



CAMP DEER RUN

faith-based code of conduct

INTRODUCTION

This Faith-Based Code of Conduct is established by the Board of Directors in conjunction with our Statement of Religious Beliefs in order to support Camp Deer Run's religious mission and ministry of providing a camping experience where God is seen, His love felt, and lives are transformed into the image of Jesus Christ.

Our ministry staff includes the Board of Directors, the Camp Director, summer camp staff, and any other employees designated by the Camp Director. We ask all ministry employees to teach and abide by the Statement of Religious Beliefs as outlined in the following Code of Conduct. All other volunteers and employees must honor the Statement of Religious Beliefs and Code of Conduct. These conditions are qualifications for the employment or engagement of operating team members at Camp Deer Run.

AFFIRMATIONS

The Board of Directors, Employees, and Staff of Camp Deer Run agree to:

- treat each camper with love, respect, and compassion
- be actively engaged in a Christian community
- seek the Lord through the regular practice of spiritual disciplines
- speak to and treat each other respectfully
- handle conflict in a Christ-like manner
- confess, repent, and seek forgiveness when we inevitably fall short of God's will

In response to current cultural trends, Camp Deer Run has determined to articulate more specifically its Christian beliefs and associated community standards on the subject of sex and sexuality. The Board of Directors, Employees, and Staff of Camp Deer Run agree to:

- adhere to their biological sex
- be sexually pure and that sexual activity is restricted to a marriage between a man and a woman.
- believe and teach that all human life is sacred, and is to be cherished and protected

CAMPERS

We vow to treat each camper with love, respect, and compassion while honoring Christ in our camp culture and values. Campers are not required to sign an affirmation of our Statement of Religious Beliefs in order to participate in our programs. However, campers are expected to respect our religious beliefs and teachings and to abide by the principles and behaviors outlined in Camp Deer Run's Safety Guidelines and General Guiding Principles.

EXECUTIVE ACTIONS

The Camp Director will prayerfully discern each individual's appropriate alignment with the Statement of Religious Beliefs in accordance with this Faith-Based Code of Conduct when hiring or engaging staff members and volunteers in the program. The Camp Director will consult with the Board of Directors when special issues arise in the implementation of this policy. Further, the Camp Director will report to the full board, as appropriate, matters that may result in legal action or negative effects on the mission and ministry of Camp Deer Run.

FINAL AUTHORITY

The Board of Directors is Camp Deer Run's final interpretive authority on the Bible's meaning and application for purposes of the organization's faith, doctrine, practice, discipline, and policy.