



THE FAITH COMMUNITY AND MISSION OF THE CHRISTIAN AND MISSIONARY ALLIANCE AND ITS ECCLESIASTICAL ENTITIES

I. Key Characteristics of the C&MA's Faith Community and Mission.

Big Sandy Camp & Retreat Center of the North Central District of The Christian and Missionary Alliance (“Big Sandy”) is a community of faith that exists to exercise and express its biblical beliefs within the broader community of The Christian and Missionary Alliance (C&MA). These beliefs are grounded in a shared understanding of Holy Scripture including those beliefs and standards specifically addressed in the *Manual of The Christian and Missionary Alliance (Manual)*.

A. The C&MA's Biblical Beliefs.

Big Sandy is a community of faith based on its and the C&MA's biblical beliefs, which include the following.

1. *Statement of Faith.* The C&MA has adopted the statement of faith set forth in the *Manual*.
2. *Christian Mission and Values.* Big Sandy directs all of its activities in accordance with the following C&MA mission:

We desire to know Jesus Christ as Savior, Sanctifier, Healer, and Coming King and to complete His Great Commission. The Alliance will fulfill His Commission through:

Evangelizing and discipling persons throughout the United States,

Incorporating them into Christ-centered, community-focused congregations, and

Mobilizing them for active involvement in a global effort designed to plant Great Commission churches among unengaged, unreached and responsive peoples worldwide.

In carrying out this mission, Big Sandy's activities are conducted in accordance with the following biblical values:

Lost people matter to God. He wants them found. Luke 19:10

Prayer is the primary work of the people of God. Philippians

4:6–7

Everything we have belongs to God. We are His stewards. 1
Chronicles 29:14

Knowing and obeying God's Word is fundamental to all true success.
Joshua 1:8

Completing the Great Commission will require the mobilization of
every fully devoted disciple. Matthew 28:19

Without the empowerment of the Holy Spirit, we can accomplish
nothing. 1 Corinthians 2:4–5

Achieving God's purposes means taking faith-filled risks. This always
involves change. Hebrews 11:6

*The Mission of Big Sandy Camp is touch hearts and change lives
through innovative, Christ Centered activities events and programs.*

B. Representatives and Other Participants

Big Sandy's faith community is represented by all of Big Sandy's officers, directors, employees, licensed workers and volunteer leaders, each of whom serves Big Sandy's mission and is an integral part of the community (each such person is described for purposes of this Statement only as a "Big Sandy representative"). The other community participants, including volunteers, contribute to the Big Sandy's faith community, but they do not represent Big Sandy unless they are also employees or leaders or have been designated as such by the appropriate ecclesiastical authority.

C. Christian Exercise and Expression.

1. *As a Community.* The C&MA believes that the church and related ministries like Big Sandy are the visible organized expression of the Body of Christ and that the church finds broader meaning and outreach in fulfilling its biblical responsibilities within the life and witness of the denomination. In addition, those who participate in the life of the C&MA, including Big Sandy representatives, are following the biblical command to live out their faith in community and association with other believers. Accordingly, Big Sandy is itself an exercise and expression of its biblical beliefs and standards.
2. *Through its Mission Based Activities.* The C&MA believes that all of Big Sandy's activities, including the responsibilities of every Big Sandy employee, should be rendered in service to God as a form of worship. Therefore, Big Sandy as a community of faith exercises and expresses its biblical beliefs in its activities, actions, and responsibilities.

II. Christian Community Standards for Ministry Activities.

A. General Standards.

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 B. (below) 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.

B. Specific Concerns.

For many years the C&MA as a faith community has had concerns with the cultural and legal trends in North America. This resulted in specific statements being adopted by the C&MA over the years to biblically address these cultural concerns. These cultural concerns include but are not limited to divorce, marriage, human sexuality, and sanctity of life. Big Sandy affirms the biblical beliefs and standards expressed in each statement.

Marriage and Human Sexuality

As such, Big Sandy subscribes to the biblical belief that God creates human beings in His image as two distinct genders, male and female, and that the intended gender identity of an individual is determined by such individual's biological sex at birth. Big Sandy applies this belief regarding gender identity

in all policies and programs in Big Sandy's faith community. In addition, Big Sandy subscribes to the biblical belief that God has instituted marriage as a covenant relationship between one man and one woman. Big Sandy recognizes only such marriages for all policies and programs in the Big Sandy's faith community. Further, Big Sandy subscribes to the biblical belief that sexual desire is rightfully fulfilled only within marriage and that unmarried singles who abstain from sex can be whole, mature persons, as pleasing to God as persons who are faithful in marriage.

Sanctity of Life

Likewise, Big Sandy subscribes to the biblical belief that all life is sacred from conception to death and that individuals are known by God from before the foundation of the world and that human life begins at conception and that death is under the sovereignty of God and not man. Big Sandy accordingly believes that no procedures should be performed for the primary objective of terminating a pregnancy and taking the life of an unborn child (such procedures are referred to herein as abortions) except in rarest of circumstances where other biblical, moral principles prevail, such as where it is medically impossible to save the life of both the mother and the child. Similarly, Big Sandy believes that no medical procedure should be performed that takes the life of an individual prematurely (such procedures are referred to as euthanasia). Big Sandy's beliefs further prohibit paying for or otherwise facilitating such procedures.

As dictated by these beliefs, Big Sandy as an organization shall not fund abortions in any manner, including through a health care benefit plan that covers prescription drugs that induce abortions, except in the foregoing extraordinary circumstances 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 or for an abortion in the foregoing extraordinary circumstances, and (ii) coverage is approved by the plan's governing body or Big Sandy's appropriate ecclesiastical authority. In addition, Big Sandy shall not participate through its health care benefit plan in a program that uses the plan as a means for providing drugs used to induce abortion, except in the foregoing extraordinary circumstances. Any requirement to facilitate abortions or euthanasia by participating in such a program, and any penalty for failing to participate in such a program, would directly and substantially burden and undermine Big Sandy's exercise and expression of its biblical beliefs.

C. Implementation.

To the extent that Big Sandy Board determines it to be necessary or advisable to further the Big Sandy's mission or to cultivate Big Sandy's faith community, they may establish additional standards based on Holy Scripture and the beliefs and standards addressed in the *C&MA Manual* for the activities and programs conducted within the faith community or for Big Sandy representatives or other community participants. The determination as to whether any particular activity or use of Big Sandy's facilities is not permitted under this Policy requires spiritual discernment and an understanding of C&MA beliefs and standards which are applied to each

particular circumstance. Such determination shall be made in conformance with this discernment and these beliefs and standards in the sole discretion of the spiritual leaders of Big Sandy designated by the appropriate ecclesiastical authority.

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 by the public as advocating views contrary to the biblical beliefs of Big Sandy and the C&MA.

III. Community Standards for Camp Representatives.

A. Roles and Expectations.

In response to God's calling on their lives, Big Sandy representatives exercise and express both their own and the C&MA's biblical beliefs and standards by working together to advance Big Sandy's faith mission. Big Sandy representatives are responsible for defining, cultivating, leading, and/or representing Big Sandy's faith community as an expression and exercise of their and the C&MA's biblical beliefs and standards. Accordingly, each Camp representative shall be expected to (i) model these biblical beliefs and standards for others, (ii) perform all of their responsibilities as a service to God, and (iii) comply with the following obligations unless exempted in section III C.:

1. *Biblical Beliefs.* Each Big Sandy representative shall affirm their agreement with the C&MA's statement of faith and other biblical beliefs and shall not subscribe to or promote any religious beliefs inconsistent with these beliefs.
2. *Christian Conduct Standards.* Big Sandy representatives shall at all times (both during working and nonworking hours) endeavor to conduct themselves in a manner that affirms biblical standards of conduct in accordance with theirs and the C&MA's biblical beliefs.
3. *Distinctly Christian Activities.* Each Big Sandy representative shall be ready, willing and able to lead or contribute to distinctly Christian activities such as worship or prayer services.

B. Noncompliance by Representatives.

If any Big Sandy representative does not comply with the obligations set forth above, such representative shall have an obligation to disclose such noncompliance to the Big Sandy executive director. The executive director may determine whether such representative intends or is likely to continue in such noncompliance. If so, then the executive director may dismiss such representative from his or her position on the basis that such representative's noncompliance is inconsistent with and undermines the expression and exercise of the Big Sandy's faith community. Such action may be taken in accordance with any applicable procedures in the Uniform Policy on Discipline, Restoration, and Appeal.

C. Volunteers and Seasonal Workers.

- Volunteers and seasonal workers are not be considered to be representatives of the Big Sandy's faith community unless they are serving in leadership positions. Nevertheless, when volunteers, seasonal and certain contract workers as determined by the executive director of Big Sandy, serve with Big Sandy, they shall be required to acknowledge that they understand and agree to support Big Sandy's mission and values. Big Sandy may give preference for such service to volunteers and contract workers who share its biblical beliefs.