

A. LIFESTYLE EXPECTATIONS

As employees of Twin Rocks Friends Camp, we are a Christian community committed to serving Jesus Christ. It is crucial that each of us know Jesus Christ as our Lord and Savior and be so personally acquainted with Him that our attitudes, manner, and actions will reflect the truth of Jesus to each of our campers and guests.

We seek to follow Jesus Christ together as a community. As such, employees of the camp agree to abide by the following Lifestyle Expectations:

1. Growth in Christ. Employees should work diligently to grow in their own relationship with the Lord. In addition to concurring with the camp's Statement of Faith, employees should engage in regular personal interaction with God through prayer, Scripture, devotional readings, church attendance, and other methods of spiritual formation.
2. Basic Conduct. For reasons of health, safety, and Christian witness, the use of tobacco and illegal drugs are avoided by the camp's employees. For similar reasons, gambling, sexual relations outside of marriage, homosexual behavior, and attention to what is obscene or pornographic (whether in print, on the Internet, or in entertainment) are also not permitted by members of the staff of Twin Rocks Friends Camp.
3. Consumption of Alcohol. Twin Rocks recommends that its staff abstain from drinking alcohol. However, the camp realizes that many followers of Christ choose in good conscience to consume alcohol in moderation. For staff members who choose to consume alcohol, such consumption should be undertaken within careful guidelines, given the often negative impact of alcohol upon American society. Staff members who choose to consume alcohol should:
 - a) Drink in moderation (noting Scripture's admonition to 'be not drunk with wine');
 - b) Partake only as allowed by law;
 - c) Consume alcohol off of the camp's grounds. Twin Rocks desires to keep the camp (including its camp-owned staff homes) alcohol-free;
 - d) Not drink at "staff parties" or Twin Rocks-sponsored events for campers or staff;
 - e) Not drink if they are a current member of the Summer Staff program; and
 - f) Utilize Christ-centered discretion. For example, consider abstaining from alcohol when in the presence of those who choose to remain abstinent (see Romans 14 / 1 Corinthians 8)

When making the decision of whether or not to consume alcohol, staff should note that many who attempt to drink moderately find themselves drawn into excess and even into alcoholism (it is estimated that about 10 percent of Americans meet the criteria for alcoholism at some point in their lives, and presumably not by choice), and alcohol misuse is frequently a contributing factor to devastating events such as

automobile fatalities, spouse abuse, child neglect and abuse, and fetal alcohol syndrome.

4. Lives of Integrity. The commitment of TRFC to conduct its business lawfully and ethically is fundamental to our very existence as a ministry. It is critically important that all employees meet the highest standards of legal and ethical conduct. Because such behavior is morally and legally right, and because TRFC depends on its reputation for integrity and on the trust and confidence of everyone with whom we deal, each employee has an obligation to behave at all times with honesty and propriety.

If employees have an addiction to alcohol, tobacco, illegal drugs, gambling, pornography, or other similar activity, Twin Rocks will attempt to assist in enrolling them in appropriate treatment or counseling. Cost of treatment will be paid by the employee (or to the extent covered by the camp's health insurance policy).