

The background of the top half of the image is a vibrant, close-up photograph of tropical plants. Large, green, deeply lobed leaves, characteristic of a Monstera, are the primary focus. Interspersed among the leaves are bright pink and orange flowers, possibly from a Bird of Paradise plant. The lighting is bright, creating a high-contrast, saturated look.

MVMT

LEADER GUIDE

The background of the bottom half of the image is a photograph of a tropical beach scene. Several tall, slender palm trees are silhouetted against a bright, overcast sky filled with soft, white clouds. The perspective is looking upwards, emphasizing the height of the palm trees.

FUSION

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OVERVIEW

The Crossing Mission

“Helping people discover Jesus and the journey”

The Crossing Student Ministries Mission

“CSM is a place where students are *welcome* without exception, *known* deeply, *empowered* to make an impact, and *equipped* to fearlessly lead others to Jesus.”

The Crossing Student Ministries Vision

“We desire students to find, follow, and live like Jesus.”

What is Fusion and MVMT?

Fusion (middle school) and MVMT (high school) 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 Fusion or MVMT.

When is Fusion and MVMT?

Wednesday Nights

6:00pm is when students typically start to arrive

6:30-8:30 is programming and Fusion groups or MVMT groups

What is your role as a Fusion or MVMT Leader?

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 Starbucks once in a while. Your impact is greater than you will ever know.

LEADER EXPECTATIONS

If you want a great resource as a leader, one that we model most of our training and teachings after, pick up *Lead Small* by Reggie Joiner. This is an excellent quick read, full of super helpful and practical tips to use as a leader! If you really want to read it, but can't spend the money, let a staff member know. We all own copies we would gladly let you borrow!

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 Fusion or MVMT Group and Crossing Student Ministry staff members
- Commit to one FULL YEAR of serving (at least)
- Successfully completed the Fusion or MVMT Leader application, background check, and interview with a staff member
- Must be in the process of being baptized or have been baptized
- Must attend 80% of Wednesday Nights and events held by Fusion or MVMT (respective to the ministry you volunteer in)
- Make every effort to participate in other trips and events in their ministry

Wednesday Night Expectations:

Wednesday night experiences are the pillars to this student ministry. They are our biggest nights, and they are the nights we expect the most out of you!

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
- *During Fusion and MVMT Groups:* you are expected to lead a Fusion or MVMT group during this time; connect with your students, listen to them, challenge them, encourage them.
- *Throughout the Night:* some of you may have specific roles that you have for the night (i.e. the Fusion or MVMT 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.

What We Expect from YOU throughout the Week:

- Contact your students outside of Fusion or MVMT
- 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
- 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 night and maybe Sunday morning. If we are being generous, you see them for 5 hours a week. Parents see them WAY more than that. So utilize that. Get to know their parents. Help them navigate the strange world that is their teenage kid.

One of the key things to remember here is: **we aim to honor the parents**. Remember this: if you are not on the parent's side, make sure you are also not on the kid's side. 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 can not 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.

Staff Contact Information:

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Leadership Values

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?*

POLICIES & PROCEDURES

Discipline Plan

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**.

Fusion and MVMT are 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 Fusion and MVMT on Wednesday nights, 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 (both in Fusion and MVMT and at The Crossing in general)
2. Loving students unconditionally **MUST** be our goal every single week
3. Physical discipline is **NEVER** an option

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 reseat 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 Fusion or MVMT 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.

INJURIES

Follow these steps when you witness an injury or accident:

****Side Note: use your best judgement and common sense when assessing an injury, but always be on the cautious side****

1. Immediately contact a staff member for all injuries and accidents
2. If the injury is life threatening, our staff will call 911 immediately
- 3. First aid and CPR should only be administered by someone who is certified**
4. Protective gloves need to be worn anytime you are dealing with an injury where you may come in contact with blood. **Fusion and MVMT leaders are NOT permitted to administer medication of any kind.**
5. If necessary, a staff member will assist in providing first aid.
6. Report all cases where any student is hit on the head to a staff person as soon as you can
7. An incident report will be filled out at the time of the incident with a staff member

CRISIS MANAGEMENT

Anytime a student tells you something in confidence remember this:

“If what you tell me could put you or someone else in danger, I will not be able to keep it a secret.”

Child Abuse

All Fusion and MVMT Leaders are to be familiar with the definitions and descriptions of child abuse.

As defined by The National Committee for Prevention of Child Abuse¹:

Physical Abuse: Non-accidental injury, which may include beatings, violent shaking, human bites, strangulation, suffocation, poisoning, or burns. The results may be bruises and welts, broken bones, scars, permanent disfiguration, long-lasting psychological damage, serious internal injuries, brain damage, or death.

Neglect: The failure to provide for a child with basic needs, including food, clothing, education, shelter, medical care, abandonment, and inadequate supervision.

Sexual Abuse: The sexual exploitation of a child by an older person, as in rape, incest, fondling of the genitals, exhibitionism, or pornography. It may be done for the sexual gratification of the older person, out of need for power, or for economical reasons.

Emotional Maltreatment: A pattern of behavior that attacks a child's emotional development and sense of self-worth, such as constant criticizing, belittling, insulting, manipulation; also lack in providing love, support, and guidance.

By law in Nevada, we as staff members are mandatory reporters, however, you are not. We request that any instances that come up about this, you report them to us. We take this very seriously and want to deal with these issues as they arise.

¹ Paula Juadees and Leslie Mitchel. Physical Child Abuse. National Committee for the Prevention of Child Abuse. 1992. 3.

How to Report Suspected Child Abuse

If a Fusion or MVMT Leader suspects child abuse of a student in Fusion or MVMT, the following steps are to be followed:

1. Report the suspected abuse IMMEDIATELY to a staff member.
2. Note the following:
 - A. Do **not** interview the child regarding the suspected abuse. The interview process will be handled by trained professionals.
 - B. Do **not** discuss the suspected abuse. All information regarding the suspected abuse is confidential.
3. Fusion and MVMT Leaders reporting suspected child abuse may be asked to help complete a Suspected Child Abuse Form with a staff member. Confidentiality will be maintained when possible.
4. Once a suspected child abuse case has been reported by a Fusion or MVMT Leader, steps will be taken to report this to the designated reporting agency. **Do not report the incident on your own.**

Suicide Risk

Suicide is something we have to deal with in our culture, whether we like to or not. Two factors lately have made suicide more common within our teens. The first of these is that our culture has romanticized suicide using media, television, music, and movies. The second factor is the high divorce rate which can destabilize a student's family, identity, and outlook on life. As we pastor and work with students, understanding how to work with a teen with suicidal thoughts must be a requirement.

Warning Signs:

1. Withdrawal from peers and significant others
2. Poor coping and problem solving skills in repeated problems
3. Self-destructive behaviors such as drugs and alcohol use, sexual promiscuity, eating disorders
4. Recent environmental stresses such a problems at school or home, loss of a friend, girlfriend, or boyfriend, or impending notification to parents of poor school performance

Strategies to Analyze Suicidal Risk:

1. Don't dismiss vague phrases and threats from a student. Many times, we as leaders, will hear students say things like: "Sometimes I feel like just giving up," "I am just so tired, I just want to sleep," or "Things would be a lot better if I just weren't around." Don't dismiss these. These types of phrases should always spur a leader to follow up with questions about their thoughts, such as, "Sounds like you're feeling badly. Have you ever considered killing yourself?"
2. Experts give great insight in assessing a student's suicidal risk through the use of discovering if there is a plan. If the student has already planned out how he/she wants to kill themselves, they are much more likely to attempt it.
3. Another way to assess the situation is to know the student's past. If they have a past with attempted suicides, and we know about it, we should be much more careful when assessing that student's situation.

Reporting:

Both for the safety of our students, and for your own legal responsibilities, treat every suicidal sign or threat with both seriousness and urgency. Contact a staff member ASAP regarding the issue. From this point on, they will take care of it and address the necessary steps which may include your involvement if it is appropriate to the situation.

The following chart should help you whenever you aren't sure what to do when a student is in crisis:

(Note: GREEN: unnecessary to report; RED: report immediately; YELLOW: step back, take a breath, and use your best common sense on whether you think it is necessary or not to report)

The Crisis:	Reportable to the Police	Reportable to CSM Staff	Reportable to Parents
Suicide	YES	YES	YES
Physical/Sexual Abuse	YES	YES	YES
Eating Disorder		At Your Discretion	YES
Cutting		YES	YES
Taking Drugs		YES	YES
Emotional Abuse/Bullying		At Your Discretion	When You Feel Necessary
Sexting		At Your Discretion	When You Feel Necessary
Thinking About Running Away		YES	YES
Sexual Promiscuity		At Your Discretion	When You Feel Necessary
Alcohol		At Your Discretion	When You Feel Necessary

****Fusion Leaders: when it comes to sexual promiscuity and alcohol with middle school students, those are both YES on reportable to staff (Robert or Nicki), and we will discuss with you whether you think it is something we need to take to the parents****

SOCIAL MEDIA



Instagram

Fusion: @fusionmslv \ MVMT: @mvmthslv
SE: @southeastfusion



Facebook

The Crossing Student Ministry
facebook.com/csmlasvegas

Website

thecrossinglv.com/fusion

thecrossinglv.com/MVMT

Fusion and MVMT Leader Covenant

Covenants are simply binding agreements between two or more parties. God himself designed the covenant when he made a covenant with Noah (Genesis 9), Abraham (Genesis 17), and Moses (Exodus 20). When God makes a covenant, He will always perform what He has bound himself to do.

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 Fusion or MVMT leader at The Crossing, A Christian Church.

Check the following boxes in agreement:

- I commit to regular attendance and I will support and protect the vision and mission at The Crossing, A Christian Church**
- I commit to living a life of sexual purity** \\ I understand that all sexual activity is reserved for a man and a woman who are joined together in the lifetime covenant of marriage
- Because we lead students, I understand that I must show discretion in the areas of appropriate touch and conversation**
- I understand that I should not be living with anyone of the opposite gender unless they are my husband/wife or a relative**
- I commit to represent The Crossing, A Christian Church with excellence on any form of social media. This includes pictures, language, and status updates**
- I commit to using wisdom when making decisions about alcohol, parties, and ALL other areas of my social life**
- I understand there is a zero tolerance policy regarding involvement with students of the opposite sex** \\ This includes transportation, texting, phone calls, or one-on-one interaction
- I commit to handle any conflicts that arise by following the Matthew 18 principle. I will refrain from any form of gossip regarding anyone in the ministry or on the leadership team**
- 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 Fusion or MVMT services is important to the discipleship of my students, as well as the overall health of the ministry**

Name: _____ Date: _____

Signature: _____