

NCEM CAMP
PRINCIPLE'S & PRACTICES:
Arrowhead Native Bible Center



And they brought young children to him, that he should touch them: and his disciples rebuked those that brought them. But when Jesus saw it, he was much displeased, and said unto them, Suffer the little children to come unto me, and forbid them not: for of such is the kingdom of God. Verily I say unto you, Whosoever shall not receive the kingdom of God as a little child, he shall not enter therein. And he took them up in his arms, put his hands upon them, and blessed them.

Mark 10:13-16

MISSION STATEMENT

"Rightly dividing the Word of God to develop a clear Biblical understanding of repentance and faith toward our Lord and Saviour Jesus Christ, and personal growth in Him"

Mark 1:15 and Acts 20:21

CAMPING PHILOSOPHY

NCEM's camping philosophy comes from the Mission's mandate to reach the First Nations peoples of Canada for Jesus Christ. NCEM's Bible Camp ministry has a variety of programs including children, teens, family, and wilderness camps. Our aim is to present Christ in a relaxed atmosphere which First Nations people enjoy. NCEM believes in the concept of Christ-centred camping. Every influence on the campers life, the planned and the unplanned events, the atmosphere of the camp environment, the attitudes and relationship between campers and staff, are all a part of the camper's ongoing experience. Christ in all of life must permeate the entire program. The purpose of NCEM's camping ministry is to apply the Gospel to the camper's total being, and to bring about restoration of man's fellowship with God, and his fellow man. (Mark 10:13-16)

STATEMENT OF FAITH

- 1** We believe that the Scriptures of the Old and New Testament are verbally inspired by God and inerrant in the original writing, and that they are of supreme and final authority in faith and life. (2 Timothy 3:16)
- 2** We believe in one God, eternally existing in three persons: Father, Son, and Holy Spirit. (Matthew 28:19, John 1:1&2, John 14: 8-26)
- 3** We believe that Jesus Christ was begotten by the Holy Spirit and born of the Virgin Mary and is true God and true man. (Luke 1:26-28)
- 4** We believe that man was created in the image of God, that he sinned and thereby incurred not only physical death, but also spiritual death, which is separation from God; and that all human beings are born with a sinful nature, thus being sinners in thought, word, and deed. (Romans 3:23, Ephesians 2:1-3)
- 5** We believe in the personality of Satan. (John 8:44)
- 6** We believe that the Lord Jesus Christ died for our sins, according to the scriptures, as a representative and substitutionary sacrifice; and that all who believe in Him are justified on the ground of His shed blood. (Romans 5:8-11)

*All scripture is given by inspiration of
God, and is profitable for doctrine, for
reproof, for correction, for instruction in
righteousness: 2 Timothy 3:16*

*For all have sinned, and come short of the
glory of God; Romans 3:23*

Ye are of your father the devil, and the lusts of your father ye will do. He was a murderer from the beginning, and abode not in the truth, because there is no truth in him.

When he speaketh a lie, he speaketh of his own: for he is a liar, and the father of it.

John 8:44

- 7** We believe in the resurrection of the crucified body of our Lord, in His bodily ascension into Heaven, and in His present life there for us as High Priest and Advocate. (I Corinthians 15:3&4, 1 John 2:1)
- 8** We believe in the "Blessed Hope" - the personal, premillennial and imminent return of our Lord and Saviour Jesus Christ. (I Thessalonians 4:13-17)
- 9** We believe that all who accept by faith the Lord Jesus Christ are born again of the Holy Spirit and so become children of God. (I Corinthians. 12:13)
- 10** We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life and bear fruit which will remain. (1 John 3:24)
- 11** We believe in the bodily resurrection of both the just and the unjust - the just to everlasting bliss and the unjust to everlasting punishment. (Revelation 20:11-15)

CHARISMATIC EXTREMES GUIDELINES

We believe undue emphasis must not be given to the demonstrative gifts, claiming that these are evidences of a superior spirituality. Spirituality is not measured by the possession of gifts as the Christians at Corinth illustrate. The true measure of spirituality is seen in the Christ-like character of a believer. 1 Corinthians 13 and Galatians 5:22-26. Much division has occurred in churches because of some of the teachings coming out of this movement.

Although it is the right of the volunteer to disagree with us concerning certain beliefs and ways of worship, we ask while you are serving with NCEM camps, that you do not promote or be involved in situations that encourage teachings such as speaking in tongues as the evidence of the baptism of the Holy Spirit, baptism of the Spirit as a second blessing, being slain in the Spirit, undue emphasis on healing etc.

We believe the Holy Spirit continually indwells the believer from the moment of spiritual birth and seals the believer until the day of redemption. His fullness, power and control are appropriated in the believer's life by faith. (1 Corinthians 12:13, Ephesians 4:30, Ephesians 5:18)

NCEM CODES OF CONDUCT

NCEM is a Christian organization that recognises the Bible as the final authority for life and conduct. Since NCEM is legally incorporated in Canada it is subject to the laws of Canada. As an organization our ministry will only be effective as our employees or volunteers (including summer

But the fruit of the Spirit is love, joy, peace, longsuffering, gentleness, goodness, faith, meekness, temperance: against such there is no law. And they that are Christ's have crucified the flesh with the affections and lusts. If we live in the Spirit, let us also walk in the Spirit. Let us not be desirous of vain glory, provoking one another, envying one another.

1 Corinthians 12:13

camp staff) maintain a personal lifestyle and standards consistent with Scripture, and provide a positive example.

The purpose of these policies is to put in writing the expectations, terms and conditions of employees and volunteers, relating to ethical conduct, non-harassment, and sexual conduct.

For by one Spirit we are all baptized into one body, whether we be Jews or Gentiles, whether we be bond or free; and have been all made to drink into one Spirit.

1 Corinthians 12:13

And be not drunk with wine, wherein is excess; but be filled with the Spirit;

Ephesians 5:18

ETHICAL CONDUCT POLICY

NCEM missionaries and volunteers are required to avoid conduct that is unethical or immoral, or behaviour that is contrary to Biblical principals including:

1. substance abuse including the use of tobacco, alcohol and drugs;
2. extra-marital sexual relationships (adultery);
3. premarital sexual relationships (fornication);
4. reading or viewing pornographic material;
5. homosexual relationships;
6. theft or fraud;
7. physical aggression;
8. abusive behaviour;
9. sexual assault or abuse (see NCEM's Sexual Conduct Policy);
10. harassment (see NCEM's Non-Harassment Policy);
11. lying, deceit or dishonesty;
12. wearing provocative or immodest clothing; and
13. criminal activity.

If an employee or volunteer violates or breaches these requirements, NCEM shall take appropriate disciplinary action including, where appropriate, suspension or termination of involvement.

NON-HARASSMENT POLICY

This policy provides minimal general guidelines and establishes a mechanism to permit someone to act if he or she feels they are being harassed, and personal confrontation has not alleviated the situation.

NCEM is committed to providing a work place free from harassment. The Mission will take appropriate disciplinary action against any employee including volunteer staff who subjects another employee, or volunteer, to any form of harassment. The name of a reporter, or circumstances related to the report, will only be disclosed to the extent that it is necessary for the purpose of investigating the report, or taking disciplinary measures.

DEFINITION

Harassment Includes:

1. the engagement in a course of vexations, comments or conduct that is known or thought reasonably to be known to be unwelcome;
2. suggestive or unwelcome remarks of a racial, ethnic, personal or similar nature;
3. sexual advances, solicitation or physical contact made by one person to another whether or not he or she is in a position to grant or deny a benefit to another, such as advances from a supervisor to an employee or volunteer;

*And thou shalt love the Lord thy God
with all thy heart, and with all thy soul,
and with all thy mind, and with all thy
strength: this is the first commandment.*

*And the second is like, namely this,
Thou shalt love thy neighbour as thyself.
There is none other commandment greater
than these.*

Mark 12:30-31

4. a reprisal by a person against the person who rejected his or her advance, such as termination or demoting of an employee because the employee refused such an advance; and
5. an act or course of conduct that would reasonably be regarded as harassment.

PROCEDURES

If an employee or volunteer believes that he or she is the subject of harassment of any nature, he or she should ask the harassing person to stop the behaviour immediately, and document the place, date and time the incident happened. An employee or volunteer may also report the incident to their supervisor.

It is very important that all employees and volunteers feel comfortable about the environment within the Mission. All employees and volunteers share in the responsibility of keeping the workplace free from harassment. To that end, every employee or volunteer can be confident that any matters relating to proven harassment in any form will be handled in confidence and without fear of reprisal.

SEXUAL CONDUCT POLICY

In scriptures we see that God has clearly differentiated between male and female, each uniquely created for His creation (Genesis 1:27, 2:18-25; I Corinthians 11:11-12). God's Word says proper relationships between individuals - male and female - are only possible as His commands are followed (Ephesians 5:21-33; I Corinthians 6:17-19; Titus 2:2-7)

We uphold the biblical principal that sexual relationships are reserved exclusively for a husband and wife within the bonds of marriage. As those engaged in gospel ministry, those employed by NCEM

That the aged men be sober, grave, temperate, sound in faith, in charity, in patience.

The aged women likewise, that they be in behaviour as becometh holiness, not false accusers, not given to much wine, teachers of good things;

Titus 2:2-3

are to live exemplary lives that are above reproach. Therefore, NCEM adopts the following policy:

No employee or volunteer shall engage in conduct or speech which is sexually offensive to another person. Speech or conduct of NCEM employees or volunteers, which is deemed to be unlawful according to Canadian laws or is inconsistent with the principles in God's Word and a godly Christian example, will not be tolerated. False accusations also will not be tolerated.

Should an allegation be made regarding such conduct, and subsequent internal, external or criminal investigation reveal wrongful action on the part of our employee or volunteer, appropriate disciplinary action - up to and including dismissal from service with NCEM will occur.

Perceived misconduct should be dealt with as swiftly as possible. Following the guidelines of Matthew 18 in the spirit of Galatians 6:1, when an employee of NCEM is perceived to be in violation of Canadian law and/or biblical standards, the one who perceives the violation is to directly confront the perceived offender with the purpose of;

1. determining if the alleged wrongful occurrence has a basis in fact; and
2. in the case of inappropriate behaviour, seeking restoration of the offender.

Unresolved allegations of sexual harassment or impropriety should be made known to NCEM Administration not more than 180 days after their occurrence, and more swiftly when possible. The matter should first be taken to the General Director; then, if necessary, the Executive Committee of the Board. Administration will work to protect the confidentiality of those involved, but will report any offenses as required by governing laws of Canada.

*Brethren, if a man be overtaken in a fault,
ye which are spiritual, restore such an one in
the spirit of meekness; considering thyself,
lest thou also be tempted.*

Galatians 6:1

*AS A PART OF YOUR APPLICATION,
UPON COMPLETELY READING THIS
BOOKLET, PLEASE SIGN AND
REMOVE THIS PAGE AND
SUBMIT WITH YOUR COMPLETED
APPLICATION FORMS.*

STATEMENT OF COMMITMENT

- 1** I am willing to serve faithfully in reaching campers for Christ, whether teaching by word of mouth or by consistent Christian living at all times.
- 2** I am willing to co-operate with NCEM in the use of their materials, serve as directed, and maintain an attitude of unity and respect for fellow staff.
- 3** I have read, understood, and agree with NCEM's Statement of Faith, Ethical Policy, Non-harassment Policy, and Sexual Conduct Policy.
- 4** I understand that failure to comply with NCEM's standards and policies may mean early dismissal from the camping program.

APPLICANT'S NAME (PLEASE PRINT)

APPLICANT'S SIGNATURE

DATE

