

# **Rx3 Youth Group Leaders Manual**

## **Section I: Introductory Statements**

**This document constitutes the official and complete statement of beliefs, vision, and policies governing leadership within RX3 Youth. It applies to all current leaders as well as individuals seeking to become leaders within the ministry.**

**The policies outlined herein exist to protect both the youth entrusted to our care and the leaders who serve them. These guidelines have been prayerfully developed, reviewed, and approved through discussion among the elders of Covenant Church.**

**All policies within this manual apply equally to every RX3 Youth leader. Decisions will not be based on status, tenure, or position, but will be made through prayerful discernment and reliance on the guidance of the Holy Spirit. RX3 Youth functions as a ministry of Covenant Church; therefore, service within RX3 Youth constitutes service as a leader within Covenant Church as a whole.**

**Every individual considered for leadership is prayerfully evaluated and discussed among the church elders. Leadership within RX3 Youth is taken seriously, with intentional care given to ensure that each leader is serving in the role to which God has called them. For this reason, all content within this manual must be reviewed verbally with a pastor by current leaders and by all individuals seeking to enter leadership.**

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## **Section II: Statement of Belief**

**RX3 Youth believes that through intentional discipleship and faithful presence within this generation, young people can enter into a genuine, life-changing relationship with Jesus Christ. Our foundational passage is John 20:21–22:**

**“Again Jesus said, ‘Peace be with you! As the Father has sent Me, I am sending you.’ And with that He breathed on them and said, ‘Receive the Holy Spirit.’”**

**We believe that the foundation of a relationship with Jesus Christ is not limited to church attendance, emotional worship experiences, or social connections, but is rooted in a daily walk and active partnership with God. Just as Jesus commissioned His disciples,**

**we desire that youth understand what it means to live daily with Christ so that they may be sent to share His love with others.**

**We further believe that being filled with the Holy Spirit is essential to this walk. As demonstrated in John 20:22, the disciples did not step into the fullness of their calling until they were filled. Our desire is that youth both know Jesus personally and live empowered by His Spirit, becoming a light in a dying world.**

**Additionally, RX3 Youth believes that strong, spiritually healthy leaders who deeply love the Father are essential to effective ministry. Leaders are called to model authentic faith through their lives, demonstrating that a real and attainable relationship with Jesus Christ exists. Our faith is not built on emotional hype, but on genuine devotion to God through Christ. Through such authentic leadership, we believe youth will be equipped to participate in fulfilling the Great Commission, bringing others in their generation into the family of Christ (Matthew 28:19–20)**

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### **Section III: Vision Statement**

**RX3 Youth exists to raise redeemed, restored, and refocused youth who live to multiply the love of Christ to all people.**

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### **Section IV: Christian Leadership Defined**

**Scripture provides no clearer model of leadership than Jesus Christ Himself, who declared:**

**“I am the good shepherd. The good shepherd lays down his life for the sheep.”  
(John 10:11)**

**Christian leadership is shepherd leadership. It is defined by sacrificial care, spiritual guidance, protection, and love without condition or limit.**

**When Jesus referred to humanity as sheep, He emphasized our dependence. Sheep are vulnerable, easily misled, and incapable of self-direction without a shepherd. In the same way, spiritual leadership is essential for guiding God’s people toward truth, safety, and growth. Leadership is not a title to be worn, but a responsibility to guide others in their walk with Christ.**

**A shepherd's responsibilities are clear: to lead, feed, comfort, correct, and protect. Christian leaders lead by example, modeling godliness and consistently pointing others to Christ. As the Apostle Paul stated, "Follow my example, as I follow the example of Christ" (1 Corinthians 11:1).**

**Leaders must also nourish the flock. The Word of God is the only nourishment that produces spiritual strength. Worldly wisdom cannot sustain spiritual life. Scripture reminds us:**

**"Man does not live on bread alone, but on every word that comes from the mouth of the LORD." (Deuteronomy 8:3)**

**A faithful leader leads themselves to the presence of God before leading others. They are spiritually filled so that what overflows from their life can be poured into those they serve.**

**Christian leaders are also called to comfort the wounded. God promises to bind up the injured and strengthen the weak (Ezekiel 34:16). Leaders must demonstrate compassion, patience, and endurance—bearing burdens, encouraging hearts, and lifting concerns to God in prayer. Leaders often become a safe place for young believers; therefore, that place must be rooted in truth, grace, and holiness.**

**Correction is another essential responsibility of leadership. Like a shepherd's staff guiding sheep back to safety, Christian leaders are called to help restore those who wander, doing so with gentleness and humility (Galatians 6:1). Discipline, though difficult, is an expression of love, for "the LORD disciplines those He loves"**

**(Proverbs 3:12).**

**Leadership is distinct from friendship. While friendships may form, leadership requires a higher level of maturity and responsibility. Leaders must not avoid correction for the sake of approval or comfort. They are called to be set apart, not to conform for popularity's sake (2 Corinthians 6:17).**

**Finally, leaders are entrusted with protecting the flock. Scripture warns that false teachers may appear harmless while leading others astray (Matthew 7:15). Christian leaders must guard the truth and stand firm in the gospel, affirming that salvation is found in Christ alone (John 14:6).**

**Christian leadership is not about authority or recognition; it is humble service. As noted by John MacArthur, "church leadership is ministry—not management—and servanthood, not status." Jesus Himself demonstrated this when He washed His disciples' feet. No leader is above serving.**

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## **Section V: Qualities of a Christ-Centered Leader**

**A faithful RX3 Youth leader will strive to demonstrate the following qualities:**

- **A continual walk of sanctification and pursuit of holiness**
  - **Prioritizing personal spiritual filling before ministering to others**
  - **Encouraging fellow leaders through both success and failure**
  - **Living as an example, allowing one's life to reflect the message taught**
  - **Ongoing growth in biblical knowledge and understanding**
  - **Consistent leadership in all areas of life, not solely during youth services**
  - **Walking in humility, giving all glory to God rather than seeking recognition**
  - **Serving others with a posture of humility, not superiority**
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# **RX3 Youth Leadership Process Policy Manuel**

## **Leadership Eligibility & Onboarding Process**

### **Purpose**

This policy outlines the requirements, process, and expectations for individuals seeking to serve in leadership within RX3 Youth. These standards exist to ensure spiritual maturity, accountability, and the protection of both students and leaders.

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## **1. Eligibility Requirements**

### **1.1 Time Removed from Youth Group**

Applicants must be at least one (1) year removed from participation in youth group as a teen before being considered for a youth leadership role.

### **1.2 Church Attendance Requirement**

Applicants must have been actively attending Covenant Church for a minimum of one (1) year prior to being considered for youth leadership.

### **1.3 Prior Ministry Involvement**

Applicants must be actively serving in at least one other area of ministry within the church. Examples include, but are not limited to:

- Food Pantry
- Sunday Morning Service Teams (sound, parking lot, greeting, etc.)

This information will be required and verified during the application process.

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## 2. Application Process

### 2.1 Youth Leader Application

Once the eligibility requirements in Sections 1.1 and 1.2 have been met, and this policy manual has been read in full, applicants may complete a Youth Leader Application.

Note: Submission of an application does not guarantee placement in youth leadership. All applications are subject to careful and prayerful review. Upon receiving an application, applicants will be required to sign off for a **background check**. An applicant with a criminal record will most likely not be permitted to proceed to the following stages of onboarding.

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### 2.2 Application Review & Denial

Applications may be denied for several reasons, including but not limited to:

- A current lack of leadership need
- Spiritual discernment by church leadership
- A determination that the applicant's gifting may be better suited for another ministry area

*If false or misleading information is discovered during the review process, the application will be denied.*

A denied application does not permanently disqualify an applicant from future consideration and is not a reflection of personal character. Applicants may reapply after six (6) months.

If approved, the applicant will move forward to the interview stage.

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## **3. Interview Process**

### **3.1 Initial Interview**

Applicants who advance will be scheduled for an interview with a Pastor and a current Elder.

### **3.2 Additional Interviews**

If deemed necessary, additional interviews may be requested during the evaluation process.

### **3.3 Discernment Period**

Following completion of the interview(s), church leadership will spend several weeks in prayer and discernment regarding the applicant's potential placement in youth leadership.

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## **4. Inner Healing Requirement**

### **4.1 Required Sessions**

Applicants who complete the interview stage must complete a minimum of three (3) Inner Healing sessions with a member of the Freedom Ministries Team. If Inner Healing classes with Freedom Ministries are being offered on Wednesday nights at the time of onboarding, attendance at all classes is required.

### **4.2 Confirmation**

Before proceeding to the next phase, the Freedom Ministries Team must confirm with a Pastor that all required sessions have been completed.

### **4.3 Additional Sessions**

If further Inner Healing sessions are deemed necessary prior to youth leadership involvement, the Freedom Ministries Team reserves the right to extend the number of required sessions.

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## **5. Required Training Courses**

### **5.1 Online Coursework**

Applicants must complete the following two courses through VladSchool.com:

- Staying on Fire for God
- Bible Basics

These courses may be completed at any time after reading this policy manual and before entering the Field Training phase.

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## **6. Field Training & Observation**

### **6.1 Field Training**

Upon completion of all prior steps, applicants will enter the Field Training phase. During this time, applicants are expected to:

- Attend youth group weekly
- Serve wherever needed
- Remain faithful, consistent, and prepared to help, both when asked and when not asked

### **6.2 Observation Period**

The observation period will last two (2) months, during which the Youth Pastor will evaluate whether the applicant is a good fit for youth leadership.

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## **7. Final Approval & Placement**

### **7.1 Final Meeting**

If all steps are successfully completed and approved by the Youth Pastor, a final meeting will be scheduled.

During this meeting:

- This policy manual will be reviewed once more
- Leadership placement and role expectations will be discussed

### **7.2 Official Approval**

Following the final meeting and approval, the individual will be officially signed on and recognized as an RX3 Youth Leader.

# Leadership Policy & Code of Conduct Manual

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## Introduction

This Leadership Policy & Code of Conduct Manual outlines the expectations, responsibilities, and standards for all individuals serving—or seeking to serve—in leadership at RX3 Youth, a ministry of Covenant Church.

Leadership within RX3 Youth is a sacred responsibility. Those entrusted with the care of students are called not only to serve, but to live in a way that reflects Christ, protects the youth, and strengthens the church. These policies exist to safeguard students, leaders, and the integrity of the ministry. They have been prayerfully developed and reviewed by church leadership and are applied consistently to all leaders.

Serving in youth ministry is not a right, but a calling. Acceptance into leadership—and continuation in leadership—is contingent upon adherence to the standards outlined in this manual.

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## Section 1: Spiritual Life & Leadership Calling

### 1.1 Spiritual Health as a Priority

All youth leaders must continually focus on filling their spiritual tank. Leaders are expected to pursue ongoing spiritual growth through prayer, worship, soaking, listening to God, mentorship/discipleship, teaching, and preaching. Effective leadership flows from spiritual overflow, not depletion. Leaders are called to minister from abundance rooted in a personal walk with Jesus Christ.

### 1.2 A Higher Standard

Scripture teaches, “To whom much is given, much will be required” (Luke 12:48). Leadership places individuals under a higher level of accountability. This role is not entered casually or by imitation of others but is recognized as a calling from God.

**Personal conduct outside of youth ministry directly impacts the youth group and church community.**

### **1.3 Correction and Accountability**

**Correction is a necessary part of growth (Hebrews 12:11). Leaders are expected to receive corrections with humility and maturity. When behavior or choices may affect the youth, it is the responsibility of the Youth Pastor or Pastors to address the issue.**

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## **Section 2: Leadership Standing & Discipline**

### **2.1 Leadership Is Conditional**

**Youth leadership positions are not permanent or guaranteed. Violations of this Code of Conduct may result in disciplinary action. All situations will be prayerfully evaluated.**

**Minor infractions may result in warnings, while serious infractions may result in suspension or removal from leadership (1 Corinthians 5:12).**

### **2.2 Growth, Restoration, and Reassessment**

**RX3 Youth does not expect perfection, but growth. Leaders who remain teachable and humble may be restored and reassessed after suspension or removal. Any disciplinary action is taken from a posture of love, with the goal of healing, restoration, and protection for both leaders and students (2 Chronicles 7:14).**

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## **Section 3: Moral & Lifestyle Standards**

### **3.1 Sexual Purity**

**Fornication is not permitted while serving in leadership. If a leader is found engaging in premarital sexual relations, they will be required at minimum to take one month off from youth ministry and participate in Inner Healing sessions with Freedom Ministries.**

### **3.2 Alcohol Use**

Leaders are not permitted to consume alcohol. If alcohol use is discovered, suspension will occur. Drunkenness may result in full suspension, with leadership prayerfully determining if and when re-entry is appropriate. Inner Healing may be required. RX3 Youth believes all actions should glorify God (1 Corinthians 10:31) and seeks to avoid behaviors that create unnecessary spiritual compromise (Ephesians 4:27).

### **3.3 Drugs and Stimulants**

Use of illegal drugs, marijuana, nicotine, or other stimulants is prohibited. Violations may result in suspension or full suspension depending on the circumstances, and Inner Healing may be required.

### **3.4 Other Sinful Conduct**

If a leader is found engaging in sinful behavior outlined in 1 Corinthians 6:9, leadership may take action to protect the individual and the youth, including removal from leadership.

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## **Section 4: Safety, Boundaries, and Student Protection**

### **4.1 One-on-One Interactions**

Leaders must never be alone with a minor. Transportation of minors must follow strict guidelines, and leaders may never transport a teen of the opposite sex. These boundaries exist to protect both students and leaders.

### **4.2 Physical and Emotional Conduct**

Leaders are not permitted to date teenagers or engage in inappropriate physical contact. Long hugs, physical closeness, or suggestive behavior with minors are prohibited.

### **4.3 Prayer Guidelines**

**Except for pastors and elders, prayer should occur between individuals of the same sex. If prayer with the opposite sex occurs, another leader must be present. Teens should never be isolated during prayer or conversation.**

### **4.4 Abuse and Harassment**

**Sexual, mental, or physical abuse—and sexual harassment of any kind—toward minors or adults will not be tolerated and will be handled through proper legal authorities.**

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## **Section 5: Conduct, Speech, and Unity**

### **5.1 Communication Standards**

**Corrupt, perverse, or vulgar speech is prohibited. Profanity or slurs are not permitted during services, events, or trips. Leaders are expected to model speech that reflects Christ (Ephesians 4:29).**

### **5.2 Respect Among Leaders**

**Leaders must treat one another with honor and respect. Gossip, sarcasm, public embarrassment, and coarse joking are not permitted. All communication should build up and promote unity (1 Corinthians 16:14).**

### **5.3 Honor for Church Leadership**

**Leaders are expected to honor and protect their Youth Pastor and Pastors (Hebrews 13:17). Undermining leadership through gossip, disrespect, or disobedience is not acceptable (1 Samuel 15:23).**

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## **Section 6: Ministry Participation & Expectations**

### **6.1 Assigned Roles**

**Each leader will be assigned a specific role and is expected to fulfill it faithfully.**

## **6.2 Event Participation**

**Not all leaders will attend every event. Participation is determined prayerfully based on ministry needs, space, and financial stewardship.**

## **6.3 Training and Meetings**

**Leaders are required to attend:**

- **Monthly leadership training**
- **Annual Dream Team meeting**
- **Annual leadership evaluation (when scheduled)**

## **6.4 Attendance Requirements**

**Leaders must attend a minimum of three Sunday services per month and are expected to attend all Wednesday night youth services unless prior notice is given.**

## **6.5 Church Integration**

**Leaders must attend a minimum of three Young Living Home Groups per year. Youth ministry should remain integrated with the broader church community.**

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# **Section 7: Restoration & Support**

## **7.1 Addiction and Struggles**

**Leaders struggling with pornography or other addictions must inform the Youth Pastor.**

**Disclosure does not automatically result in suspension. The goal is freedom, accountability, and restoration. Inner Healing may be assigned when appropriate.**

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## **Closing Statement**

**Serving in RX3 Youth leadership is a privilege rooted in calling, accountability, and love for the next generation. These policies exist to create a safe, spiritually healthy environment where students can encounter Jesus Christ and leaders can grow in maturity and faith.**

**All leaders are expected to read, understand, and adhere to this manual. Failure to comply may result in disciplinary action, up to and including removal from leadership. Leadership decisions are made prayerfully and with the guidance of the Holy Spirit.**

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## **Leader Acknowledgment & Agreement**

**I acknowledge that I have read, understand, and agree to uphold the RX3 Youth Leadership Policy & Code of Conduct Manual. I understand that my role as a leader is a privilege and that continued service is contingent upon adherence to these policies.**

**Leader Name:** \_\_\_\_\_

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

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