

Anthem
YOUTH

**TRIBE
LEADER**

MANIFESTO



WELCOME TO ANTHEM YOUTH

Are you ready to be an ANTHEM Youth Tribe Leader?! We can't wait to have you join the team! Before you start, make sure read through this Tribe Leader Manifesto. It'll have everything you need to know as you join the ANTHEM team at MISSION, and it's a great place to reference if you forget something!

Here's a few things you should know up front:

THE WIN

As a Tribe Leader, you win when teenagers have meaningful interactions during Tribes that influence their faith in Jesus and deepen their relationship with others.

JOB DESCRIPTION

What exactly is a Tribe Leader? A friend? A parent? A coach? A teacher? Here's is what we define as a Tribe Leader:

- A Tribe Leader connects and invests relationally with a small group of teenagers (*called a Tribe*) to encourage authentic faith in Jesus through small group discussions, large group experiences and being present in the life of their few

We follow the five "Lead Small" principles to *Be Present, Create a Safe Place, Partner with Parents, Make It Personal, and Move Them Out*. We'll go more in depth with what "Lead Small" is in the following pages.

QUALIFICATIONS

To be a Tribe leader, you *don't* have to be a Bible scholar, pass a theological aptitude test or display a particular set of spiritual gifts. You don't even need to be that cool! Here's all you need to do:

- Live a life of integrity and lead out of the overflow of God's grace in your own life
- Care about teenagers and their future
- Proven to have the grit to relationally and experientially lead youth
- Understand and support the vision, mission, and model of MISSION Community Church & ANTHEM Youth ministry
- Be committed to consistently investing in and caring for your Tribe over a period of up to two years (JH) or up to four years (HS)
- Complete and pass the application, background check and interview process

GENERAL EXPECTATIONS

Here are the 40,000 foot view of expectations (*but not limited to*) as a Tribe Leader:

- Serve weekly
- Show up on time for pre-service Huddles
- Come prepared by looking at talk sheets and other information (*via ThrivingTeams.org*) prior to Service/Tribe Time
- Connect with your ANTHEM Coach and team of fellow Tribe Leaders often. Do not hesitate to reach out if you ever have any questions or concerns
- Attend *all* events and camps (*i.e. BWE, Summer Camp, United Nights, etc.*) and *all* trainings (*digitally or in-person*)

WHAT IS LEAD SMALL?

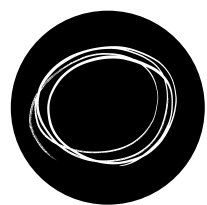
We have a challenge - a BIG challenge. We want to help teenagers develop an authentic faith - faith that stays with them when life gets hard, when they have more questions than answers, and when they move from phase to phase to whatever is next in their life. We want them to have a faith that lasts.

We believe that the only way to cultivate authentic faith is through **leading small**.

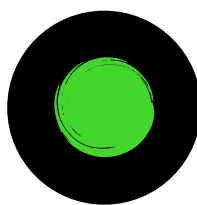
That's why what you do every week matters! When you lead small, you realize that what you do for a few will always have more potential than what you do for many.

When you lead small, you simply make a choice to invest strategically in the lives of a few over time so you can help them build an authentic faith.

Here's a few graphics that you should start to familiarize yourself with:



A circle represents a group of teenagers. Not just any group, YOUR group!



A large green dot represents YOU, the Tribe Leader. Don't you look good?!



A small white dot represents one individual in your group; someone you are leading.

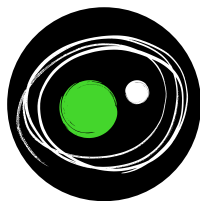


A home represents...well, a student's home. What else would it be?



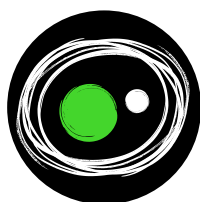
WHAT IS LEAD SMALL?

Below are the five basic principles of Lead Small:



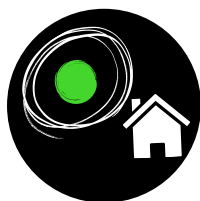
BE PRESENT

Connect their faith to a community by showing up predictably, mentally and randomly



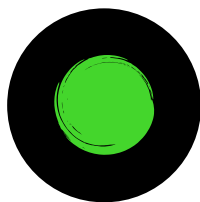
CREATE A SAFE PLACE

Clarify their faith as they grow by leading the group, respecting the process and guarding the heart



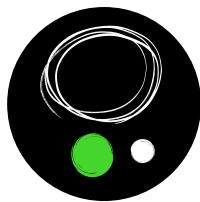
PARTNER WITH PARENTS

Nurture an everyday faith by cueing the parent/guardian, honoring the parent/guardian, and reinforcing the family



MAKE IT PERSONAL

Inspire their faith with your example by living in community, setting priorities, and being real



MOVE THEM OUT

Engage their faith in a bigger story by moving them to someone else, moving them to be the church, and moving them to what's next

Ensure to visit our ANTHEM Library in the Leader Lounge. Check-out and read Lead Small to deepen your ability to connect with teens and their parents/guardians.

NEXTGEN AGREEMENT

Thank you for your interest in serving as a volunteer in our NextGen environment of ANTHEM Youth. We appreciate your willingness to take the time to complete the application process and attend one of our orientations. There are a few things we want to make sure we say up front as you begin the orientation process.

By choosing to enter into a leadership role in our ANTHEM Youth environment, you are entering into a position of authority. Our teenagers will watch you closely and take what you say seriously. We think that is a good thing. Leaders should be role models. The challenge is that being a role model is all-encompassing. As a role model, your lifestyle is part of the equation. What you present on Sunday should be consistent with who you are in your various roles the remainder of the week.

In the past, that was all that needed to be said. There was consensus around what constituted consistency between Sunday morning behavior and life in general. However, as culture has changed, there is a need to be more specific. The three issues that surface the most have to do with sexual relationships, substance abuse and social media. The last thing we want to do is to put you in a position where you feel pressure to teach, represent or appear to give assent to a view on one of these subjects that you do not personally embrace.

So, on these three subjects, here is what we expect volunteers to communicate and model:

REGARDING SEXUAL BEHAVIOR

We teach that sex was created by God as an expression of intimacy between a man and woman within the context of marriage. Volunteers who embrace lifestyles or behaviors that conflict with this teaching will eventually find themselves having to pretend to be something they are not or believe something they don't.

In an effort to protect you from a potentially awkward situation, we ask that you not serve in NextGen if any of the following statements are true:

- You are involved in a sexual relationship and are not married
- You are pursuing a same-sex relationship
- You are single and living with a member of the opposite sex
- You are married and are currently involved in a sexual relationship outside of your marriage
- You are pursuing or involved in a romantic relationship with a minor

If any of these statements apply to you, we would love to have a conversation with you and find another area in which you can serve.

Continued on next page...

NEXTGEN AGREEMENT

REGARDING SUBSTANCE BEHAVIOR

If you have a history of alcohol or drug abuse, this might be the something God uses in a positive way to steer a future generation in a different direction. If you feel that this is part of your message, and perhaps part of your motivation for wanting to get involved with ANTHEM Youth, we would love to talk with you further. While we might disagree on the timing of your involvement, we don't want to miss an opportunity to partner with what God is up to in your life.

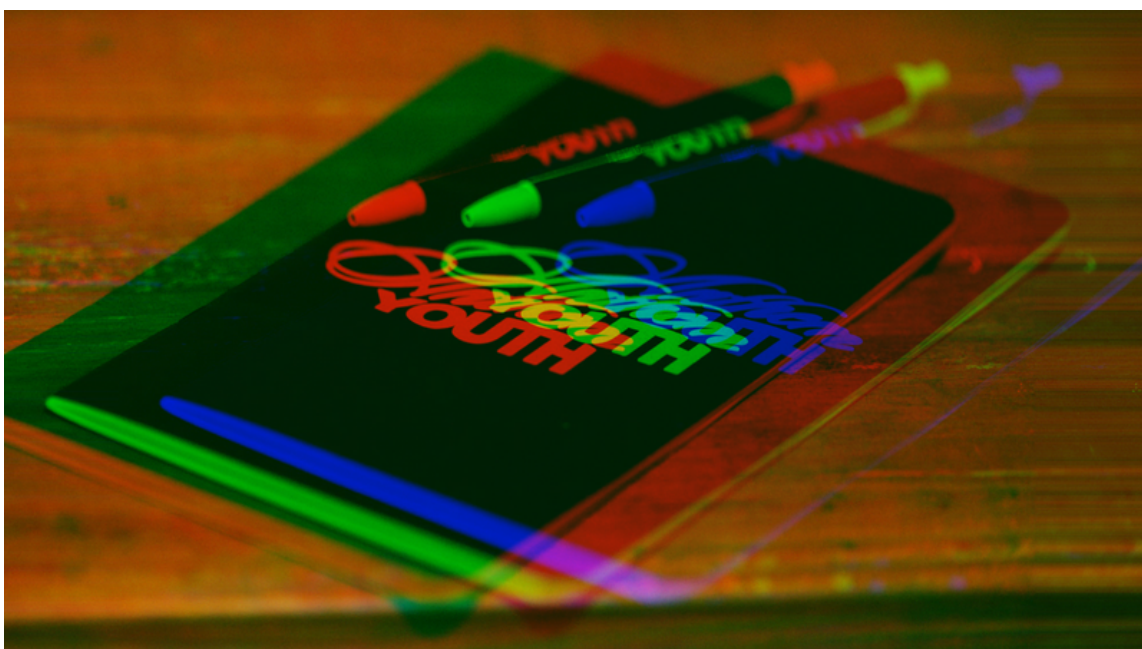
We ask that you not volunteer at this time if:

- You have been arrested for or convicted of an alcohol/drug-related offense in the past twelve months
- If you are currently being treated for alcohol/drug abuse
- If you have used any illegal substance during the past twelve months
- If consuming alcohol to the point of being unable to drive or to the point of it being illegal for you to drive yourself home is a regular part of your weekend or weeknight routine, we ask that you do not volunteer at this time

REGARDING SOCIAL BEHAVIOR

The youth in your small group will visit your social media pages. So, will their parents. While social media can be a great connection tool, it also serves as a window into your life beyond a Sunday. In light of that, we ask that you leverage social media with your group members in mind. In light of that, we ask that you guard your influence when you:

- Engage with current events on social media.
- Engage with political issues on social media.
- Engage with or about another person on social media.
- Share aspects of your personal life on social media.



SUNDAY PREPARATION

We want to create an irresistible experience for our Tribe Leaders. Sometimes, we wish we could say that you could just show up on Sunday and lead a Tribe; however, we think that would defeat the purpose of being an effective Tribe Leader.

Here are different ways you can prepare yourself to create the best experience for your few on Sunday:

1

LOOK THE PART

Wear your current ANTHEM Leader or NextGen shirt so that our security team and staff recognizes you as an approved volunteer in ANTHEM.

2

BE ON TIME

We huddle up before session. Snacks and drinks are on us! Come early to enjoy those before/during Huddle in our ANTHEM Leader Lounge.

3

SHOW UP

Be fully present. Set your phone aside, engage, and worship with your teenagers.

Be consistent. Your regular attendance tells your few you care about them.

4

BE PREPARED

Check your GroupMe messages weekly for vital info and updates.

Review the weekend Talksheet *before* session to pinpoint the questions that will best impact your Tribe Time

We have a support team built around you. You aren't in this alone, so take advantage of the people below:

1

YOUR COACH

Your coach is your first line of communication and support system
If you can't find a sub, become sick on Sunday, or need help, please contact your Coach and Co-Leader
If you need assistance with a teenager, bring your coach into the conversation

2

ANTHEM STAFF

We want you to have a great experience serving in ANTHEM. Please reach out when you need help, need prayer or have questions!
The Youth Groups Coordinator and Youth Pastor want to partner with you.

3

OTHER TRIBE LEADERS

Tribe Leaders on the team are there for a reason. Many have been down the road you're about to travel; use them as a resource!

FACILITATING TRIBE TIME

We want to create an irresistible experience for our Tribe Leaders. Sometimes, we wish we could say that you could just show up on Sunday and lead a Tribe; however, we think that would defeat the purpose of being an effective Tribe Leader.

Here are different ways that you can prepare yourself to create the best experience for your few on Sundays:

1

PRE-TRIBE TIME

- Read the Tribe Talksheet before you get to ANTHEM on Sunday
- Pray for your teenagers and your Tribe time
- If applicable, coordinate with your co-leader about plans for facilitation
- Sit with your teenagers during large group, be engaged with the speaker, and worship

2

TRANSITIONING INTO TRIBE TIME

- Set ground rules as needed: we respect each other by listening and not having side conversation; we are real; this is a safe place; what's said here, stays within the Tribe
- Start every Tribe with a natural, casual conversation; let them talk about the week
- Establish a consistent and effective transition; i.e. "Highs & Lows"/"Sweet & Sours", "What was one thing that stood out from session?", etc.

3

DURING TRIBES TIME

- Be yourself; don't be systematic, robotic, or what you "think" a leader should act like
- Ask great questions; use the best ones from the Talksheet or curate your own
- The "win" is to get the group talking; goal is having them talk 80% and you only 20%
- Be comfortable with silence; often youth are digesting and thinking how to answer
- Try to engage each student so there isn't the same voice(s) speaking the entire time

4

CONCLUDING TRIBE TIME

- Have a 1-2 minute wrap-up
- Ask questions about application
- Give at least one action item for the week
- Take prayer requests and write them down to pray for throughout the week
- Close out in prayer and then give housekeeping reminders (*upcoming dates/events, etc.*)
- Dismiss your Tribe, wishing them a great week and you'll see them next Sunday

5

POST-TRIBE TIME

- If any questions were tabled for a one-off conversation, ask the student(s) to stay back.
- Be aware of how your teenagers are acting. If they are acting "off" or being quiet when that's not normal, follow up with them that week.
- Be active in your teenagers' lives. If they share something in Tribes, follow up with them afterwards.
- Reach out to youth who have *not* been to Tribes in the last few weeks.

CRISIS CONVERSATIONS

Working with teenagers poses a unique set of challenges. The teenage years are filled with rapid growth alongside confusion and pressure from all angles. You are positioning yourself as a listener, mentor, role model and guide in their lives. The authentic relationships you build with your teenagers allow them to feel more comfortable opening up to you about any difficulties they may be facing in their lives.

We want the church to be the safest place for any teenager to talk about anything. Our goal in ANTHEM is to make teenagers feel safe, loved, accepted, supported, heard and helped. You are not a counselor and we don't expect you to be; so, we want to equip you with some tools you will need for tough conversations with the teenagers you are growing to love!

ABUSE

Any staff or volunteers who work in a church with children under the age of 18 are mandated reporters of suspected child abuse (ARS §13-3620.A)

- Physical abuse is the use of physical force, such as hitting, kicking, shaking, burning, or other shows of force against a child.
- Sexual abuse involves inducing or coercing a child to engage in sexual acts. It includes behaviors such as fondling, penetration, and exposing a child to other sexual activities.
- Emotional abuse refers to behaviors that harm a child's self-worth or emotional well-being. Examples include name calling, shaming, rejection, withholding love, and threatening.
- Neglect is the failure to meet a child's basic physical and emotional needs. These needs include housing, food, clothing, education, and access to medical care.

Familiarize yourself with the descriptions of child abuse listed above. If you suspect that a child or preteen involved in any of the NXTGEN programs at MISSION Community Church has been abused, the following procedure should be followed:

- Report the suspected abuse to a staff member
- Do not interview the child regarding the suspected abuse (this could be leading the child)
- Do not discuss the suspected abuse with other volunteers/parents/anyone else
- All information regarding the child should be confidential with your ministry supervisor and the authorities
- You may be asked to complete a Suspected Child Abuse Report