

The Christian Community Policy of Camp Allen Ministries

Adopted: October 2019

I. Key Characteristics of the Christian Community and Mission.

Camp Allen Ministries is a Christian church community that exists to exercise and express Camp Allen's Christian beliefs to accomplish our mission to develop dynamic Christian leaders through life-changing experiences, Godly relationships, and spiritual training. These beliefs include Camp Allen's Statements of Faith (see Exhibit A) and additional beliefs set forth in this Policy or in other policies adopted by our camp board, including the following affirmation:

We believe that Jesus Christ is "the visible image of the invisible God" and that in Him all Deity dwells in bodily form. We believe that "all Scripture is inspired by God" and it is our final authority for faith and life. In everything we do, our purpose is to glorify Christ and honor His Word.

Camp Allen is committed to living out its faith through its work because we demonstrate our faith through life, deed, word, and sign. Camp Allen exercises and expresses its Christian beliefs through all we do, including:

A. As a Community. Camp Allen believes that God calls people to live out their faith in community with other believers, and that accordingly Camp Allen's Christian community is itself an exercise and expression of its Christian beliefs.

B. Through its Activities. Camp Allen believes that all its activities, including the responsibilities of every representative, should express Camp Allen's beliefs and be rendered in service to God as a form of worship. As such, all Camp Allen activities further Camp Allen's mission and are an exercise and an expression by Camp Allen, and by each participating representative, of Camp Allen's Christian beliefs.

Camp Allen's Christian community consists of both representatives and participants. Our community representatives include Ministry Leaders as well as all other ministry staff and volunteers. Ministry Leaders include all of Camp Allen's members of the Board, officers and members of the management team (executive directors, directors and managers). Each representative serves Camp Allen's mission and is an integral part of the community. All representatives play a critical role in the culture and traditions of Camp Allen by cultivating and transmitting shared ideals and beliefs, thereby fostering a Christian religious environment that

propagates Camp Allen's beliefs by joining in a common religious endeavor.

The community participants, including campers and other guests at Camp Allen events (including worship services) or facilities, contribute to Camp Allen's Christian community, but they do not represent Camp Allen unless they are also serving in a representative role.

II. Community Standards for Camp Allen Representatives, Ministry Leaders and Participants.

A. Roles and Expectations for Representatives

In response to God's calling on their lives, Camp Allen representatives work together to advance Camp Allen's Christian mission. Representatives are responsible for cultivating and transmitting shared ideals and beliefs, thereby fostering a Christian religious environment that propagates Camp Allen's Christian beliefs by joining in a common religious endeavor. Camp Allen expects all representatives to work in harmony so that every guest may experience Jesus Christ.

(i) Life Style. All representatives must affirm that Camp Allen's Christian community requires them to have a posture of honoring Camp Allen's Statements of Faith .

In addition, all representatives shall at all times (both during working and non-working hours) (a) strive to model Camp Allen's Christian beliefs for others, (b) endeavor to comply with Biblical standards of conduct exercising or expressing Camp Allen's Christian beliefs, including community standards adopted by the Camp Allen Camp Board or management from time to time, and

(c) refrain from statements or conduct inconsistent with Camp Allen's Statements of Faith and Camp Allen's Christian Community Policy.

(ii) Reporting. All representatives are expected to report immediately any deviation of Camp Allen's rules, policies, or practices to Camp Allen leadership.

B. Roles and Expectations for Ministry Leaders

Camp Allen Ministry Leaders are representatives that are particularly responsible for defining, cultivating and leading our Christian community as an ambassador of the faith. As such, our Ministry Leaders must not only comply with the standards applicable to other representatives, but must also affirm their agreement with Camp Allen's Statements of Faith and with additional distinctive Christian beliefs held within our Christian Community Policy adopted by the Camp Board. All Ministry Leaders may be asked to sign a statement to this effect upon hiring or taking such a

position and/or regularly thereafter.

Ministry Leaders shall not subscribe to or promote any religious beliefs inconsistent with these beliefs and shall have a duty to assist others to cultivate intimacy with God and growth in Christ-like character through personal and corporate spiritual disciplines. In addition, each Ministry Leader shall perform all of their responsibilities in service to God as a form of worship and be ready, willing and able to lead, participate in or contribute to distinctly Christian activities such as service projects, outreach events, and worship or prayer services.

C. Roles and Expectations for Participants

In furtherance of its mission, Camp Allen provides programs and facilities for worship services, Christian education, camping, retreats and conferences. Although campers and guests generally do not represent Camp Allen's Christian community, they do contribute to the community, to the experiences of other guests, and to the accomplishment of Camp Allen's mission. Accordingly, campers and other guests participating in Camp Allen activities or using Camp Allen facilities must respect Camp Allen's beliefs and abide by the Christian community standards applicable to community participants.

Independent contractors are not considered to be representatives of Camp Allen's Christian community. Nevertheless, in the course of their service with Camp Allen, such persons are expected to respect and support Camp Allen's mission and values, and to abide by Christian community standards applicable to participants. Moreover, Camp Allen may give preference for such service to independent contractors who share Camp Allen's Christian beliefs.

D. Standards for Community Activities and Facility Use

Camp Allen engages in activities and uses its facilities solely to exercise and express its Christian beliefs and to further its Christian mission. In furtherance of this mission, Camp Allen may provide services or goods to, and may allow use of Camp Allen facilities by, other groups and persons who are not associated with Camp Allen. But Camp Allen may prohibit any activity, or any use of Camp Allen facilities by another group or person, if Camp Allen determines that such activity or use either:

- (i) expresses a view contrary to Camp Allen's Christian beliefs, (Statements of Faith)
- (ii) is inconsistent with Camp Allen's Christian Community Policy adopted by Camp Allen Board or
- (iii) materially undermines Camp Allen's ability to accomplish its overall mission.

III. Implementation.

A. Compliance with Community Standards

(i) Spiritual Discernment. The determination as to whether any particular representative, participant, activity or use of Camp Allen facilities complies with the applicable standards requires spiritual discernment applied to each particular circumstance and shall be made in the sole discretion of Camp Allen Ministry Leaders designated by the Camp Board (Acts 20:28). With respect to uses by other groups or persons, Camp Allen may consider without limitation both the content of the proposed activities and whether the group or person is generally perceived as advocating views contrary to its Christian beliefs.

(ii) Noncompliance by Representatives. If any Camp Allen representative does not comply with the obligations set forth above, such individual shall have an obligation to disclose such noncompliance to Camp Allen. If Camp Allen determines, through such disclosure or otherwise, that a representative is not complying with an applicable Christian community standard, then Camp Allen may, in its sole discretion, determine the impact of any initial noncompliance on Camp Allen's exercise and expression of its Christian beliefs, and whether such individual intends or is likely to continue in such noncompliance.

Camp Allen may also discipline or dismiss such individual from his or her position on the basis that such individual's noncompliance either (a) reflects that the individual does not affirm Camp Allen's Statements of Faith required for such position or (b) undermines the expression and exercise of the Camp Allen's Christian Community Policy. Such action may be taken in accordance with any applicable procedures adopted by Camp Allen.

(iii) Employment. It is imperative for Camp Allen to have complete confidence in its representatives. For this reason, all employment decisions will be subject to the strictest standards and control, ensuring that representatives are in line with Camp Allen's beliefs and behavioral requirements. Camp Allen effectively shapes its own faith and mission through said appointments, so to compromise on employment standards is to compromise on our strongly held beliefs and sacred calling.

(iv) Mission-Based Exceptions. In some situations, Camp Allen may best exercise and express its beliefs and advance its mission through a representative, participant, activity or use of a facility not in compliance with one or more of the foregoing obligations. In any such situation, Camp Administrator shall have the discretion to authorize an exception to this Policy. Anyone granted an exception shall be asked to respect Camp Allen's beliefs and abide by the applicable community standards in the course of his or her service to Camp Allen, activity participation, or use of facilities.

B. Delegated Authority

To exercise or express Camp Allen's Christian beliefs more fully, the President or designees may establish additional standards and guidelines based on Camp Allen's Christian beliefs for the activities and facilities of Camp Allen or for representatives or other community participants.

C. Scope

Camp Allen's Board may amend this document at any time. This document is not intended to create any express or implied contract of employment or to alter the at-will employment relationship between Camp Allen and its employees.

IV. Additional Standards for Camp Allen Community.

In response to current cultural and legal trends, Camp Allen has determined to articulate more specifically, its Christian beliefs and associated community standards on the following subjects:

A. Human Sexuality and Marriage

Camp Allen believes that (a) God creates human beings in His image as two distinct sexes, male and female, and that the sex of an individual is determined by such individual's biological sex at birth (Genesis 1:27), (b) has instituted marriage as a covenant relationship between one man and one woman (Genesis 2:24), and (c) calls husbands and wives to exclusive sexual fidelity (Hebrews 13:4), and unmarried singles to abstain from sexual relations (1 Corinthians 7:2). Therefore, Camp Allen believes that sexual conduct outside of marriage (whether among individuals of the same or opposite sex) undermines God's design for human sexuality. Camp Allen further believes that pornographic materials undermine the dignity and image of God in individuals and promotes sexual conduct contrary to Camp Allen's Christian beliefs (Matthew 5:27-28).

(i) Standards for Representatives related to human sexuality and marriage. All

representatives are expected to live in accordance with our beliefs regarding human sexuality and marriage. All representatives shall avoid pornographic materials.

(ii) Standards for Community Activities. Camp Allen shall apply these beliefs regarding human sexuality and marriage in all policies and programs in Camp Allen's Christian community. Among other things, Camp Allen shall recognize only such marriages consistent with the foregoing Christian beliefs. In addition, all uses of Camp Allen facilities for weddings or other marriage related activities must involve only such marriages. Also, no pornographic materials may be present in any Camp Allen facilities or activities.

(iii) Standards for Community Participants. Camp Allen participants shall not affirm or promote sexual relations or marriage contrary to Camp Allen's beliefs in connection with their use of Camp Allen facilities or participation in Camp Allen activities. Camp Allen expects all participant couples who are not married in accordance with Camp Allen's beliefs to refrain from sexual relations while at Camp Allen facilities or participating in Camp Allen activities. Camp Allen also expects participants not to actively criticize Camp Allen's beliefs and to refrain from inappropriate public displays of physical affection while at Camp Allen facilities or participating in Camp Allen activities.

Camp Allen expects participants with different beliefs to respect Camp Allen's beliefs while participating in Camp Allen activities or using Camp Allen facilities.

Camp Allen does not permit outside guest activities that have the purpose of promoting beliefs contrary Camp Allen's beliefs.

B. Controlled Substances, Alcohol, and Tobacco

Camp Allen believes that the use of controlled substances (including marijuana), as well as the use of alcohol and/or tobacco, may be detrimental to a believer in that it can be harmful to the body and mind (I Corinthians 6:19-20). Therefore, all representatives shall avoid the use of controlled substances (Romans 13:1), and no such products may be used in any Camp Allen facilities or activities (except as prescribed by a licensed medical practitioner for legally authorized medical reasons). In addition, all representatives are encouraged to avoid using alcohol and tobacco, and no use of alcohol or tobacco shall be permitted in any Camp Allen

activity or facility. Camp Allen may impose additional restrictions on Ministry Leaders and other representatives who have specific responsibilities with our guests (2 Corinthians 6:3, Matthew 16:23, Romans 14:13). Finally, no representative may promote the use of any such products contrary to Camp Allen's beliefs.

C. Appearance

Camp Allen believes that certain forms of dress or physical appearance may express (or be perceived as expressing) views that undermine or conflict with Camp Allen's Christian beliefs. Therefore, representatives are encouraged to maintain a healthy lifestyle and shall comply with appearance standards as established by Ministry Leaders from time to time (2 Corinthians 6:3).

D. Social Media and Other Public Statements

In any public forum, including social media, Camp Allen expects representatives to have a posture of honoring Camp Allen's Christian beliefs and not challenging, disparaging or undermining them. If a representative chooses to express disagreement with a particular belief, we expect such representative to do so in a manner that respects our belief and makes it clear he or she is not expressing the view of Camp Allen.

E. Religious Activities

Camp Allen engages solely in activities that further its Christian mission. Because Camp Allen believes that all such activities are conducted in service to God as means for spiritual growth, Camp Allen considers these activities to be a form of worship (Colossians 3:17).

Camp Allen distinguishes between exclusively religious activities and integrated religious activities. Exclusively religious activities refer to activities that primarily further only religious purposes, such as devotional worship or chapel services conducted by Camp Allen. Integrated religious activities refer to activities that substantially further both religious and nonreligious purposes. Such activities are often similar to activities conducted by nonreligious organizations and may include outdoor education programs and humanitarian and social service activities. Camp Allen conducts such activities in response to God's calling and in furtherance of and in accordance with its Christian beliefs. In addition, Camp Allen presents its Christian viewpoints in such activities as applicable.

With respect to restrictions that may be imposed on the use of funds, facilities, or other benefits, Camp Allen shall not agree to any restriction that would preclude Camp Allen from conducting its integrated religious activities in furtherance of its Christian mission and in accordance with its

Christian beliefs. Camp Allen may agree not to use designated funds, facilities, or benefits for exclusively religious activities.

F. Sanctity of Life

Camp Allen believes that all individuals are created by God in His image commencing at conception/fertilization (Genesis 1:27; Jeremiah 1:5; Job 31:15). Camp Allen accordingly believes as a matter of Christian conviction that no procedures should be performed or actions taken for the primary purpose of terminating a pregnancy and taking the life of an unborn child (such procedures are referred to herein as abortions) (Jeremiah 7:6 and 20:17; Exodus 20:13). As dictated by these beliefs, Camp Allen as an institution shall not fund abortions in any manner, including through a health care benefit plan that covers drugs used to induce abortions, unless in a particular situation (i) any such drug is prescribed and used solely for a non-abortive therapeutic treatment of a covered medical condition and (ii) coverage is approved by the duly appointed benefits committee at Camp Allen. Any requirement to facilitate abortions by offering such coverage or participating in such a program, and any penalty for failing to offer such coverage or participate in such a program, would directly and substantially burden and undermine Camp Allen's exercise and expression of its Christian beliefs.

EXHIBIT A

Camp Allen General Baptist Ministries Statements of Faith

I. GOD

We believe that there is only one true, living, and eternal God and that the Godhead is revealed as Father, Son, and Holy Spirit.

(A) One True and Eternal God: Deut. 6:4; 33:27; Jer. 10:10; Matt. 3:15-16; 28:19; Mk. 12:29; Jn. 14:9-11; 10:30; Rom. 8:9-11; I Cor. 8:4-6; II Cor. 3:17; I Thess. 1:9; I Tim. 1:17; 2:5; 6:17; Heb. 1:1-13; 3:12. (B) The Godhead: 1. God as Father: Gen. 1:1; Matt. 6:9; Eph. 4:6. 2. God as Son: Isa. 9:6; Matt. 16:16; Jn. 1:1; 3:14, 16; 14:28; I Cor. 15:28; Heb. 1:8. Virgin Birth of Jesus: Matt. 1:18-25; Lk. 1:26-38. 3. God as Holy Spirit: Jn. 14:16, 26; Acts 1:5, 8; 2:1-4; Rom. 8:16.

II. THE BIBLE

We believe that the Holy Scriptures are the Old and New Testaments, the inspired and infallible Word of God, and therein is found the only reliable guide of Christian faith and conduct.

(A) The Inspired Revelation: Lk. 24:44-46; Rom. 16:25-26; II Tim. 3:15-17; Heb. 1:1-2; II Pet. 1:20-21. (B) The Infallible Word: Isa. 40:8; Lk. 21:33; Jn. 17:17; Titus 1:2; I Pet. 1:25. (C) The Reliable Guide: Deut. 6:6-9; Ps. 19:7-10; 119:105, 140; Jn. 5:39; Acts 17:11-12; Rom. 10:14-15; 15:4; II Tim. 3:16-17.

III. MAN

We believe that God created man in His own image to bring Him honor through obedience, and that when man disobeyed, he became a fallen and sinful creature, unable to save himself. We believe that infants are in the covenant of God's grace and that all persons become accountable to God when they reach a state of moral responsibility.

(A) Man's Origin: Gen. 1:26-27; 2:7; Ps. 8:5. (B) Man's Purpose: Gen. 1:28-31; 2:15-25; Isa. 43:7. (C) Man's Sin: Gen. 3:1-24; Ps. 51:5; Jer. 13:23; Rom. 1:18-3:23; 5:12-21; 7:1-25. (D) Man's Accountability: Matt. 19:13-15; Rom. 4:15; 5:13; 6:16; Heb. 11:24-26.

IV. SALVATION

We believe that salvation (regeneration, sanctification, justification and redemption) has been provided for all mankind through the redemptive work (life, death, resurrection, ascension, and intercession) of Jesus Christ, and that this salvation can be received only through repentance toward God and faith toward our Lord Jesus Christ.

Salvation: Heb. 5:9; I Thess. 5:9; I Pet. 1:9; Heb. 7:25. Regeneration: Jn. 3:3-8; 1:11-13; I Pet. 1:23; Eph. 2:1-10; II Cor. 5:17; II Pet. 1:4; Titus 3:5. Sanctification: I Cor. 1:30; Eph. 5:26; Heb. 10:9-10, 29; II Tim. 2:21; Heb. 13:12; Rom. 12:1-2; I Pet. 1:2. Justification: Rom. 3:20-24; 5:1-2, 18; 8:30-33; Acts 13:38-39; I Cor. 6:11; II Cor. 5:21. Redemption: Matt. 20:28; Isa. 53:6; Col. 1:14; Titus 2:14; I Pet. 1:18-19; Rev. 5:9. Christ's Redemptive Work: Jn. 3:16; Rom. 5:8; Heb. 2:9; Rev. 22:17; II Pet. 3:9; Jn. 14:6; Acts 4:12; Rom. 6:23; Eph. 2:8-9. Life and Death: Rom. 5:10; Heb. 9:12-15; Jn. 10:11; I Jn. 3:16. Resurrection: Rom.

4:25; I Pet. 1:3; I Cor. 15:14, 17. Ascension: Heb. 4:14-16, 6:19-20; 9:24; 10:11-12. Intercession: Rom. 8:34; Heb. 9:15; Isa. 53:12; I Tim. 2:5. Repentance: Isa. 55:6-7; Lk. 24:47; Lk. 13:3-5; Acts 2:38; I Thess. 1:9-10. Faith: Jn. 3:16-18; Heb. 11:1, 6; I Pet. 1:5.

V. ASSURANCE AND ENDURANCE

We believe that those who abide in Christ have the assurance of salvation. However, we believe that the Christian retains his freedom of choice; therefore, it is possible for him to turn away from God and be finally lost.

(A) Assurance: Matt. 28:20; I Cor. 10:13; Heb. 5:9. (B) Endurance: Matt. 10:22; Lk. 9:62; Col. 1:23; Rev. 2:10-11; 3:3-5. (C) Warnings: Jn. 15:6; Rom. 11:20-23; Gal. 5:4; Heb. 3:12; 10:26-29; II Pet. 2:20-21. (D) Finally Lost: Jn. 15:6; I Cor. 9:27; Heb. 6:4-6.

VI. CHRISTIAN DUTIES

We believe that Christians should live faithfully by serving in and through the local church, praying diligently, witnessing earnestly, practicing tolerance, showing loving kindness, giving as God prospers, and conducting themselves in such a way as to bring glory to God.

(A) Faithful Service: I Chron. 16:11; Ps. 101:6; Matt. 28:18-20; Jn. 15:7-14; Rom. 12:14; I Cor. 13; II Cor. 8, 9; Eph. 4, 6; Heb. 12:1. (B) Prayer: II Chron. 7:14; Dan. 6:10; Matt. 6:1-13; 26:41; Lk. 18:1; I Thess. 5:17. (C) Witnessing: Matt. 28:19-20; Acts 1:8. (D) Tolerance: Matt. 18:15-17; Lk. 10:27; Gal. 5:22-23; II Pet. 1:5-9. (E) Loving Kindness: Jn. 13:35; I Jn. 3:11; 4:7, 11-12. (F) Financial Stewardship: Matt. 23:23; I Cor. 16:2; II Cor. 9:6-7.

VII. THE CHURCH

We believe that the Church Universal is the Body of Christ, the fellowship of all believers, and that its members have been called out from the world to come under the dominion and authority of Christ, its head. We believe that a local church is a fellowship of Christians, a part of the Body of Christ, voluntarily banded together for worship, nurture, and service.

(A) The Church Universal: Matt. 16:18; Jn. 10:10; I Cor. 3:16; 12:12-14, 27; Eph. 1:22-23; Col. 1:18, 24; Heb. 12:23. (B) The Local Church: Matt. 18:17; Acts 2:38-47; 11:19-30; Rev. 1:4; 3:22. 1. Worship and Service: Rom. 12:1; I Cor. 14:12, 23-25; Heb. 10:25; Ja. 1:26-27. 2. Nurture: Eph. 4; II Pet. 1:2-8; 3:18.

VIII. ORDINANCES

We believe that baptism and the Lord's Supper are ordinances instituted by Christ to be observed by Christians only. We also believe that the Biblical mode of baptism is immersion and that participation in the Lord's Supper should be open to all Christians. (Note: Several associations and local churches recognize feet washing as an ordinance. We believe that this should be left to the individual, and that neither the practice nor the non-practice of it should be any bar to fellowship, either in the church, the local association, the Presbytery, or the General Association.

Jn. 13; I Tim. 5:10.) (A) Baptism: 1. Instituted: Matt. 3:13-15; 28:19. 2. Subjects: Acts 2:41; 8:12, 37-38; 10:47-48; 16:30-33; 19:5. 3. Biblical Mode: Rom. 6:3-5; Col. 2:12. 4. Purpose: Matt. 3:14; I Pet. 3:21. (B) Communion: 1. Instituted: Matt. 26:26-29; Mk. 14:22-25; Lk. 22:19-20; I Cor. 11:23-25. 2. Subjects: I Cor. 11:27-29. 3. Purpose: I Cor. 11:26.

IX. THE LORD'S DAY

We believe in the Sanctity of the Lord's Day, the first day of the week, and that this day ought to be observed by worshipping God, witnessing for Christ, and ministering to the needs of humanity. We believe that secular work on Sunday should be limited to cases of necessity or mercy.

(A) Sanctity: Ex. 20:8; Isa. 58:13-14. (B) Observance: Mk. 2:27:28; Lk. 4:1-16; 14:1-6; Acts 20:7; I Cor. 16:2; Rev. 1:10.

X. LAST THINGS

We believe in the personal return of Jesus Christ, and in the bodily resurrection of the dead. We believe that God will judge all mankind by Jesus Christ; that He will reward the righteous with eternal life in heaven, and that He will banish the unrighteous to everlasting punishment in hell.

(A) Return: Matt. 24, 25; Lk. 12:40; Jn. 14:3; Acts 1:11; I Jn. 3:2; Rev. 1:7. (B) Resurrection: Jn. 5:25, 28-29; 6:40; 11:24-25; Rom. 8:11; I Cor. 15; Phil. 3:21; I Thess. 4:16-17; Rev. 20:4-6. (C) Judgment and Reward: Matt. 25:21; Mk. 9:43-48; Jn. 5:27; Acts 17:31; Rom. 2:16; 14:12; II Cor. 5:1, 10; Col. 3:24; II Thess. 1:7- 10; Heb. 9:27; II Pet. 3:8-13; Jude 21; Rev. 2:7; 14:13; 20:10-15; 22:12.

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