



Aldersgate Camp and Retreat Center Policy on Inclusion for All

Since our founding in 1945, Aldersgate Camp and Retreat Center has had a global focus and sought to be an inclusive, safe, brave, and sacred space for all. Our commitment to inclusion is rooted in the scriptural teachings that emphasize every individual's inherent worth and dignity. Embracing diversity, including LGBTQ individuals, people of different races, various socioeconomic statuses, and varying abilities, aligns with the biblical principles of treating others as we would like to be treated, acknowledging that we are all created in the image of God. By working towards the inclusion of all, we strive to create an environment where everyone feels valued, respected, and welcomed, mirroring the message of love and unity found in the teachings of scripture. As we walk together on this journey, we continue to build a community that exemplifies the biblical call to love our neighbors as ourselves and to be a place where everyone can flourish, recognizing the richness that comes from embracing the diversity that God has woven into the fabric of humanity.

Our goal is to create a sacred space, empowering all in faith and friendship to change the world. At Aldersgate Camp and Retreat Center, "all" means all ethnicities, all races, all genders, all sexualities, all religions, all levels of ability, all tribes and nations, all socioeconomic backgrounds, all ages. All of God's creation.

We celebrate God's gift of diversity and value the wholeness made possible in community equally shared and shepherded by all. We welcome and affirm people of every gender identity, gender expression, and sexual orientation, who are also of every age, race, ethnicity, physical and mental ability, level of education, and family structure, and of every economic, immigration, marital, and social status, and so much more. We acknowledge that we live in a world of profound social, economic, and political inequities. As followers of Jesus, we commit ourselves to the pursuit of justice and pledge to stand in solidarity with all who are marginalized and oppressed.

While the practice of including individuals of all races, ethnicities, cultures, nationalities, immigration or refugee statuses, citizenships, abilities, socioeconomic backgrounds, genders, and sexual orientations at Aldersgate has long been established, this policy formalizes the commitment with clarity and transparency. Acknowledging our commitment to justice, mercy, and grace, we remain committed to adjusting and revisiting this statement as needs arise.

At Aldersgate Camp and Retreat Center we commit to the following policies regarding inclusion:

- Aldersgate Camp and Retreat Center has and will continue to employ and celebrate a diverse staff, representative of the cultures, races, ethnicities, genders, and gender expressions of the campers and our communities of concern.
- Aldersgate Camp and Retreat Center honors and acknowledges individuals' pronouns and names, whether indicated on pre-arrival forms or verbally communicated upon arrival, and refrains from relying on assigned sex at birth.
- Aldersgate Camp and Retreat Center assigns cabin/room assignments for campers, staff, and volunteers based on the individual's gender identity, not sex assigned at birth. Upon arrival at camp, if an individual requests a housing placement change to better align with their gender

identity, every effort will be made to accommodate the request. However, please note that such changes are not guaranteed and are subject to space and staffing constraints.

- Aldersgate Camp and Retreat Center does not entertain requests for campers' staff members to be selected based on a specific gender, race, sexuality, or country of origin.
- Aldersgate Camp and Retreat Center maintains a policy strictly prohibiting the use of slurs based on gender, sexuality, race, religion, or any other identity.
- Aldersgate Camp and Retreat Center encourages individuals to use the restroom that aligns with their comfort. Aldersgate strictly prohibits harassment, questioning, or any behavior that may discourage individuals from using the restroom of their choice.
- Aldersgate Camp and Retreat Center upholds individuals' rights to privacy and commits to safeguarding any confidential information disclosed, including details related to gender identity or sexual orientation.
- Aldersgate Camp and Retreat Center joyously celebrates diverse family structures, embracing and honoring families led by single parents, queer parents, interracial parents, grandparents, extended family members, and guardians. We welcome families with interfaith backgrounds, experience with foster care, and involvement with the criminal justice system.
- Aldersgate Camp and Retreat Center is committed to inclusive healthcare and employs a dedicated nurse during all camp sessions. This nurse will administer medications, including those for gender-affirming care, reproductive health, and mental health, as prescribed by individuals' healthcare practitioners.
- Aldersgate Camp and Retreat Center is actively working towards greater accessibility and currently provides handicap-accessible facilities to the best of our ability, including cabins, bathrooms, the dining hall, and meeting spaces.
- Aldersgate Camp and Retreat Center does not restrict access to safely participating in programming based on gender, ethnicity, or race.
- Aldersgate Camp and Retreat Center provides extensive staff training to effectively support children with diverse abilities, including but not limited to neurodivergence, ADHD, autism, physical disabilities, and sensory challenges. We work collaboratively with families to determine if Aldersgate is an appropriate and inclusive camp environment for their camper.
- Aldersgate Camp and Retreat Center extends a warm welcome to retreat groups, fostering inclusivity without any regard to religious affiliation, race, ethnicity, or national origin. We embrace the diversity of all groups, including various Christian denominations, Buddhist, Hindu, Jewish, Muslim, non-religious, and beyond.
- Aldersgate Camp and Retreat Center embraces campers, staff, and volunteers from diverse faith backgrounds, fostering an environment that does not mandate participation in religious music, prayer, or activities.
- Aldersgate Camp and Retreat Center offers camperships, ensuring that all children have the opportunity to access camp, regardless of their family's financial circumstances. The campership status remains confidential, disclosed only to the office staff handling registration paperwork.
- Aldersgate Camp and Retreat Center provides training and holds high standards of all board members, staff, and volunteers to maintain and nurture Aldersgate's inclusive space.
- Aldersgate Camp and Retreat Center encourages conversations between campers, staff, and volunteers about our Christian responsibility to change the world by standing against oppression in all of its forms both locally and globally.