



# 121 Students Leader Overview

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## **121 Mission**

Leading people to live for Jesus Christ

## **121 Students Mission**

Lead students to live for Jesus Christ

## **Vision**

1. See God transform hearts
2. See lost friends come to Christ
3. Prepare them to stand firm in a hostile culture
4. Build meaningful relationships with peers/mentors/parents

## **WHAT ARE 'ONE' WEDNESDAY AND 'LIFEGROUP' SUNDAYS?**

They are weekly services for students to come together and hear relevant and Biblical teaching, engage in worship, and respond to what God is communicating in their lives. We also invite students to get involved with serving opportunities in and outside of Wednesdays & Sundays.

## **WHEN ARE 'ONE' AND 'LIFEGROUP' SUNDAYS?**

### **One**

Wednesday nights from 6:30–8:15 pm.

6:30–7 fellowship, 7–8 service.

### **LifeGroup Sundays**

- Middle School meets during the 11 am service until about 12:15
- High School meets during the 5 pm service until about 6:15

## **WHAT IS YOUR ROLE AS A LEADER WITH 121 STUDENTS?**

We believe that the best way to impact students' lives is through you as a leader. That means everything from listening to their problems and stories, to sharing your insight, to sharing the Gospel with them, to just taking them out to grab a bite once in a while. Your impact is greater than you will ever know.

## Leader Expectations

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### **OVERALL EXPECTATIONS**

- Have a healthy and growing relationship with Jesus Christ
- Passionate about middle school and/or high school students growing their relationship with Jesus
- Living a life above reproach and one that reflects the life of Jesus Christ
- Communicate and keep in contact with students in your Life Group (each leader should be praying for and engaging 5–6 students in group outside of church. i.e. text messaging or going to an extra-curricular activity or meeting up for coffee/food)
- Commit to one FULL YEAR of serving (at least)
- Successfully completed the 121 Membership, 121 Students Volunteer application, background check, KNOW the 121CC Policies for Volunteers with a Minor, and interview with a staff member
- Must be in the process of being baptized or have been baptized by immersion
- Attend 8 of 16 Wednesday Nights (rotate with other leaders) in Fall and by 121 Students
- Attend 80% of Sundays in Fall/Spring LifeGroup meetings
- Attend Leader Trainings (this is how you will grow!)
- Attend LIVE 2021 (if you cannot lead the whole weekend, can you serve in a smaller capacity?)
- Participate in some capacity with Camp (attend or help by praying, encouraging students to go, and/or help out the day we leave) events held by 121 Students
- Make every effort to participate in other trips and events in the ministry (respective to the ministry you volunteer in)

## WEDNESDAY NIGHT EXPECTATIONS

Wednesday night experiences are one of the pillars to this student ministry. They are our biggest nights, and they are the nights where you have the best opportunity to be most relational at church.

### **What We Expect from YOU on a Wednesday Night:**

*During Pre-Service Hang Out:* connect with as many students as possible and help them feel welcome

*During Service:* refrain from hanging out with just other leaders; we encourage, and want, you to sit with students, get involved, intersperse yourself within the student body — this will help you connect with them as well as help with crowd control

*Throughout the Night:* some of you may have specific roles that you have for the night (i.e. 121 Students Store, Greeter, First Time Guest Area, Tech Person). If you have that job, know where you need to be and be there; know what you need to do, and do it.

## SUNDAY EXPECTATIONS

Sundays are for LifeGroups and they are the best time for you to connect with your students on a deeper level. It's a time where you can have more influence.

### What we expect from YOU on a Sunday:

*During Pre-Service Hang Out:* connect with as many students as possible and help them feel welcome.

*During Service:* refrain from hanging out with just other leaders; we encourage, and want, you to sit with students, get involved, intersperse yourself within the student body — this will help you connect with them as well as help with crowd control

*During LifeGroup time:* you are expected to lead/co-lead a LifeGroup during this time; connect with your students, listen to them, challenge them, encourage them.

## WHAT WE EXPECT FROM YOU THROUGHOUT THE WEEK

- Contact your students outside of normal meeting times
- We encourage you to get student's birthday and important days in their life and send them notes, texts, phone calls, whatever to celebrate those days with them
- Try to connect with them for coffee or hanging out or seeing a movie (2 or more students together)
- Attend extracurricular activities they are involved in when possible
- Text or call two students per month (at least)

## PARTNERING WITH PARENTS

Let's be real, their parents have more of an impact on them than you do. 168 hours in the week. You see them on Wednesday/Sunday night, sometimes not even that. If we are being generous, you see them for 5 hours a week. Parents see them WAY more than that. So utilize that. **Seek to get to know their parents.** Help them navigate the strange world that is their tweenage/teenage kid. One of the key things to remember here is: **we aim to honor the parents.** Strive to agree with and encourage the perimeters that parents have set in place for their child. They are the parent. You are just the leader.

## HELPFUL PRACTICES FOR YOU

Remember, you are their leader, but that is not all you are. Some of you are students, some of you are wives, or husbands, some of you are also parents. Some of you have full time jobs. Some of you work part time jobs. Make sure you are setting priorities in your life. And make sure a student knows that. Sometimes a student will want your attention all the time, but you simply cannot do that. Let them know that. Let them know that late at night, you aren't able to sit texting them for hours on end. Let them know that next Friday, you have a shift at work and can't make their soccer game. Make sure you are taking care of YOU so that you can take care of them.

# Leadership Values

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To maintain a healthy ministry and also a healthy leadership team behind the ministry, we have compiled five key values that we want to have as a leadership team. Throughout this year, we are going to be pushing into these values and asking you questions to make sure you are also leaning into these values.

The values are as follows:

## MAKE IT BETTER

Our staff/volunteers strive to always be better and take risks for the betterment of the ministry — Question to ask yourself: *What am I doing to help improve the ministry?*

## STAY HEALTHY

In order to lead and have life to the fullest, staff/leaders must be spiritually, physically, mentally, financially, and relationally healthy — Question to ask yourself: *How am I taking care of myself spiritually, physically, mentally, financially, and relationally?*

## ALWAYS GROWING

We feel a responsibility to take ownership of the divine roles that we've been given; therefore, we must never be satisfied with where we are at today — Question to ask yourself: *What role do I need to pay more attention to, and how will I take a courageous step toward a better me?*

## REMAIN OPEN HANDED

In order to not be held back from what God wants to do in and through us, as a team, we will not lead in an entitled or controlling way — Question to ask yourself: *What is an area am I resisting change where I could instead be submitting to change?*

## HAVE A RESENTMENT-FREE CULTURE

Our student ministry culture needs to maintain a sustainable pace within the ministry by leaning into moments of fun, learning, flexibility, trust, and positivity — Question to ask yourself: *What steps are you taking to free yourself from resentment?*

# Discipline Plan

(For complete details, see 121cc Policies for Volunteers Who Minister to Minors Section D)

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Working with students can be amazing and rewarding, but there are times that it will be very frustrating as well! No matter who you are, and no matter what your capacity as a leader within this ministry, there will be a time you have to deal with discipline. We know this can be difficult as a leader, especially because you may be new to working with middle school and high school students. So we want to break it down simply for you. There are two things that are key for us: **creating a safe space** and **respect**.

121 Students is meant to be places where students can be open about themselves, their thoughts, and their feelings but still be accepted. So we strive to do our best to make sure on Wednesdays/Sundays, and any time you are in contact with a student, are safe places.

Don't jump to conclusions. Listen to both sides of the story. Don't immediately jump to discipline. Begin with grace and love, and move out from there.

Three things to keep in mind when dealing with discipline:

1. Relationships are key to what we do.
2. Loving students unconditionally **MUST** be our goal every single week
3. Physical discipline is **NEVER** an option (See 121CC Policies for Volunteers Who Minister to Minors Section D)

## **Step by Step on how to deal with discipline:**

### **REQUEST:**

Simply request that the student corrects his/her inappropriate behavior. Make sure in this step you are specific with the student, otherwise they may not be sure what you want of them.

### **REQUEST AGAIN:**

This is their second and final warning. Let them know you'll come sit by them if their behavior doesn't change.

### **RE-SEAT:**

When applicable, if the behavior continues, the leader will re-seat themselves next to or around the student causing the issues. Approach the student after the service and talk to them about the issue that arose. This is a **BIG DEAL**.

### **REMOVE:**

If the student continues to be disruptive, the leader and staff member will call the student's parents and explain the situation that occurred. This step is an absolute **LAST** resort in every way, shape and form. Our desire isn't to remove students.

### **\*\*MOST IMPORTANTLY: FOLLOW UP\*\***

Don't allow a student to leave 121 Students without discussing with them what happened and taking time to help them understand why you had to do what you had to do. They need to understand what the issue was and how it can be resolved. This step also helps them know they are loved, cared, and valued.

## **ONE-ON-ONE INTERACTIONS WITH STUDENTS**

1. Staff members and volunteers should conduct one-on-one meetings with an individual student at a time when others are present and where interactions can be easily observed unless prior approval is obtained from the Student Minister.
2. In the event a closed-door meeting must occur, the student staff member should use a counseling room in the 121 office or have a third-party present.
3. Never hold a one-on-one meeting with a member of the opposite sex. The Student Minister will help you to make alternative arrangements.
4. Any ongoing meetings with students (such as counseling, one-on-one discipleship, etc.) should be discussed with the Student Minister.

## TRANSPORTATION

Staff members and volunteers may from time to time be in a position to provide transportation for students. The following guidelines should be strictly observed when workers are involved in the transportation of students:

1. Students should be transported directly to their destination. Unauthorized stops to a non-public place should be avoided. Staff members and volunteers should avoid transportation circumstances that leave only one student in transport unless approval has been given by the parents.
2. Staff members and volunteers should avoid physical contact with students while in vehicles.
3. The driver should make reasonable efforts to avoid using a cell phone while driving when transporting minors, with an obvious exception for emergency situations.
4. No drivers under age 25 may drive 121 Community Church owned or rented vehicles.
5. Seatbelts should be worn at all times while in the car. Extra caution should be used when driving.
6. Leaders should never be alone in a vehicle with a student of the opposite sex.

# Toolkit For Reporting Suspected Abuse Of A Minor

(Physical or Sexual Abuse)

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## If a minor appears to have suffered abuse **while in the care of 121cc**

1. Get the minor away from the person(s) or situation appearing to cause harm, provide emotional comfort and meet immediate physical needs, and determine that the minor is safe from further risk of injury. As quickly as possible secure a second adult (avoid a long stretch of time alone with the minor), preferably the leader/supervisor present at the ministry site.
2. Alert a leader/supervisor in charge at the site, preferably discretely to preserve the minor's privacy/dignity and reduce any further risk of victimization. If that leader is not immediately available, or you are unclear who to reach out to on site, contact any one of the following staff members on the 121cc Safety Team
3. The leader/supervisor you connect with in step 2 will assist you in reaching out to a) the proper authorities **and** b) the parent/guardian of the child. Some useful phone numbers:
  - a. Texas Child Abuse Hotline (Dept of Family & Protective Services)
    - i. Phone: 1-800-252-5400
  - b. Grapevine Police Department
    - i. Emergency Phone: 911
    - ii. Criminal Investigations Unit: 817-410-3200
4. Work with the leader/supervisor from step 2 to fill out the "Suspected Abuse of a Minor" Report. Due to stresses of a situation, documenting the facts as you know them as soon as practical is in the best interest of the minor. OR, fill the form out online at <http://www.dfps.state.tx.us/>

## If a minor appears to have suffered abuse **prior to arriving at 121cc** (such as if you suspect abuse at home)

Same process outlined above, starting with step 2.

## Copies of this Toolkit can always be found at these on-site locations

- 121CC Office

### **Important Information from**

**Texas Department of Family and Protective Services**

**\* Understand Your Legal Obligations as Detailed On Next Page \***

## INFORMATION ON REPORTING CHILD ABUSE

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- **Child abuse and neglect are against the law in Texas, and so is failure to report it.\***
- *If you suspect a child has been abused or mistreated, you are required to report it to the Texas Department of Family and Protective Services or to a law enforcement agency.*
- You are required to make a report within 48 hours of the time you suspected the child has been or may be abused or neglected.

**What is Abuse?** Abuse is mental, emotional, physical, or sexual injury to a child or failure to prevent such injury to a child

**What is Neglect?** Neglect includes (1) failure to provide a child with food, clothing, shelter and/or medical care; and/or (2) leaving a child in a situation where the child is at risk of harm.

### **How do I make a report?**

1. Call the abuse and neglect hotline at **1-800-252-5400**.
2. When you make a report, be specific. Tell exactly what happened and when. Be sure to record all injuries or incidents you have observed, including dates and time of day and keep this information secured.
3. Reports should be made as soon as possible but no later than 48 hours before bruises and marks start to fade. It is important for the investigators to be able to see the physical signs.
4. Give the agency person any information you have about the relationship between the child and the suspected abuser.
5. Please provide at least the following information in your report.
  - Name, age, and address of the child
  - Brief description of the child
  - Current injuries, medical problems, or behavioral problems
  - Parents names and names of siblings in the home

**Will the person know I've reported him or her?** Your report is confidential and is not subject to public release under the Open Records Act. The law provides for immunity from civil or criminal liability for innocent persons who report even unfounded suspicions, as long as your report is made in good faith. *Your identity is kept confidential.*

**Finally, err on the side of caution.** If you have reason to suspect child abuse, but are not positive, *make the report*. If you have any doubts about whether or not it is abuse, call the hotline. They can advise you if the signs you have observed are abuse.

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\* Failure to report is a Class B criminal offense, punishable by a \$2,000 fine and/or imprisonment for up to 180 days. Failure to report also could subject you to considerable monetary liability in a civil rights action.

**CHILD ABUSE HOTLINE 1-800-252-5400**

## SPOTTING GROOMING BEHAVIORS

### DEFINITIONS

Grooming Behaviors – Deliberate actions by a perpetrator to befriend and establish an emotional connection with the goal of preparing a child for sexual abuse. An attempt to normalize behaviors that our intuitions tell us is inappropriate.

### STATISTICS

- 30-40% of children are abused by a family member
- 50% of children are abused by a trusted person outside the family
- 40% of children are abused by an older child or teen
- Only 10% of children are abused by a total stranger

### GROOMING BEHAVIORS

- Taking undue interest in someone's child
- Giving gifts or money to a child for no apparent reason
- Showing pornography to a child
- Talking to a child about sexual topics that are not age appropriate
- Invading a child's privacy
- Hugging, kissing, or other physical contact even when the child does not want the attention
- Allowing the child to get away with inappropriate behavior
- Making a child a confidant
- Becoming good friends with a child's parents to gain access to the child
- Inviting the child over for a sleep over or sleeping in the same room or bed with someone else's child that wouldn't normally be done between an adult and the child

### SIGNS AND SYMPTOMS THAT A CHILD IS BEING GROOMED

- Child expresses feeling uncomfortable around a perpetrator without being able to identify why
- Child has information that is not age-appropriate
- Change in behavior such as bed-wetting, lying, secret keeping and somatic symptoms
- Increased anxiety

# Leader Covenant

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As a leader, you desire to use your time, talents, and treasures as the Lord has blessed you. Consider this covenant and commit yourself to fulfilling the expectations of a 121 Students leader at 121.

**I commit to Spiritual Growth in my own faith** \\ I understand that to lead students effectively, I must first pursue my own relationship with Christ \\ This includes prayer, Bible study, participating in a small group, etc.

I understand that being present weekly in 121 Students services is important to the discipleship of my students, as well as the overall health of the ministry

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_