



Christian Community Policy of The Christian and Missionary Alliance And Its Ecclesiastical Entities

I. Our Christian Community.

Big Sandy Camp (Big Sandy), a subsidiary corporation of the North Central District of The Christian and Missionary Alliance (The “C&MA”), is a Christian community that exists to exercise and express its Christian beliefs and Christian mission. These beliefs include those set forth in the Statement of Faith and other sections of the *Manual of The C&MA* (the “Manual”) and additional beliefs set forth in this Policy or in other policies adopted by the Big Sandy Board (Board).

We exercise and express our beliefs in various ways, including:

- i. *As a Community.* We believe that God calls people to live out their faith in community with other believers, and that through such community we understand and nurture more fully the mystery of the gospel, the glory of God, the dignity and image of God which He has bestowed upon us, and the intimacy and joy for which God created us. Accordingly, we believe that our Christian community is itself an exercise and expression of our Christian beliefs; and
- ii. *Through Our Activities.* We believe that all of our activities should express our beliefs and be rendered in service to God as a form of worship. As such, all Big Sandy activities further our Christian mission or purposes and are an exercise and an expression by Big Sandy, and by each participating *representative*, of our Christian beliefs.

Our Christian community members include both *representatives* and *participants*. Our community *representatives* include Big Sandy’s officers, directors, employees, licensed workers, and volunteer leaders. The *participants* in the life of our community include non-member attendees, guests, and contractors/vendors. These *participants* contribute to our Christian community, but they do not represent Big Sandy unless they are also serving in one of the *representative* roles identified above.

II. General Standards for Our Christian Community.

As a Christian community, Big Sandy exercises and expresses its Christian beliefs through the following standards.

A. Roles and Expectations for *Representatives*.

In response to God's calling on their lives, our *representatives* work together to advance our Christian mission. Big Sandy *representatives* are responsible for defining, cultivating, leading, and/or representing our Christian community as an expression and exercise of our Christian beliefs. As such, each Big Sandy *representative* is an integral part of our community. Accordingly, we expect each representative to comply with the following obligations:

1. *Christian Beliefs*. All *representatives* shall affirm their agreement with the Christian beliefs as expressed in the C&MA Statement of Faith¹ and shall not subscribe to or promote any religious beliefs inconsistent with such beliefs. With respect to other Christian beliefs held by the C&MA, all *representatives* must affirm our belief that their calling to serve in our Christian community requires them to respect such beliefs and to abide by community standards exercising or expressing such beliefs.
2. *Christian Conduct Standards*. All *representatives* shall at all times (both during working and nonworking hours) (i) model our Christian beliefs for others, (ii) perform all of their responsibilities as a service to God, and (iii) endeavor to comply with Biblical standards of conduct exercising or expressing our Christian beliefs, including Christian community standards adopted by Big Sandy from time to time.
3. *Distinctly Christian Activities*. Each *representative* shall be ready, willing, and able to lead or contribute to distinctly Christian activities such as devotional worship or prayer services.

B. Roles and Expectations for *Participants*.

Although non-members, attendees, guests, contractors/vendors, and other program participants do not necessarily represent the Big Sandy Christian community, they do contribute to our community, to the experiences of other participants, and to the accomplishment of Big Sandy's mission. Accordingly, we expect participants to respect our beliefs and abide by the Christian community standards applicable to them.

Participants are expected, in the course of their participation in our community, to respect our beliefs, support our mission, and comply with applicable community standards. Depending on their role, they may or may not be required to affirm our Christian beliefs.

¹ *Representatives* who are formal C&MA church members are not required by the Uniform Constitution for Accredited Churches to affirm the full Statement of Faith. Formal C&MA church members are required to meet the qualifications expressed in Article III, Section 1.

C. Standards for Community Activities and Facility Use.

Big Sandy shall engage in activities and use its facilities to exercise and express the biblical beliefs of Big Sandy and the C&MA and to further the mission of both. In furtherance of this mission, Big Sandy may provide services or goods to, and may allow use of its facilities by other groups and persons who are not members of The C&MA or employees of Big Sandy. Religious organizations outside The C&MA while they may differ in tradition or practice, must still agree and hold to the principles of the Nicene Creed:

Nicene Creed

I believe in one God, the Father Almighty, Maker of heaven and earth, and of all things visible and invisible.

And in one Lord Jesus Christ, the only-begotten Son of God, begotten of the Father before all worlds; God of God, Light of Light, very God of very God; begotten, not made, being of one substance with the Father, by whom all things were made.

Who, for us men for our salvation, came down from heaven, and was incarnate by the Holy Spirit of the virgin Mary, and was made man; and was crucified also for us under Pontius Pilate; He suffered and was buried; and the third day He rose again, according to the Scriptures; and ascended into heaven, and sits on the right hand of the Father; and He shall come again, with glory, to judge the quick and the dead; whose kingdom shall have no end.

And I believe in the Holy Ghost, the Lord and Giver of Life; who proceeds from the Father [and the Son]; who with the Father and the Son together is worshipped and glorified; who spoke by the prophets.

No activity, nor any use of Big Sandy's facilities by another group or person, may be conducted or permitted that would be inconsistent with the statements in Section IV – Additional Standards for Our Community (pages 5 & 6) of this document or if the executive director of Big Sandy determines that such activity or use expresses a message of support by the user for any view contrary to the biblical beliefs of Big Sandy and The C&MA.

III. Implementation.

A. Compliance with Community Standards.

1. Spiritual Discernment.

The determination as to whether any particular *representative, participant*, activity, or use of Big Sandy facilities complies with the applicable standards

requires spiritual discernment applied to each particular circumstance and shall be made in the sole discretion of Big Sandy leaders designated by the Board. With respect to uses by other groups or persons, Big Sandy 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.

2. Noncompliance.

If any Big Sandy *representative* or *participant* does not comply with any applicable community standard, such individual shall have an obligation to disclose such noncompliance to Big Sandy. If Big Sandy determines, through such disclosure or otherwise, that a Big Sandy *representative* or *participant* is not complying with an applicable community standard, then Big Sandy may, in its sole discretion, determine the impact of any initial noncompliance on Big Sandy's exercise and expression of its Christian beliefs, and whether such individual or group intends or is likely to continue in such noncompliance. Such determinations also require spiritual discernment and shall be made as described above.

Big Sandy may also dismiss such individual from his or her position on the basis that such individual's noncompliance either (i) reflects that the individual does not affirm the Christian beliefs required for such position, or (ii) undermines the expression and exercise of the Big Sandy Christian community. Such action may be taken in accordance with any applicable procedures adopted by Big Sandy, including The Christian and Missionary Alliance Uniform Policy on Discipline, Restoration, and Appeal.

3. Mission-Based Exceptions.

In some situations, Big Sandy may best exercise and express its beliefs and advance its mission through a *representative*, *participant*, activity, or facility use not in compliance with one or more of the applicable community standards. If the Board determines, in its sole discretion, that such a situation exists, then the Board shall have the discretion to authorize an exception to this Policy. Any *representative* or *participant* granted an exception shall be asked to respect our Christian beliefs, our mission, and our community standards.

B. Delegated Authority.

To exercise or express our Christian beliefs more fully, the Board may establish additional standards based on our Christian beliefs for the activities and facilities at Big Sandy or for Big Sandy *representatives* or other community *participants*.

C. Scope.

Big Sandy 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 Big Sandy and its employees.

IV. Additional Standards for Our Community.

In response to current cultural trends, we have determined to articulate more specifically our Christian beliefs and associated community standards on the following subjects.

A. Human Sexuality and Marriage.

1. Our Christian Beliefs.

Big Sandy expressly adopts as its Christian beliefs the Statement on Human Sexuality and the Statement on Marriage-Divorce-Remarriage, as currently stated in the *C&MA Manual*.

2. Standards for Community Activities.

Our beliefs regarding human sexuality and marriage shall apply in all policies and programs in the Big Sandy Christian community. Among other things, in our policies and programs we will recognize only marriages consistent with our Christian beliefs. Any events in Big Sandy facilities pertaining to marriage (e.g., weddings, receptions, anniversary celebrations) must involve only marriages consistent with our Christian beliefs. We may designate certain activities, facilities, or rooms, including restrooms and locker rooms, for participation or use by a single sex, and only individuals having the designated sex as determined in accordance with our beliefs may participate in such activities or use such facilities or rooms. Also, no pornographic materials may be present in any of our facilities or activities.

3. Standards for Community Representatives.

We expect all Big Sandy *representatives* to live in accordance with our beliefs regarding human sexuality and marriage (which include refraining from sexual relations outside of marriage and avoiding pornography).² Among other things, we expect all *representatives* to avoid circumstances where there is temptation and opportunity to engage in sexual conduct contrary to our beliefs. *Representatives* may be asked to sign a statement affirming their

² Identifying oneself as having a same sex orientation does not disqualify an individual from serving as a *representative* provided such individual affirms the Christian beliefs and complies with the standards applicable to such individual's position.

agreement with our beliefs regarding human sexuality and marriage and compliance with these standards.

4. Standards for Community Participants.

We expect all *participants* not to affirm, promote, or engage in sexual relations contrary to our beliefs (and to avoid pornography) in connection with their use of Big Sandy facilities or participation in Big Sandy activities.

We expect all guest groups to respect our Christian beliefs while participating in our activities or using our facilities. We do not accept guest groups whose primary mission or objectives are to promote, encourage, or support views in conflict with our beliefs, even if that is not the intended purpose of their event. For example, we would not host a Christian group formed to affirm same sex relationships even if the group's event objectives were consistent with our beliefs.

B. Religious Activities.

We engage solely in activities that further our Christian mission or purposes. Because we believe that all such activities are conducted in service to God as means for spiritual growth, we consider these activities to be a form of worship.

We distinguish 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 Christian education.

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 certain educational programs, athletic, cultural, humanitarian, and social service activities. We conduct such activities in response to God's calling and in furtherance of and in accordance with our Christian beliefs. In addition, we present our Christian viewpoints in such activities as applicable.

With respect to restrictions that may be imposed on the use of funds, facilities, or other benefits, we shall not agree to any restriction that would preclude us from conducting our integrated religious activities in furtherance of our Christian mission and in accordance with our Christian beliefs. To the extent consistent with this commitment, we may agree not to use designated funds, facilities, or benefits for exclusively religious activities.

C. Sanctity of Life.

Big Sandy expressly adopts as its Christian beliefs the Statement on the Sanctity of Life as currently stated in the *C&MA Manual*.

As dictated by these beliefs, we will not, as an institution, fund abortions in any manner, including through a health care benefit plan that covers drugs used to induce abortions. Any requirement to facilitate abortions by offering such coverage, and any penalty for failing to offer such coverage, would directly and substantially burden and undermine our exercise and expression of our Christian beliefs.

D. Social Media, Political Activity, and Other Public Statements.

In any public forum, including social media, we expect *representatives* to respect our Christian beliefs and not to challenge, disparage, or undermine them. If a *representative* chooses to express his or her disagreement with a particular belief that he or she is not required to affirm, 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 Big Sandy.

Adopted by Big Sandy Camp Board, October 1, 2020