Available with your time, emotional capacity and moral discernment to lead a group.
- Representing yourself and the Church on Social Media.

YOU WILL BE RESPONSIBLE FOR:

LEADING

1. To be engaged two times a week with meaningful discussion, encouragement and prayer with your group. One can be at Fusion and the other can be text, social media and/or going to a sports game, musical or play.
2. Walk your group through the small group guidelines (and customize as you see fit) and have all the leaders and students sign it.

ENLISTING LEADERS AND STUDENTS

1. Identify potential new leaders and talk to them about serving. Connect them with your Fusion Campus Leader.
2. Invite students to Fusion.

SMALL GROUP LEADER (CONTINUED)

ADMINISTRATION

1. Contact a new student within 48 hours, thank them for showing up and invite them to the next FUSION meeting.
2. If a student makes a decision for Jesus, provide the Fusion Campus Leader with their name and provide the student with a "7 Basics" book.

ATTENDING

1. All Small Group Leaders are required to attend multiple Small Group Leader Trainings throughout the year.
2. Small Group Leaders are asked to attend at least 3 FUSION gatherings a month. If you cannot commit to serving at least 3 times a month, we have other serving positions available that may better suit your schedule.
3. Meet with your Small Group Leader Coach. He/she will work with your schedule to set up a meeting time that works best for the both of you.

YOU CAN EXPECT:

1. A Small Group Leader Coach to care for and develop you, walk alongside you and pray for you as you lead.
2. Grow in leadership and with God.
3. Make friends and become a more integral part of the FUSION Family.
4. HAVE FUN!!!

Your Fusion Campus Leader's Name and Contact Info:

Your Small Group Leader Coach's Name and Contact Info:

Your Co-Leader's Name and Contact Info:

As always, feedback, ideas and questions are welcome anytime. Thank you for being part of the FUSION team!

SUICIDE PREVENTION

In the Past month

Answer Questions 1 and 2	Yes	No
1) <i>Have you wished you were dead or wished you could go to sleep and not wake up?</i> 057		
2) <i>Have you actually had any thoughts about killing yourself?</i>		
If YES to 2, answer questions 3, 4, 5 and 6 If NO to 2, go directly to question 6		
3) <i>Have you thought about how you might do this?</i>		
4) <i>Have you had any intention of acting on these thoughts of killing yourself?</i>		
5) <i>Have you started to work out or worked out the details of how to kill yourself? Do you intend to carry out this plan?</i>		
Always Ask Question 6 (In the past 3 months)		
6) <i>Have you done anything, started to do anything, or prepared to do anything to end your life?</i> Examples: Collected pills, obtained a gun, gave away valuables, wrote a suicide note, held a gun but changed your mind, cut yourself, tried to hang yourself, etc.		

Any **YES** must be taken seriously. Seek help from parents and school support for any student talking about thoughts of suicide.

If the answer to 4, 5 or 6 is YES, **immediately ESCORT** to Emergency Personnel for care. **DON'T LEAVE THE PERSON ALONE. STAY ENGAGED UNTIL YOU MAKE A HAND OFF TO SOMEONE WHO CAN HELP.**

Small group leader steps to take if a student replies yes to any of the above:

- 1.) If you hear anything pointing towards a yes for any of this immediately take the student away from the group. EX. "Thank you for sharing, I would love to continue this talk" Lets go talk a little but more about it" Let the other leader in your group take the lead or grab another leader to help.
- 2.) Tell the youth pastor BEFORE the student goes home, not after. This allows the YP to talk to the parents in the moment.
- 3.) Make a written report of what happened. (Time, date, names, what you heard, and what steps were taken.)
- 4.) Follow up with YP for any further steps.

