

Ministry Profile

Camp Allendale

Christian Camp & Retreat Center

4605 S. Allendale Drive, Trafalgar, IN 46181

317-878-4400 www.camp-allendale.org



Mission / Vision / Core Values

Mission: “ Camp Allendale exists to provide a dynamic environment for people to engage the Living God.

Vision: “See Life change through engaging people with the Living God.”

Core Values:

- Exalt Jesus Christ
- Offer excellent service
- Foster Lasting Relationships
- Create a safe, interactive environment

This is fleshed out by providing facilities, support services and programming in the follow areas:

Summer Youth Camp Program

These programs are designed to maximize our purpose with the bulk of our resources aimed in this direction. Camp Allendale is about reaching young people in the name of Christ. These programs are directed by ministers and lay members of our Partner Churches.

Retreat Programs

Although Camp Allendale does provide some planned retreats that we actually sponsor, our main purpose is to provide the facility and support services in order for churches and other groups to have their own program.

We want the people we serve here to go away with the “warm fuzzy” feeling when they participate in any of our major programs. This can be seen in the way we prepare and serve the food, the cleanliness and maintenance of the facility, as well as the attitude of our camp staff.

Doctrinal Position

The Bible is our only rule and guide. We believe that it is inspired by God and is designed as our sole resource. Our Statement of Faith and Practice is included in this profile.

Our corporation is owned and operated by the area non-denominational Christian Churches through the Capitol District Christian Men’s Fellowship, Inc. We are a part of the restoration movement of Christian Churches and Churches of Christ.





History of Allendale

Camp Allendale gets its name from the family who donated the first parcel of land for the purpose of establishing a Christian Service Camp. In 1945, a group of youth and leaders met at Shakamack State Park for a week of Christian Service Camp activities of evangelism and teaching. Among those present was Mrs. Marie Allen and a school bus load of interested youth. The need of a location to meet for such weeks of inspiration nearer to the heart of the populace of youth weighed heavily upon Mrs. Allen and her husband Roy. As plans were beginning to take shape in their minds to make possible such a place as a joint stewardship, Mr. Allen was killed in a trucking accident in October of 1948.

Mrs. Allen and her children were shocked beyond measure, but their faith and trust in the loving Father was a bulwark never failing. In the fall of 1949, a fourteen acre track of land including a beautiful lake was given to the Capitol District Christian Men's Fellowship. The CDCMF was a group of independent Christian churches who's purpose was to promote fellowship amongst existing churches and assist with the establishment of restoration movement churches in central Indiana. Through the years more land was acquired from the Allen family and other parties. The Camp Allendale property now exceeds just over two-hundred acres.



The property was officially dedicated on June 25, 1950. From the summer of 1950 though 1951, some day events were held on the grounds. Much of the time was spent clearing the property, leveling recreation space, reworking the dam and improving the road into the camp. The summer of 1952 brought the first week-long resident camp programs. There were three sessions: Junior camp, Intermediate camp, and Senior camp. Tents were erected on wooden platforms. Campers were instructed to bring their own cots. Meals were cooked and served outside, prepared by local church women. Attendance was recorded as 199 campers and faculty over the course of the three weeks.

Through the years the camp has grown into a year-round facility. Operating seven weeks of summer camp programming in conjunction with our Partner Churches. Plus making our facility available to evangelical churches, non-profits and civic groups in the non-summer months.



Camp Facilities / Resources

Camp Allendale consists of the following:

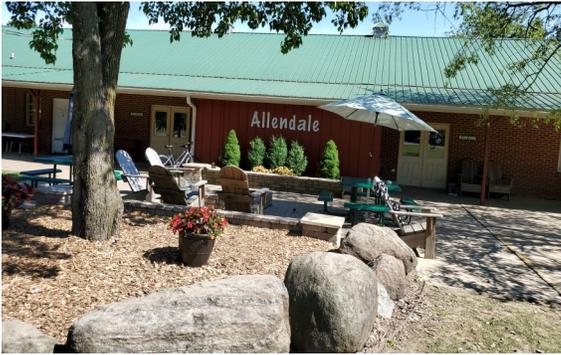
- 12 year-round Housing Facilities of various capacity.
- 8 Summer-only Housing units
- 5 Staff Residences for year-round staff
- 2 Chapels / 8 meeting rooms
- 1 seasonal indoor recreation space (the Ark)
- 9 Teaching Shelters
- 6 campfire venues
- Modern Shop / Maintenance facility
- 2 non-heated large storage facilities
- Swimming Pool w/ separate slide pool
- Lakefront beach w/ Blob, Slide, Kayaks, Canoes & Corcls
- Zip line, Giant Swing, Climbing Tower, & Low Ropes Course
- Paintball, Archery, Hiking Trails, Numerous recreational activities.
- Sewage Lift Station connected to city of Trafalgar waste water system
- 2 recreational lakes
- Summer capacity of youth and adults = 460.
- Retreat Season capacity = 385



<https://www.camp-allendale.org/facilities>



Camp Facilities / Resources



Hillside Chapel



Dining Hall—Lower level



Cedar Chapel / Ark



the Fort



Cedar Lodge



Maintenance Shop



Camp Facilities / Resources



Duplex



Provision Lodge



Hillside Lodges 1-5



Office



The Bunkhouse



Lakeview Lodge



252 House



Lake Marie House



Missionary Quarters



Cedar House



1071 House



Stone House



Board Governance / Organizational Structure

The Executive Director's Role In Policy Governance

Your job is like the constricted waist of an egg timer. Above the CEO is a group of people, albeit acting as one that determines expectations for the organization's production and character. Below the CEO is a group of people, divided by type of labor that pursues the attainment of those expectations. You are normally the only point in the entire chain of decision-making where the "flow" of authority downward and accountability upward go through a single human being. You are ordinarily the only person who works for a group and over a group.

- The most important task of a board is the hiring of the chief executive.
- You are the only employee of the board. All the other staff are your employees.
- As ED, therefore, you are accountable to the board not simply for your own tasks but for the success of the entire organization
- It need be none of the board's concern what hands-on job responsibilities the ED chooses to retain and those he chooses to delegate. The board's concern is confined to the total organizational performance for which it holds the ED accountable.
- The board is responsible to create organizational goals known as "End Policies (measurable success metrics) and Executive limitations policies (the perimeters that the ED must work inside), both policy types framed at broad levels.
- Board members and the Executive Director are colleagues. Since you are accountable only to the full board, and since no board member has authority individually, the ED and board members are equals.
- In Policy Governance, boards do not approve staff actions because the board's engagement in operational documents trivializes its job and severely hampers managerial agility.



Camp Allendale End Policies

Established by the Executive Board to gauge success of the ministry.

Executive Leadership:

Staff Relations and Development:

- Keep staff engaged and informed to promote a positive team attitude.
- Encourage the staff to be leaders and to promote Camp Allendale in all ways possible to continue facility use and growth.
- Encourage staff to share ideas and challenges and work constructively together to find resolutions.
- Create a staff culture of accountability, empowerment, teamwork, professional and personal development, encouragement and support.

Strategic Planning:

- Establish annual goals.
- Evaluate past successes and challenges.
- Ensure future growth and planning (i.e. facilities, staff hires, summer programming, retreat support, and fiscal responsibility) are in keeping with Board directives.

Board Relations and Development

- Provide resources for the board to assist in vision casting.
- Keep Board members engaged and informed.
- Provide recommendations to the Board for potential Board candidates.
- Develop a yearly strategic plan, and work with the Board to prepare a long-range vision plan.

Management

Management includes being accountable for and providing support initiatives for:

Facilities:

- Be a good steward of current resources while keeping an eye toward future facility development.
- Increase utilization of camp facilities.

Fiscal Management and Finance:

- Maintain a positive fiscal stance.



Camp Allendale End Policies (cont.)

Established by the Executive Board to gauge success of the ministry.

Ministry Programming:

- Provide churches & organizations with reasonable resources to accomplish the ministry goals of their camp or retreat.
- Ensure that churches and organizations comply with our Statement of Faith and Facility Use Guideline policy.
- Provide a mission emphasis that promotes generosity and a broader view of the world.

Business Admin and Legal Issues:

- Comply with State and Federal Guidelines and internal human resource policies to create a fair and reasonable work environment.
- Operate the camp to be above reproach in all business and legal dealings.

Relational Stewardship

- Cultivate and strengthen relationships with partner churches and individual donors.
- Grow the number of individual donors and their total giving annually.
- Increase church partner engagement and investment in the Camp.
- Be a “good neighbor” to the surrounding communities.
- Secure planned gifts to benefit and bless the Camp in the future.
- Move volunteers from involvement to investment.



Executive Director Limitations

Established by the Executive Board to provide ED perimeters to carry End Goals

General Executive Restraint

The Executive Director shall not cause or allow any practice, activity, decision or organizational circumstance which is either unlawful, imprudent or in violation of commonly accepted business and professional ethics or in conflict of our statement of values.

Executive Leadership

Communication and Counsel to the Board

With respect to providing information and counsel to the Board, the Executive Director may not permit the Board to be uninformed. Accordingly, he shall not:

1. Neglect to submit monitoring data required by the Board (see policy on Monitoring Executive Performance) in a timely, accurate and understandable fashion, directly addressing provisions of the Board policies being monitored.
2. Let the Board be unaware of relevant trends, anticipated adverse media coverage, significant external and internal changes, and particularly changes in the assumptions upon which any Board policy has previously been established.
3. Fail to report in a timely manner any actual or anticipated non-compliance of Board policy.
4. Fail to advise the Board, if, in the Executive Director's opinion, the Board is not in compliance with its own policies on Governance Process and Board-Staff Linkage, particularly in the case of Board behavior which is detrimental to the work relationship between the Board and the Executive Director.
5. Fail to present to the Board as many staff and external points of view (as it pertains to the board's purview), issues and options as needed for fully informed Board choices.
6. Fail to deal with the Board as a whole, except when (a) fulfilling individual requests for information or (b) responding to officers or committees duly charged by the Board.

Staff Treatment

With respect to treatment of paid and volunteer staff, the Executive Director may not cause or allow conditions which are unfair or undignified. Accordingly, he may not:

1. Operate without written Human Resource procedures which clarify rules for staff, provide for effective handling of grievances, and protect against wrongful discipline and/or dismissal.
2. Fail to acquaint staff with their rights under this policy.



Executive Director Limitations

Established by the Executive Board to provide ED perimeters to carry End Goals

Compensation and Benefits

With respect to employment, compensation and benefits to employees, consultants, contract workers and volunteers, the Executive Director may not cause or allow jeopardy to fiscal integrity or public image. Accordingly, he may not:

1. Change his own compensation and benefits.
2. Promise or imply permanent or guaranteed employment negotiated outside of established Human Resource procedures.
3. Establish current compensation and benefits which deviate substantially from the market.
4. Cause unfunded liabilities to occur or in any way commit the camp to benefits which incur unpredictable future costs.

Management

Financial Responsibilities to the Camp

With respect to the actual, ongoing condition of the camp's financial health, the Executive Director may not cause or allow the development of fiscal jeopardy or a material deviation of actual expenditures from Board priorities established in the Ends policies. Accordingly, he may not:

1. Expend more funds than will be received in the fiscal year.
2. Indebt the camp in an amount greater than \$30,000 and which cannot be repaid within 120 days.
3. Fail to pay payroll and debts in a timely manner.
4. Allow tax payments or other government-ordered payments or filings to be overdue or inaccurately filed.
5. Fail to aggressively seek receivables after a reasonable grace period.

Without prior Board approval, he may not:

1. Make any purchase wherein normally prudent protection has not been given against conflict of interest.
2. Make any purchase of over \$10,000 without having obtained comparative prices and quality unless sole sourcing is demonstrably justified.
3. Make any capital purchase without assuring the balance of long-term cost and quality.
4. Make a (non-budgeted) single purchase or commitment of greater than \$30,000.
5. Acquire, encumber, or dispose of real property.



Executive Director Limitations

Established by the Executive Board to provide ED perimeters to carry End Goals

Budgeting

Budgeting any fiscal year or the remaining part of any fiscal year shall not deviate materially from the Board ends priorities. Accordingly, he may not cause or allow budgeting which:

1. Contains too little information to enable credible projection of revenue and expenses, separation of capital and operational items, cash flow, and disclosure of planning assumptions.
2. Plans the expenditure in any fiscal year of more funds than are conservatively projected to be received in that period.
3. Provides less than an amount determined by the President in each fiscal year for Board prerogatives, such as costs of Board professional development, Board and committee meetings, functions and other activities or events as deemed appropriate by the Board President.
4. Endangers the fiscal soundness of future years or ignores the building of organizational capability sufficient to achieve ends in future years.

Asset Protection

The Executive Director may not allow assets to be unprotected, inadequately maintained nor unnecessarily risked. Accordingly, he may not:

1. Fail to insure against theft and casualty losses to at least 80% replacement value and against liability losses to Board members, staff or the camp itself.
2. Allow personnel access to material amounts of funds without appropriate controls.
3. Subject buildings, equipment and grounds to improper wear and tear or insufficient maintenance.
4. Allow any situation to exist that would create environmental issues that would not be in alignment with the board's values and vision, or would fall under federal, state, or local standards.
5. Unnecessarily expose the camp, its Board or staff to claims of liability.
6. Fail to protect information and files from unauthorized access, tampering, loss, or significant damage.
7. Receive, process or disburse funds under controls which are insufficient to meet the Board appointed CPA standards.
8. Endanger the camp's public image or credibility, particularly in ways that would hinder the accomplishment of its mission.
9. Allow liability insurance to fall below that which is necessary to risk prudent financial exposure.

Ministry Programming

With respect to our Statement of Faith and Facility Use Guideline policy the Executive Director shall not allow groups to compromise or contradict these policies.

Relational Stewardship

With respect to interactions with stakeholders, the Executive Director shall not cause or allow conditions or situations to develop or exist that would put the camp in a bad light or misrepresent the camp's values and vision.



Staff Roles / Bios



Randy Pim, Executive Director

Randy became the Executive Director at Allendale in November of 2007. His responsibilities include public relations, fundraising, staff oversight, and long-range planning. Randy and his wife Nancy have been married for 46 years. They have three children and ten grandchildren. Randy enjoys fishing and Cardinal baseball.



Mike Proctor, Maintenance Director

Mike joined the Allendale Staff in 2002. He directly oversees the entire camp facility, buildings, grounds, and equipment. He is certified in HVAC repair. He and his wife Meredith have three daughters. His hobbies include riding motorcycles, sailing, and anything outdoors with his family.



Paul Burton, Facility Coordinator

Paul moved to Allendale in 2013 from Joplin, MO where he worked in a local cabinet shop and was a Resident Director at Ozark Christian College. Paul assists with all things facility related. Specifically the pool, housekeeping and vehicle maintenance. Paul and his wife, Amber both enjoy outdoor adventure. His other interests are motorcycle riding, traveling, building custom furniture, and music/worship leading.



Linda Rice, Food Service Manager

Linda began work at Allendale in May of 2010. She oversees all our food service operations and transportation of food to various facilities. Linda is married to John and they have one son, who happens to live in Hawaii. Her hobbies include reading, outdoor cooking, and walking. She loves traveling to see her son and his adventures.



Marley Butler, Guest Services Director

Marley joined the Allendale staff in March of 2022. She oversees our summer camp program and ever-growing retreat rental ministry. Marley enjoys rock-climbing, board games, and reading a good book in her hammock. Her blue heeler Scooter joins her on many of her outdoor adventures.



Nancy Pim, First Impressions

Nancy is the wife of Randy and came to Allendale in 2005. She oversees all printed publications, assists in registration, works in landscaping, and helps in many other areas of our ministry. Her hobbies include gardening, sewing, and enjoying her ten grandkids.



Coreliss Graves, Bookkeeping

Coreliss joined the staff of Camp Allendale in 2016. Besides the financial record keeping, Coreliss oversees our Angel Camper program, camp scholarships and faculty background checks. She has been married to her husband Rich for 29 years. They have 2 grown children and one absolutely adorable grandson. Her hobbies include anything outside, gardening, hiking, canoeing, and camping. She just loves being in the sunshine and anything with her family.



Why the Camp Staff Loves Working at Allendale.

- Getting to see kids grow closer to God by being surrounded by his creation and those who worship him.
- The outdoor setting. Being able to use my talents in a ministry outside the church building. I enjoy the people I work with.
- Working in a Christian environment and knowing I have a purpose and I am doing His work (not just holding a job)
- I love that I feel close to God as soon as you drive onto the property.
- Getting to help pave the way for God to move in peoples' lives as they take a break from their normal lives and commune with Him in nature.
- It is amazing to see how God works in so many ways at camp, from changed lives to seeing Him provide time after time. It is a blessing to be a part of His work here. It is also a huge blessing to work with such a great staff, at such a beautiful place.

How the Staff describes our Culture.

- Willing to do whatever it takes.
- Everyone pours their heart into the camp.
- Pursue excellence in all we do. "And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him." (Col. 3:17)
- Philippians 2:1-17 Mentality: Regard others above yourself, Look out for the interests of others, have a Spirit of humility.
- Work for God not for Men. "Whatever you do, work at it with all your heart, as working for the Lord, not for human masters." (Col. 3:23)
- Strive to look through the eyes of our guests.
- We strive to Remove Distractions.
- We take pride in our facility.
- Joy is apparent in our interaction with our guests and each other. "Do not eat the food of a begrudging host, do not crave his delicacies; for he is the kind of person who is always thinking about the cost. "Eat and drink," he says to you, but his heart is not with you." Prov. 23:6-7



Listed below are current board members. The Camp Board of Directors meet on a quarterly basis and other times as needed. The board is a "Policy Governance" board. It's main purpose is to set policies, oversee the direction of the camp, give oversight to and work with the Executive Director. Day to day operations are delegated to the Director and his staff.

Kent Fillinger, 2008



Kent serves as our Board Chair. Kent is a Regional Vice President for Christian Financial Resources. He also provides consulting for churches through Three Strands Consulting. Kent and his wife Laura have four daughters, and reside in Brownsburg.

Greg Coy, 2010



Greg attended Allendale as a camper. All four of his kids attended camp and worked here for at least one summer. Greg is a patent attorney with Taft Law in Indy. He serves as an elder at Fair Haven CC where he and his wife Genetta attend. Greg serves as our Vice-Chairman.

Jamie Stuber, 2021



Jamie and his wife, Mary Ellen have three kids. Jamie is employed at Delta Faucet as a Senior Product Manager. He attends Venture CC where he serves as an Elder and member of the Outreach Team. Jamie has served as a Program Director and faculty. He currently is the Board Secretary.

Carolyn Darr, 2014



Carolyn is a Mortgage Consultant for Bailey & Woods. She and her husband Chris, attend Rocklane CC where she serves on the Finance Team and the Home Missions Team. She has two sons and one beautiful granddaughter. One of her favorite hobbies is cookie decorating!

Chris Fowler, 2013



Chris and his wife Teresa have two college age daughters. They attend Connection Pointe CC where Chris is the Connections minister. Chris served as a Program Director for several years before changing ministry hats.

Chris Franklin, 2017



Chris is the Children's Ministry team leader at Mt. Pleasant CC. Aside from serving on the Camp Board, Chris is a member of our Camp Committee and a Program Director in our summer camp program. Chris and his wife Lisa have two sons.

Dave Wohlenhaus, 2011



Dave has served as the Children's Ministry team leader at Connection Point CC for 30 years. Aside from serving on the Camp Board, Dave is a member of our Camp Committee and a Program Director in our summer camp program. He and his wife, Tara have three daughters. Dave is an avid Disc Golfer.



Financial Data

2022-23 General Budget : \$1,352,000

Income Sources:

Church Donations:	\$185,000
Individual Donations:	\$ 60,000
Program Fees	\$725,000
Retreat Fees	\$335,000
Misc. Sources	\$ 47,000

Expense Breakdown:

Administration	\$277,750
Facilities	\$465,600
Food Service	\$346,175
Guest Services	\$147,800
Marketing	\$ 37,500
Debt service	\$ 75,690

Monthly Debt Service: \$6,307.51 Balance as of 11/30/2022 = \$466,605

***Special Funds:**

Scholarship Fund	\$ 27,733
Facility Reserve	\$ 52,148
Expansion Fund	\$ 77,498
Donor Restricted	\$ 23,285
Designated Funds	\$ 17,320

* As of 12/01/2022

Active Donor Base (November 1, 2020 - October 31,2022) All Funds

Churches & Organizations	52 = \$451,716
Individuals	360 = \$347,166
Foundations & Estates	7 = \$180,764



Area Demographics

Allendale is located in Johnson County Indiana. Approximately 2 miles east of Trafalgar and 25 miles south of Indianapolis. The closest towns of any size would include Franklin (6 miles), Greenwood (14 miles) and Columbus (18miles). The population of Trafalgar is approximately 1250 residents.

Trafalgar offers McDonald's, Subway, Dairy Queen, Taco Bell, and Mi Jefe Mexican restaurant. There is also Dollar General, Hadwell's Hardware, CVS Pharmacy, two medical clinics and other small town shops. Franklin has several dining and shopping options. Including Walmart, Kroger, Meijer, and Kohl's. Plus about every restaurant chain except Chick-fil-A.

The School district is the Nineveh, Jackson, Hensley school corporation. <https://www.indiancreekschools.com/> All schools are located in Trafalgar, less than 3 miles from the camp. Bus service is available at the camp entrance. The area also hosts several home school groups and Co-Ops.

Partner Churches <https://www.camp-allendale.org/church-partners>

All current Partner Churches are within an hour of Allendale. The vast majority of them are in the "donut" counties surrounding Indianapolis. Those with close proximity of the camp include: Fair Haven CC (1 mile), Samaria CC (3 miles), Christian Chapel (6 miles), Victory CC (7 miles), Bluff Creek CC (12 miles).





Partner Church Criteria

Membership into the corporation of Capitol District Christian Men's Fellowship shall be defined as an independent Christian Church that agrees to provide financial support of Camp Allendale. A list of member churches shall be approved on an annual basis by the Board of Directors on or before the Annual Meeting.

Churches who are granted membership in the Capitol District Christian Men's Fellowship shall be the recipient of the following benefits:

- 1.) Entitled to appoint two representatives of the congregation to represent the church at all representative functions of the corporation.
- 2.) Participation in a quality Christ-centered camping program in a safe environment with trained dedicated Christian men and women

It is the desire of the Camp Board that churches move to the level of **Partner Churches**. The characteristics of a **Partner Church** are threefold:

A **Supporting** church that agrees to financially support the programs and operation of Camp Allendale. A minimum standard of financial support equal to an amount that would offset the amount discounted between Partner Church camper fees and actual camp cost (referred to as the gap amount) for the number of campers attending from the congregation.

A **Sending** church that promotes Camp Allendale's summer camp program to its young people and provides updates and needs of the camp to the congregation as a whole.

A **Serving** church that provides volunteers to assist with summer camp faculty, kitchen volunteers and/or work project volunteers.

In return **Partner Churches** receive the additional benefits of:

Opportunity to register for camp sessions at least thirty days before registration is opened to the public at a reduced rate (only during the early registration period).

Discounted rates for usage of camp facility for retreats, youth activities, and church outings (during non-summer months).

Reduced minimum attendance requirements to rent camp facilities for retreat usage.

Complimentary personal retreats for church staff (subject to availability).

Leadership in the direction of the summer camp program (i.e. Program Directors, Camp Committee, etc.) as openings are made available.

A listing of current Partner churches can be found on the camp's website:

<https://www.camp-allendale.org/church-partners>



Why Our Program Directors Love Serving at Allendale?

(Taken from a recent Survey)

- Camp is a place that can change kids' lives by helping them encounter Jesus. Allendale does a great job of providing spaces and activities that facilitate relationship building to allow for safe growth and conversation.
- I love the memories I have there. I was a camper and then a faculty so it has been really neat to get to experience camp from many different angles and the relationships that have been made through them.
- Watching children, learn and grow in Christ. It is an environment, foster in care and love, to help teach kids about Christ, Christ like relationships, and growing your faith.
- It's an outdoor environment that brings kids to experience Jesus in everyday life.
- Working with the kids! Getting to serve them, help them know more about Jesus in a camp setting.
- So many things. Getting away from 'normal' routines, being connected with God through nature and less distractions. But what brings me back year after year is the relational impact camp has. The uninterrupted time together with fellow leaders and with campers allows for deeper discussions and builds lasting relationships.
- The staff is so thorough and truly cares about their serving staff! Allendale is a very comfortable camp that makes it easy to want to be a part of serving.
- I love the services and facilities that they offer.
- Great bunch of students each year.
- The kids. Helping them have a good time. Providing them with a safe and positive experience that might lead them to Jesus or remind them of his love for them.
- Camp Allendale provides an environment that's ready for ministry. The facilities and staff have always been so accommodating and helpful!
- Entire experience. All of it.
- Staff, campus... everything is great.
- The experience for kids to grow closer to God in a fun, unique environment.



Statement of Faith

For Camp Board, Camp Staff, Camp Committee, Program Directors, and Counselors

Camp Allendale Statement of Faith and Practice

Camp Allendale holds to the truth that God sees a clear correlation between what we believe and how we behave. To put it more directly, our behavior must be an expression of our beliefs, both on-site and off. As a Christian Camp we take seriously the Bible and its implications for personal conduct. While there is no one model of Christian behavior Camp Allendale insists upon from its Partner churches, employees, directors and volunteers, we do insist those associated with Camp Allendale affirm our Statement of Faith and Practice.

We believe **God** is one being in three persons--God the Father, God the Son, and God the Holy Spirit. He is the source of all creation (Gen. 1:1, John 1:1-2), which He sustains (Col. 1:17) and is in the process of redeeming (Rom. 8:19-22). God the Father loves us and desires that we have fellowship with Him as His children (I John 1:3).

We believe **Jesus** is the incarnation of God the Son. He is the Word that became flesh (John 1:14), and He now holds all authority in heaven and on earth (Matt. 28:18). He is Savior and Lord. He made human salvation possible through His life, death on the cross, and resurrection. He ascended into heaven where He is now our high priest and advocate. He is head of the church.

We believe the **Holy Spirit** works actively in the world, seeking to glorify Jesus. The Holy Spirit convicts people of sin, righteousness, and judgment to come (John 16:5-11). The Holy Spirit indwells believers individually and completely in the Church. The Holy Spirit develops within the Christian a pure heart which results in Christ-like character expressed in private and public conduct and action.

We believe the **Bible**, the Old and New Testament Scriptures, is the uniquely inspired, infallible, and inerrant Word of God (2 Tim. 3:14-17; 2 Peter 1:16-21). The Bible is the rule of faith and practice for Christians. We affirm that Scripture is the authoritative revelation from God by which we know God's will and Christ's authority. We seek to assert what the Scriptures clearly assert and allow freedom in other cases. We seek to understand divine intent, through authorial intent, and we seek to apply its teaching to the contemporary church and culture.

We believe the **Church** is the body of Christ on earth, the community of believers throughout the world. Upon faith, repentance, confession, and baptism a person is added to the Church. In addition, the priesthood of all believers means each Christian is called to be a serving minister (1 Peter 2:9-10). The Church's mission is the great Commission (Matt. 28:18-20).

We believe **Human beings** were created by God to walk in fellowship with Him. However, all (except Jesus) have sinned and fall short of the glory of God (Rom. 3:23) and must rely on God's grace and forgiveness. Every human from the moment of life (conception) is in the image of God, a person to be nurtured, protected, and developed.

We believe **Marriage** was established by God and we believe it to be a lifelong, exclusive relationship between one man and one woman and that all sexual activity outside the marriage relationship, whether heterosexual, homosexual, or otherwise, is immoral and therefore sin (Gen. 2:24-25; Ex. 20:14, 17, 22:19; Lev. 18:22-23, 20:13, 15-16; Matt. 19:4-6, 9; Rom. 1:18-31; I Cor. 6:9-10, 15-20; I Tim. 1:8-11; Jude 7).

We believe that **God created the human race male and female** and that all conduct with the intent to adopt a gender other than one's birth gender is immoral and therefore sin (Gen. 1:27; Deut. 22:5)." (See our Policy Statement on Marriage, Gender, and Sexuality)

We believe **Salvation** is by God alone through Jesus Christ. One accepts Christ as Savior through a conversion process that includes faith, repentance, confession, and baptism by immersion (Acts 2:38, 8:12, 10; 47-48, Rom. 10:9).

We believe **The Lord's Supper** is the celebration of the New Covenant, in which the Christian community remembers Christ and celebrates the covenantal relationship they have with Him and with each other. Congregations in this fellowship typically celebrate the Lord's Supper at least weekly (1 Cor. 11:17-34, Acts 20:7).

We believe the **Final Coming** of Jesus is a time when Christ will personally come again as savior and judge of the world. At that time, there will be a bodily resurrection of the dead-believers to eternal life with God and unbelievers to eternal judgment. Sin will be no more and believers will live in fellowship with God forever (1 Thess. 4:13-18, Rev. 20:11-15).

Statement on Marriage, Gender, and Sexuality

We believe that God wonderfully and immutably creates each person male or female. These two distinct, complementary genders together reflect the image and nature of God. (Genesis 1:26-27) Rejection of one's biological sex is a rejection of the image of God within that person.

We believe the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. (Genesis 2:18-25) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to one another. (1 Corinthians 6:18; 7:2-5; Hebrews 13:4) We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage between a man and a woman.

We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, or any attempt to change one's sex or disagree with one's biological sex) is sinful and offensive to God. (Matthew 15:18-20; 1 Corinthians 6:9-10) We also believe that the power of the Holy Spirit can help the person overcome any of the above mentioned sins and that other sins not listed are also offensive to God.

We believe that in order to preserve the function and integrity of Camp Allendale, and to provide a biblical role model to those that participate in the ministry of Camp Allendale; it is imperative that all persons employed by Camp Allendale in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matthew 5:16; Philippians 2:14-16; 1 Thessalonians 5:22)

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Romans 10:9-10; 1 Corinthians 6:9-11)

We believe that every person must be afforded compassion, love, kindness, respect and dignity. (Mark 12:28-31; Luke 6:31) Hateful, harassing, demeaning behavior or any attitude that does not reflect the love and grace of God that is directed toward any individual is not in accord with Scripture nor the Faith and Practice of Camp Allendale.