




RHEMA RISING
YOUTH MINISTRY
HANDBOOK

2026

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OUR MISSION

The mission of Rhema Revealed Ministries is to use the Word of God to help individuals embrace wholeness, ensure families are restored, and build strong communities that reflect the love and heart of Christ.

Rhema Rising Vision



The vision for Rhema's children and youth ministry is to raise up a generation of young people to come into their full identity in Christ through the revelation of God's Word.

Rhema Rising Mission



Together, we build strong relationships, engage in biblical study, create opportunities to encounter the presence of God through worship and praise, have open and honest conversations, celebrate accomplishments, and grow through mentorship.



Justin and Carrie Relf
Co-Pastors

CULTURAL BACKGROUND & CORE VALUES

FOUNDATIONAL SCRIPTURE:

1st Timothy 4:12 (NLT)

“Don’t let anyone think less of you because you are young. Be an example to all believers in what you say, in the way you live, in your love, your faith, and your purity.”

We are committed to the development spiritually grounded youth by:

- Teaching the Word of God with clarity and revelation
- Building authentic mentoring relationships
- Creating environments for worship and encounters with God
- Providing safe spaces for honesty, healing, and growth
- Celebrating youth milestones and achievements



CORE VALUES

- Christ-Centered Living
- Authenticity & Transparency
- Safety & Trust
- Growth & Development
- Excellence in Leadership
- Community & Belonging

YOUTH LEADER EXPECTATIONS

Spiritual Leadership

- Model Christ in speech, behavior, love, faith, and purity
- Maintain a consistent personal relationship with God

Mentorship

- Help youth understand their identity in Christ through the revelation of the word of God
- Encourage youth to lead by example while doing the same

Engagement

- Actively participate in monthly meetings and programming events
- Develop and prepare the services the youth will participate in
- Build meaningful relationships with youth

Program Development

- Facilitate discussions and activities that allow the youth to be open, honest and transparent about their life experiences
- Support youth participation in various areas of christian service

Safety & Accountability

- Follow all ministry policies
- Maintain appropriate boundaries
- Ensure youth safety at all times

YOUTH LEADER EXPECTATIONS

Training & Development

- Share topics and areas where training and/or coaching is needed
- Engage in ongoing development to feel equipped, prepared, and confident while serving youth
- Participate in training and development as scheduled (monthly/quarterly)



VOLUNTEER CODE OF CONDUCT

Purpose

The Volunteer Code of Conduct outlines the expectations for all youth ministry volunteers and leaders to ensure a safe, respectful, and Christ-centered environment for all youth.

1. Commitment to Christ-Centered Leadership

Volunteers are expected to:

- Model Christ-like behavior in speech, actions, and relationships
- Maintain a personal and growing relationship with God
- Serve as positive role models for youth

2. Respect & Professional Conduct

Volunteers will:

- Treat all youth, parents, and fellow leaders with dignity and respect
- Use appropriate language and behavior at all times
- Avoid favoritism, discrimination, or exclusion
- Maintain a welcoming and inclusive environment

3. Safety & Supervision

Volunteers must:

- Follow all ministry safety policies and procedures
- Adhere to the Two-Adult Rule at all times
- Never be alone in isolated, one-on-one situations with a youth
- Immediately report any concerns, incidents, or safety issues

VOLUNTEER CODE OF CONDUCT

4. Boundaries & Appropriate Interaction

Volunteers will:

- Maintain appropriate physical, emotional, and relational boundaries
- Avoid any behavior that could be misinterpreted or inappropriate
- Refrain from engaging in private, one-on-one communication with youth

5. Communication Guidelines

Volunteers must:

- Communicate in a respectful, appropriate, and ministry-related manner
- Use approved communication methods (group messages, parent-included communication)
- Avoid secrecy in communication with youth by following

6. Integrity & Accountability

Volunteers are expected to:

- Be honest, responsible, and dependable
- Arrive on time and prepared for all ministry responsibilities
- Follow through on commitments
- Accept guidance and correction from leadership when needed

7. Substance-Free Environment

Volunteers must not:

- Use, possess, or be under the influence of alcohol or drugs during ministry activities
- Engage in any behavior that compromises safety or judgment

VOLUNTEER CODE OF CONDUCT

8. Social Media & Digital Conduct

Volunteers will:

- Represent themselves and the ministry appropriately online
- Avoid posting or sharing content involving youth without permission
- Maintain appropriate digital boundaries with youth

9. Reporting & Incident Response

Volunteers are required to:

- Report any incidents, concerns, or policy violations promptly
- Complete incident reports within required timeframes
- Cooperate with leadership in follow-up actions

10. Partnership with Parents & Leadership

Volunteers will:

- Support the partnership between parents, youth, and the ministry
- Communicate concerns appropriately with leadership
- Respect parental roles and involvement

11. Agreement & Accountability

- Failure to follow this Code of Conduct may result in:
- Coaching or corrective guidance
- Temporary suspension from duties
- Removal from volunteer responsibilities, if necessary

ANNUAL SCHEDULE OF EVENTS

01. Monthly

- Youth Gathering (4th Friday)
 - *Age appropriate biblical based lessons and activities*
- Youth-led Sundays (4th Sunday)
 - *Youth are intentionally given opportunities to engage more visibly in the service:*
 - * Reading scripture
 - * Leading or assisting in prayer
 - * Participating in worship (singing, creative expression, etc.)
 - * Assisting in service roles as appropriate

02. Quarterly

- Activity/Outing
 - *Fun outing or a fun night of activity at the church*

03. Annual

- Summer outing
- End-of-school celebration (Last week in June)
- Back-to-school event (September)
- Youth overnight (optional)
- Christmas celebration
- Easter celebration

POLICY & PROCEDURES




Screening and Safety Training

- All volunteers/staff must undergo background checks, interviews, and reference checks before working with minors. Safety training, such as [MinistrySafe](#), helps recognize abuse indicators.

Two-Adult Rule

- Appropriate monitoring of youth is the standard. At least two approved, unrelated adults should be present with youth at all times. If one adult must leave, another must be notified, and other adult must be secured to fill the space.

Communication & Social Media

- Communicate with youth in a way that is appropriate, respectful, and ministry-related
 - Use group messages or include parents/guardians in communication when appropriate
 - Maintain clear and appropriate boundaries in all digital interactions
 - Represent themselves and the ministry in a positive and respectful manner online ** **See separate *Communication Policy for more details***
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POLICY & PROCEDURES

Code of Conduct

- Clear expectations regarding appropriate behavior, clothing, and language (e.g., no bullying, no alcohol/drugs) should be communicated to all attendees and must be modeled.

Transportation

- Parental permission forms are required for all off-premises events. Participants are encouraged to use church-provided transportation, and overnight trips require strict, same-sex rooming policies (see Transportation consents)

Bathroom/Changing Policies

- Parents must clearly communicate bathrooming needs to staff. Diapering should be done in sight of others. Bathrooms should be supervised, and children needing assistance should be helped by two adults of the same sex whenever possible.



COMMUNICATION POLICY




Purpose

This policy establishes clear guidelines for communication between youth, youth leaders, volunteers, and parents to ensure all interactions are safe, appropriate, transparent, and ministry-aligned. These guidelines serve to maintain clear boundaries that protect youth, leaders, and the integrity of the ministry.

Guiding Principles

- All communication within the youth ministry must be:
- Respectful and appropriate
- Ministry-related and purposeful
- Age-appropriate
- Transparent and accountable
- Consistent with the values and expectations of the ministry

Authorized Communication Roles

- Youth Leaders are permitted to communicate directly with youth within the boundaries of this policy
 - Volunteers (non-youth leaders) are not permitted to engage in private, one-on-one communication with youth
 - Any communication by volunteers with youth must be visible, group-based, and conducted with a Youth Leader involved
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COMMUNICATION POLICY



Approved Communication Methods

Communication may take place through:


- Group text messages or group chats
- Church-approved communication platforms
- Email communication including parents/guardians when appropriate
- In-person conversations within supervised settings

Whenever possible, communication should include group settings or parent/guardian awareness.

One-on-One Communication Guidelines

(Youth Leaders Only)

Youth leaders may communicate directly with youth when necessary, provided that:

- Communication remains appropriate, respectful, and ministry-related
 - Conversations are limited in scope and not excessive or ongoing without purpose
 - Communication occurs during reasonable hours
 - There is no secrecy—leaders should be comfortable with communication being known and reviewed
 - Parents/guardians are informed or included when appropriate
 - Sensitive conversations are escalated, documented, and shared with leadership when necessary
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COMMUNICATION POLICY



Prohibited Communication

The following are not permitted:

- Private, ongoing, or secret communication that lacks accountability
- Any inappropriate, suggestive, or non-ministry-related communication
- One-on-one communication between youth and non-leader volunteers
- Communication that undermines parental authority or ministry structure
- Any concerns, inappropriate communication, or boundary violations must be reported to Youth Ministry Leadership immediately

Social Media & Digital Interaction


Youth leaders and volunteers must:

- Maintain appropriate boundaries in all digital interactions
- Avoid private or hidden communication with youth through social media
- Use discretion when posting or sharing content involving youth

Ensure all online behavior reflects the standards and values of the ministry

Parent Partnership

Parents/guardians are encouraged to:

- Be aware of communication between their child and ministry leaders
 - Communicate openly with leaders regarding concerns
 - Support the communication guidelines established by the ministry
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CONSENT FORMS & AGREEMENTS



1. Parent / Guardian Consent Form which includes **Parent & Youth Acknowledgment of Participation and Expectations** (General Participation)
2. Medical & Emergency Information Form (On RRM Website)
3. Transportation Permission Form (On RRM Website)
4. Photo & Media Release Form (On RRM Website)
5. Communication Policy (On RRM website)
6. Youth Leader Commitment Agreement (On RRM Website)
7. Volunteer Code of Conduct Agreement (On RRM Website)
8. Event-Specific Forms (TBD)
9. Event / Trip Permission Slip (TBD)
10. Overnight Event Consent Form (if applicable) (TBD)
11. Incident Report Form (internal use)



CONTACT INFORMATION



Rhema Rising Zoom:

Meeting ID: 825 2132 5737

Passcode: 960098

Rhema Rising Incident Report

Rhema Rising Leadership Contact Information

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