

## Statement of Faith & Service Standards

Below are areas of faith and practice that prospective staff members need to be able to support, in all good conscience. Out of the heritage of the Free Methodist Church, Warm Beach Camp and Conference Center aligns faith and practice with what is stated in the Book of Discipline for the Free Methodist Church of North America.

### STATEMENT OF FAITH

- We believe the **Bible is God's written Word**, divinely inspired by the Holy Spirit; it is infallible, entirely trustworthy, and the supreme authority in all matters of faith and life.
- We believe in one God eternally existing in three persons - Father, Son, and Holy Spirit.
- We believe in the deity of the Lord Jesus Christ, in His sinless life, in His miracles, in His atoning death for our sins, in His bodily resurrection, and His personal, visible return to earth to reign in righteousness and glory.
- We believe in the Holy Spirit and His work of conviction, regeneration, and sanctification, who indwells every believer, equipping them to live a godly life.
- We believe in the necessity of new birth, in salvation by faith in Jesus Christ alone, and the importance of life fully committed to the will of God in Christ.
- We believe the spiritual unity of believers in our Lord Jesus Christ, **called to be God's redeemed people**.

### QUALIFICATIONS FOR SERVICE

#### *General Qualifications*

- a. Willingness to serve and be directed by others.
- b. Willingness to adapt to new situations and responsibilities. Because of the nature of the ministry, all may be required to help in areas for which they were not specifically hired.

#### *Spiritual Qualifications*

- a. Evidence of a personal relationship of faith in Jesus Christ, and recognition of Christ's Lordship over every aspect of life.
- b. Conviction that Warm Beach Camp is where you will be used most effectively in Christ's Service.
- c. Acceptance of the Warm Beach Camp *Statement of Faith*, and willingness to embrace it.
- d. Dependence upon God in faith and prayer to supply all needs for the individual and the organization.
- e. Willingness to refrain from any conduct which might hinder Warm Beach Camp ministry.

### VALUES OF THE STAFF COMMUNITY

#### *Relationship to Christ*

- Active and growing personal faith in Jesus Christ as Lord and Savior
- Willingness to share our faith with guests/campers, volunteers, colleagues

We serve/minister from the overflow of our lives in Christ.

#### *Relationship to People*

- Service above self
- Willingness to "go the extra mile"
- Surrender of personal rights in service to others
- Authentic hospitality
- Courtesy, politeness, and grace

Every person we encounter is someone beloved of God, and should be treated with love and respect.

### *Relationship to Work*

- Stewardship
- Responsibility
- Initiative
- Faithfulness
- Thoroughness

Our professionalism builds credibility in the value of our mission and message. Warm Beach Camp is dedicated to God, it is His ministry. We are called to be good stewards, representing Him well in all we do.

### *Relationship to Staff Members*

- Integrity, honesty
- Unity, healthy community
- Forgiveness and grace
- Willingness to resolve conflict responsibly and biblically
- Love and respect

Friendships and fellowship among staff are some of the richest rewards of service at Warm Beach Camp. Part-time and seasonal staff, and volunteers add tremendous value to the community and ministry. Staff should model these values consistently to all.

## **LIFESTYLE STANDARDS**

Certain areas of morality and ethics easily become centers of confusion and misunderstanding among Christians. The two areas below are called out for special clarity in light of shifting societal values.

### *Smoking, Tobacco Products, Alcohol, Illegal Drugs*

Warm Beach Christian Camps and Conference Center aligns our general theology and Christian living standards with the Free Methodist Book of Discipline. The Christian journey is understood to be one of growth in holiness and love. In all things, we desire our staff to conduct themselves in a way that presents a clear example of Jesus and to model healthy life choices to campers/guests. Moreover; Warm Beach Camp has a general legal and moral duty to provide a safe working environment for all employees. Staff members shall not partake in or be under the influence of tobacco, or alcohol on Warm Beach Camp property, during work hours, or in the presence of guests/campers on or off property. At no time, shall staff members partake in or be under the influence of recreational or medicinal marijuana.

As Christians we believe that life is full, abundant and free in Jesus Christ (John 8:35; 10:10). Therefore, we exhort abstinence from whatever damages, destroys or distorts His life in us. (paragraph 3213 FM Book of Discipline)

### *Sexual Conduct*

Scripture is very clear that purity and integrity in the area of sexual conduct are crucial aspects of the Christian life and testimony. Therefore, employees are expected to maintain a high personal standard, which will protect them personally and uphold their Christian witness among the staff and others. Our standard in the light of Scripture and Christian expectations is that sexual involvement outside of **marriage is totally inappropriate and damaging. We define "marriage" as the union between one man and one woman.** In addition, any involvement with pornography is damaging to the soul and contrary to Scriptural intent for Christian living. Therefore, staff members shall abstain from all uses of pornography.

## **STANDARDS OF PROFESSIONALISM IN PERSONAL APPEARANCE**

At all times, Warm Beach Camp employees are to present themselves in a professional manner appropriate to the specific work they are doing. Employees are to present themselves in a way that brings no offense or distraction and would not cause a guest to **question the Camp's standards of excellence.** Specific dress codes will vary by department. At all times, supervisors are expected to uphold the standards of professionalism for Warm Beach Camp and for their area of ministry.

Employees shall, at all times, strive for personal appearance that exhibits the following traits:

1. Careful personal grooming, including elimination of offensive odors.
2. Modest apparel suitable to the specific work being done. Care should be taken to never wear something that is ill-fitting, revealing, or offensive in anyway.
3. Personal appearance of staff members should emphasize to our guests that we are striving to create a non-distracting, professional environment that puts the guests' needs ahead of our own. This includes the following:
  - a. Tattoos/body art: No staff member should maintain a tattoo that is offensive or glorifying of sexuality, the occult, violence, or anything else that fails to glorify Christ. Tattoos should not be intentionally displayed in a way meant to draw the attention of the guest/camper.
  - b. Earrings and piercings: No staff member should at any time wear jewelry that creates a safety hazard or interferes with job performance. Jewelry should be tastefully worn in a way that compliments the wearer and does not draw attention to the jewelry or the place on the body where it is located. Items such as nose rings, lip rings, tongue studs, facial piercings, eyebrow piercings, and extreme stretching hardware, will be reviewed in light of the Camp's overall professionalism standards by the specific department's dress code. Specific department policies will apply to what is appropriate for the work being done.

Staff members in public-facing work, especially on the conference center, should dress in conservative business or resort casual apparel. Jewelry should be tasteful and modest. Other piercings should be limited to discreet nose studs. Clear spacers are to be used in place of visible piercings elsewhere. Supervisors reserve the right to require employees to change apparel and remove jewelry/piercings at their professional discretion. Warm Beach Camp employees should at all times during work shifts, present themselves in a professional manner. Professionalism conveys to guests/campers that staff members are competent and desire to serve others above themselves. Professionalism builds credibility and supports the mission of Warm Beach Camp.