JOY BIBLE CAMP

Community Expectations & Guest Policy

Where Lives Are Changed Forever

> *"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."* **— Colossians 3:17**

Effective: Spring 2026 - *Subject to annual review and revision*

A Welcome Word from JOY

Welcome to JOY Bible Camp. We are genuinely glad you are here, and we count it a deep privilege to receive you into this community.

JOY Bible Camp exists as a Christ-centred ministry with one enduring purpose: to see lives changed forever through the good news of Jesus Christ. For decades, families, individuals, and communities have gathered on these grounds to worship, rest, laugh, serve, grow in faith, and encounter the living God. That remains our singular calling.

JOY is a registered charity stated to operate as a Christian ministry, set apart for a distinct spiritual purpose and conducted in sincere accordance with Christian beliefs, values, and practices rooted in the authority of Scripture.

Attendance at JOY is participation in a Christian faith community. This community has been built and sustained through the generous sacrifice of individuals, churches, volunteers, donors, and supporters who have invested their time, finances, resources, and prayer to establish and maintain this ministry.

JOY is not simply a resort, recreation facility, or event venue. It is a place intentionally dedicated to mentorship, discipleship, worship, fellowship, and service. Every aspect of the camp seeks to reflect and advance its Christian mission, values, and biblical convictions. Guests are invited to enjoy the facilities and programs while respecting the Christian character, beliefs, standards, and ministry purpose for which JOY exists.

The expectations in this document are not intended to burden you. They exist to protect the wellbeing of our entire community, to uphold the dignity of every person present, to preserve the Christian character of camp life, and to create an environment where guests of every age and stage of faith can truly flourish. These expectations flow from love ~ love for God, love for one another, and love for the generations who will come after us.

By choosing to attend and by entering JOY Bible Camp property, every guest acknowledges and agrees to respect the camp's mission, values, and the community expectations described in

this document. These standards are intended to provide reasonable guidance for living together in a Christ-centred community. While every effort has been made to describe expectations clearly, camp leadership retains discretion to interpret and apply these standards reasonably, consistently, and in accordance with JOY's mission, values, safety obligations, and legal responsibilities.

> *"Be devoted to one another in love. Honour one another above yourselves."* **— Romans 12:10**

Our prayer is that your time here will be refreshing, joyful, meaningful, and spiritually enriching.

Welcome to JOY.

DEFINITIONS

In this document the term " Camp Leadership" or " Leadership" and "Joy" shall mean the EODD (Executive Operations and Development Director) and /or the General Director and / or the Assistant to the Executive Operations and Development Director acting alone or in combination with the other and/or any one or more Director(s) serving on the Board of Directors of Joy Bible Camp and/or any other senior staff member authorized by the EODD and /or the General Director and/or the Board of Directors to act in the role of Camp Leadership or Leadership as those terms are set out in this document.

1. Our Spiritual Purpose & Program Participation

Who We Are

JOY Bible Camp is a registered and operated Christian organisation and ministry. Our programs, community rhythms, and shared life together are intentionally shaped by biblical teaching, Christian worship, prayer, fellowship, and service. This is not incidental to what we offer, it is the foundation of everything we do.

Guests who attend JOY are warmly welcomed and invited into this shared Christian community experience. All are welcome here, including those exploring faith or attending as part of families with diverse backgrounds and perspectives. What we ask of every guest is a willingness to participate respectfully in the life, activities, and rhythms of camp.

Daily Rhythm of Camp Life

Throughout camp, guests can expect the daily schedule to include:

- Chapel gatherings and worship services
- Bible teaching sessions for adults, youth, and children
- Prayer, devotional opportunities, and times of reflection
- Family-focused ministry activities
- Community meals and fellowship

- Evening ministry programs, worship, testimony, and fellowship events
- Recreation and activities designed to strengthen relationships and community

These elements are central to JOY's ministry purpose. They are not optional features; they are the heart of the camp experience.

Community Participation Expectations

We invite every guest to:

- Attend the opening session and orientation gathering (absent exceptional circumstances such as illness or travel delay)
- Participate wholeheartedly in worship, Bible teaching, family activities, and community events
- Encourage one another in faith, friendship, kindness, and mutual respect
- Model Christ-like character in speech, conduct, and relationships
- Support an environment that promotes spiritual reflection, worship, and Christian growth
- Conduct themselves in ways that support, rather than undermine, the spiritual atmosphere of camp

During scheduled worship, chapel, or ministry gatherings, guests are required to refrain from group activities, or gatherings that compete with or distract from those communal times.

Grace, Conscience, and Accommodation

JOY recognizes that guests shall be at very different places in their faith journey. Nothing in this policy is intended to compel personal religious belief or profession of faith. However, participation in camp life requires respect for the Christian programming, and ministry objectives of JOY while on camp property.

We recognize that illness, caregiving responsibilities, accessibility needs, and other reasonable circumstances shall affect a guest's ability to fully participate in camp activities. JOY is committed to treating every individual with dignity and respect and, where reasonably possible, will seek to adapt existing facilities, programs, and procedures to support meaningful participation. Because our facilities and resources have developed over many decades and shall present limitations, we encourage guests to communicate their needs with camp leadership as early as possible. Your information, insight, and education help us better understand how we can provide appropriate support and make reasonable accommodations wherever possible.

Right to Establish Community Standards

As a registered Christian organisation and ministry operating on wholly owned property, JOY reserves the right, consistent with applicable law, including the Ontario Human Rights Code, to establish and uphold reasonable expectations for participation, conduct, and community life that align with its sincerely held religious mission and biblical convictions.

Deliberate or repeated refusal to comply with established standards, or conduct that actively disrupts, materially interferes with, or undermines the camp's ability to maintain those standards within the community, shall result in further review by camp leadership and shall lead to

additional corrective action, including restrictions on participation or removal from camp activities and removal from the camp where necessary.

> *"Let everything be done in a fitting and orderly way."* **— 1 Corinthians 14:40**

2. Personal Conduct & Community Standards

The Culture We Are Building Together

At JOY, we are not simply hosting an event. We are cultivating a cohesive community and every guest plays a role in shaping its character. We ask each person who joins us to bring not only the question "What can camp give me?" but also "How can I contribute to this community in a way consistent with the missional intent?"

Expected Conduct

All guests are expected to:

- Speak respectfully and with kindness toward staff, volunteers, and fellow guests
- Resolve disagreements peacefully, privately, and in a spirit of grace consistent with biblical reconciliation (Matthew 18)
- Refrain from gossip, divisive conversation, or public criticism that undermines community.
- Avoid bullying, harassment, intimidation, coercion, or any form of threatening behaviour
- Show patience and grace, especially in the close quarters of shared community living
- Respect differences in family backgrounds, ages, cultures, and abilities
- Follow staff direction in matters of safety, scheduling, and camp operations

What Will Not Be Tolerated

The following behaviours are incompatible with the values of JOY and will be addressed promptly:

- Abusive, threatening, or aggressive conduct toward any person
- Discriminatory behaviour, language, or treatment of others
- Sexual harassment or any inappropriate sexual conduct
- Conduct that places any person at physical or emotional risk
- Behaviour that materially interferes with or disrupts the peaceful enjoyment of other guests

Where conduct is inconsistent with these expectations, camp leadership shall issue a verbal direction, require a meeting, restrict participation, or in serious or repeated cases, require a guest to leave camp property. Removal for conduct violations does not entitle a guest to a refund.

> *"Do nothing out of selfish ambition or vain conceit. Rather, in humility, value others above yourselves."* **— Philippians 2:3**

3. Dress, Swimwear & Modesty

Our Approach

We are family-friendly, and Christ-centred community, a space where all guests can participate in camp life in a manner that reflects mutual accountability, and consideration for the community commitment JOY endorses. At JOY, modesty is understood as presenting oneself with discretion, and genuine care for others in both appearance and behaviour. Biblical modesty is not about rigid rules or shame. It is about honouring God and loving your neighbour (Romans 12:10; Philippians 2:3–4).

We recognize that standards of dress vary across personal choice, cultures, traditions, body types, and economic circumstances. Within that diversity, JOY maintains a traditional conviction and community standard that applies equally to all guests regardless of age or gender. This policy is applied consistently and without reference to body size, shape, cultural background, or gender expression. For greater certainty, where the provisions of the following dress code standards are set out in this section are, in anyway unclear or misunderstood or ambiguous or are in dispute by any attendee at Joy Bible Camp (whether a registered guest or visitor) the terms and definitions that follow herein shall be interpreted and applied in the absolute and unfettered discretion of the Camp Leadership at the material time in question.

Guiding Principles

- Modesty is a personal and communal value, not a tool for control or judgment.
- No one is responsible for another person's thoughts or behaviour based on how they dress.
- Our policy applies equitably to all genders and body types and does not place a greater burden on one group.

General Dress Standards ~ Published Standards

Guests are expected to wear clothing and swimwear that is family-appropriate, and suitable for a mixed-age, multi-generational Christian community setting.

Attire must provide reasonable coverage and should not be:

- Sheer, transparent, or designed to reveal undergarments or private areas of the body
- Designed to expose the buttocks or other genitalia areas
- Thong-style in design
- So, revealing that it is inconsistent with the family-oriented nature of the camp environment
- Displaying obscene, vulgar, hateful, profane, sexually explicit, or otherwise inappropriate wording, graphics, or imagery
- Nudity or partial nudity (such as topless female dress or bottomless male and/or female dress, regardless of gender expression) is forbidden in any public space or commonly used space, except in private living quarters, (where windows coverings are to be used) or change rooms or washrooms where private cubicles are to be used .

Swimwear

Swimwear should provide appropriate coverage consistent with these standards. Many options are welcome and fully appropriate, including one-piece suits, tankinis, board shorts, swim shirts, rash guards, or culturally modest attire. We welcome diversity of style within our shared community standard.

Indoor & Service Areas

For hygiene, food safety, and associated regulations in shared indoor spaces, guests must wear:

- A shirt, cover-up, or comparable upper-body garment
- Shorts, skirts, dresses, pants, or other suitable lower-body clothing
- Footwear appropriate to the environment
- If volunteering then clothing appropriate to the area of operational activity (ask if unclear)
- Displaying obscene, vulgar, hateful, profane, sexually explicit, or otherwise inappropriate wording, graphics, or imagery

This standard applies in dining halls, food service areas, tuck shop, indoor gathering spaces, chapels, washroom corridors, and administrative areas.

Waterfront & Recreation Areas

Clothing for water activities should be dependable, well-fitting, and suitable for active participation. Attire must remain secure during movement and reduce the risk of shifting or snagging on ropes, tubes, or equipment. Guests on boat and pontoon rides are required to wear a lifejacket.

Responding to Dress Concerns

Where camp leadership reasonably believes that clothing or swimwear does not comply with the published community standards, a designated member of the camp leadership team, identified during the commencement chapel, shall speak privately with the guest to review the applicable standard and discuss available options.

To preserve dignity and respect, these conversations will take place in a private setting whenever reasonably possible. Guests shall invite a witness, parent, guardian, spouse, or support person to accompany them if they wish. A second camp representative will also be present during the discussion.

The purpose of these conversations is not to embarrass, shame, or judge any individual, but rather to maintain the published community standards that apply equally to all guests. Camp leadership will seek to address concerns respectfully and discreetly.

Where appropriate, camp staff shall offer a t-shirt, cover-up, or other suitable clothing option to assist the guest in meeting the published standard and continuing to participate in camp activities.

Deliberate or repeated refusal to comply with published community standards shall result in restrictions on participation or other actions outlined elsewhere in this policy.

Note: *This policy is designed and applied consistently with the Ontario Human Rights Code. No guest will be singled out based on body type, gender identity, or cultural background. Cultural and religious attire that does not conflict with camp expectation is fully respected.*

4. Health, Safety & Recreation

Shared Responsibility

Safety at JOY is a shared responsibility. Guests are expected to act responsibly, supervise children appropriately, respect safety boundaries, use facilities properly, and contribute to an environment where everyone can participate with confidence.

General Safety Requirements

- Follow all posted signage, staff direction, program instructions, and safety procedures
- Familiarize yourself with emergency exits, assembly points, and posted emergency instructions
- Attend opening session and orientation gathering where emergency procedures are communicated
- Immediately follow staff direction during alarms, evacuations, severe weather, or medical incidents
- Report hazards, injuries, unsafe conditions, or emergency concerns promptly to camp staff
- Refrain from misuse of emergency equipment, alarms, or safety systems

Waterfront Safety

JOY's waterfront is a supervised recreational space governed by strict safety procedures. All guests using the waterfront, swimming area, docks, boats, or participating in water activities must comply fully with waterfront rules and staff direction. Requirements include:

- Wearing approved personal flotation devices where required
- Participating only within designated swimming or boating zones
- Observing supervision ratios and posted operating hours
- Respecting swim tests, ability classifications, and waterfront boundaries
- Ensuring children are appropriately supervised according to posted rules
- Guests must remain within designated guest-use areas and respect all restricted or staff-only zones.
- Guests must adhere to closure of the dock for certain activity times and instructions from the lifeguards to maintain an accessible space for all.

Failure to comply with waterfront safety requirements shall result in immediate removal from waterfront and dock use privileges.

Sharing dock access

The exclusive use of and sunbathing on the dock is not permitted. The dock is a shared recreational and transition space for swimmers, boaters, children, and waterfront staff. Guests are welcome to sunbathe or visit in the designated beach areas. During peak times, sections of the dock shall be closed or guest numbers limited for weight and safety reasons.

On the docks guests are invited to enjoy the designated seating area, Red Muskoka chairs for limited timeframes so as to mindfully give all guest use opportunities. This space is shared by swimmers, boaters, children, families, and waterfront staff, and must remain safe, welcoming, and accessible for everyone.

Activity & Recreation Areas

Appropriate clothing and footwear appropriate to the activity are required in all facilitated activity areas. Certain activities shall require closed-toe shoes, helmets, harnesses, or other protective equipment as directed by staff. Attire that creates risk to the participant or others shall result in restricted participation until appropriately corrected.

Program Participation & Inherent Risk

Participation in recreational, outdoor, and facilitated programming involves inherent risk, including physical activity, environmental conditions, equipment use, water activities, heights, and uneven terrain. Guests participate voluntarily and are expected to:

- Follow all instructions from staff, leaders, or facilitators
- Use equipment only for its intended purpose
- Disclose relevant medical, physical, or behavioural limitations that shall affect safe participation
- Refrain from reckless, unsafe, or disruptive conduct
- Stop participation when directed by staff for safety reasons

5. Protecting Children & Youth

Our Highest Commitment

The safety, dignity, and wellbeing of children and youth are among JOY's highest priorities. We are committed to maintaining a ministry environment where children are nurtured, protected, and able to participate safely in every aspect of camp life.

Every adult present at JOY, whether guest, volunteer, staff, or visitor shares responsibility for the protection of children. We ask every member of our community to conduct themselves with wisdom, integrity, and Christ-like care toward children and youth at all times.

General Adult Expectations

- Interact with children in ways that are safe, respectful, and age-appropriate
- Maintain healthy personal boundaries in speech, behaviour, and physical interaction
- Avoid private or isolated one-on-one situations with a child who is not part of your immediate family
- Respect parental authority and camp supervision structures
- Immediately follow staff direction regarding supervision, programming spaces, or child safety matters
- Promptly report concerns about unsafe conduct or inappropriate interactions to camp leadership

Prohibited Conduct

The following conduct is strictly prohibited and will result in immediate action by camp leadership:

- Inappropriate physical contact or unwanted touching
- Sexually suggestive comments, jokes, gestures, or conversations with or in the presence of minors
- Grooming behaviour, manipulation, secrecy, favouritism, or boundary-testing behaviour toward a child or youth
- Private communication with children outside normal supervised camp activity without parental knowledge
- Photographing, recording, or posting images of children without appropriate consent
- Offering gifts, invitations, special privileges, transportation, or private access to a child outside normal camp structure
- Bullying, intimidation, shaming, coercion, or emotionally manipulative behaviour
- Any criminal or attempted criminal conduct or alleged criminal conduct , including aiding and abetting any person(s) in the commission of or attempted commission of any criminal conduct.

Duty to Report

JOY is committed to its legal and moral duty to report. Where disclosure is made or reasonable concern arises regarding the safety or wellbeing of a child, the camp leadership shall report to appropriate authorities as required by law without exception. Camp leadership is trained in and committed to duty-to-report obligations under Ontario law. JOY reserves the right to contact emergency services, child protection authorities, the parent(s) or guardian(s) of children or law enforcement where required by law or where safety concerns arise.

Camp Authority Regarding Child Safety

JOY reserves the right to intervene forthwith where interactions, behaviour, or circumstances create concern regarding child safety. This shall include restricting access to children's spaces, requiring increased supervision, removing individuals from activities, or removing individuals from camp property. Reports to appropriate authorities will be made where required.

> *"Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these."* **— Matthew 19:14**

6. Parent & Guardian Responsibilities

Partnership in Community

JOY is honoured to partner with parents and guardians in creating a camp environment where children can grow in faith, build friendships, and participate safely. While the camp provides programming and supervised ministry spaces for children and youth, parents and guardians remain primarily responsible for the care, supervision, conduct, and wellbeing of their children except during clearly designated staffed programming periods.

During Family Camp

Parents and guardians are responsible for ensuring children in their care are:

- Appropriately supervised outside designated staffed programming at all times
- Behaving with respect toward staff, volunteers, ministry leaders, and fellow guests
- Following camp safety rules, boundaries, and participation requirements
- Not unsupervised in waterfront areas, roads, parking areas, or unsafe spaces
- In accommodations at appropriate times during evening and nighttime hours

Camp staff and volunteers cannot assume general supervision responsibility outside designated programming areas and times. Parents remain responsible for their children's wellbeing during free time, meals, recreation, and all unscheduled periods.

During Overnight Camps (Children Attending Without Parents)

For overnight programs where children attend independently, parents and guardians are responsible for:

- Completing all registration, waivers, medical information, and consent forms truthfully and completely
- Disclosing all allergies, medications, medical conditions, behavioural concerns, and support needs prior to arrival (this shall include and not be limited to all prescription medications along with all warnings , contra medication reactions possibilities ,and advise generally as to any risks to the child and/or others arising from the administration of any such medication
- Ensuring campers arrive prepared to participate safely in community camp life
- Ensuring campers understand camp conduct, safety, and community expectations
- Remaining accessible by phone in case camp leadership needs urgent contact

Failure to disclose relevant information that affects safe care or supervision shall limit JOY's ability to safely accommodate the camper.

JOY provides community supervision, not exclusive one-to-one supervision, during overnight programming. One-to-one support must be arranged by the parent and specifically agreed to in writing in advance. In circumstances of significant illness, injury, behavioural crisis, or safety concern beyond camp's reasonable capacity, parents or guardians shall be required to arrange prompt pickup.

Addressing Behavioural Concerns

Parents and guardians are expected to partner cooperatively with camp leadership in addressing behavioural concerns. Where repeated concerns arise, camp leadership shall require increased parental involvement, temporary restriction from activities, or in serious ongoing circumstances, early departure from camp.

7. Disclosure of Needs & Accommodation

Why Disclosure Matters

JOY is committed to making its programs welcoming and accessible to as broad a community as possible. To do this well, we need to know what you need and ensure the family is aware of our professional limitations to provide support. Please disclose significant needs in advance of arrival so that we can thoughtfully and collaboratively assess how to best support safe, full participation.

What Must Be Disclosed

Families must disclose significant needs in advance, including:

- Special dietary requirements or restrictions
- Medical conditions requiring accommodation or medication management
- Severe or life-threatening allergies
- Mobility limitations or physical accessibility needs
- Behavioural or emotional support needs
- Developmental or neurodiverse support needs requiring additional supervision
- Personal support workers or outside caregivers attending with guests

Our Commitment to Accommodation

JOY is committed to treating every guest with dignity, respect, and fairness. We will make reasonable efforts to accommodate disability-related, medical, accessibility, caregiving, and other protected needs in a manner consistent with guest safety, the wellbeing of the broader community, and the ministry's operational capabilities.

Accommodation is a shared process that relies on timely communication, appropriate disclosure, and cooperation between guests and camp leadership. Guests are encouraged to communicate their needs as early as possible so that reasonable solutions can be explored.

While JOY will make every reasonable effort to support participation, there shall be circumstances where a requested accommodation cannot be provided. This shall occur where the accommodation would create undue hardship, present significant health or safety concerns for the individual or others, fundamentally alter the nature of the program, or exceed JOY's reasonable operational, staffing, supervisory, facility, or financial capacity. In such circumstances, JOY will seek to discuss alternative options wherever possible and will communicate any limitations respectfully and in good faith.

> **Note:** *Accommodation decisions are made consistent with JOY's obligations under the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. Please contact camp leadership early — we want to find a way forward together wherever possible.*

Accessibility & Facility Limitations

JOY is actively planning to improve accessibility across camp property. Guests should understand, however, that most buildings, washrooms, accommodations, pathways, and recreational spaces present accessibility limitations due to age, terrain, and original construction. We ask guests to communicate specific needs in advance so we can identify the most suitable way to support participation.

8. Alcohol, Cannabis, Substances, Smoking & Vaping

To preserve a safe, family-friendly, and Christ-centred environment, the following policy applies to all guests without exception:

- Alcohol is not permitted anywhere on JOY Bible Camp property
- Recreational cannabis is prohibited. Guests requiring medically authorized cannabis should contact camp leadership in advance so appropriate accommodations can be considered.
- Recreational drugs and controlled substances are strictly prohibited
- Smoking and vaping are not permitted on camp property
- Intoxication of any kind is not permitted

Violation of this policy will result in immediate removal from camp property. There will be no exceptions and no refund in such circumstances.

> **Note:** *This policy applies to the entire camp property including accommodations, outdoor spaces, parking areas, and waterfront areas.*

9. Technology, Media & Entertainment

An Invitation to Unplug

One of the gifts of camp is the opportunity to step away from the constant pressures of screens, news cycles, and digital noise and to be fully present with God, with family, and with community. We warmly invite every guest to embrace that gift.

Expectations for Technology Use

Guests are expected to use technology responsibly and in ways consistent with the Christian character of camp. The following are not permitted in public or shared spaces:

- Explicit, sexually suggestive, violent, or otherwise inappropriate media content
- Loud music, videos, or entertainment that disrupts other guests or camp programming
- Content inconsistent with Christian values in shared or public spaces
- Technology use that interferes with scheduled camp programming

Families & Devices

Families are encouraged to limit personal device use during camp and to prioritize face-to-face participation, fellowship, and family connection. This is not a rule, it is an invitation to something better.

WIFI and Cellular Service

JOY is located in a rural area where cellular phone coverage is limited, inconsistent, and often restricted to small pockets of the property. Guests should not expect reliable cellular service throughout camp. Wi-Fi availability is also limited and is primarily maintained to support camp operations, safety, administration, and ministry needs. Guests should not rely on internet access for work, streaming, large downloads, or other high-bandwidth activities.

JOY currently uses a Starlink internet service with finite capacity. During periods of high occupancy, available bandwidth shall be consumed within the first 7–10 days of a camp session. Once usage thresholds are reached, internet speeds shall be significantly reduced, affecting even basic online activities.

Guests who require dependable internet access for work, education, medical needs, or other personal circumstances should consider bringing their own mobile Starlink unit or alternative connectivity solution.

To improve communication options, JOY has installed a cellular signal booster in the main camp area. Depending on your carrier and device, you shall be able to access voice, text, and mobile data services within this area; however, service availability and performance cannot be guaranteed.

10. Photography, Video & Privacy

Camp Photography

JOY Bible Camp shall take photographs or video during programs and events for ministry communication, promotional materials, and community storytelling. By attending camp, guests acknowledge that photography shall occur in public and shared spaces.

Guests who do not wish to be included in camp photography must notify the office in writing before or upon arrival. While JOY will make reasonable efforts to honour such requests, incidental inclusion in group or background photography cannot always be prevented

Guest Photography

Guests are expected to respect the privacy and dignity of others when taking personal photos or videos on camp property. This includes:

- Refraining from photographing or recording other guests without reasonable awareness or consent
- Not posting images of other guests' children without parental consent
- Ensuring photography in washrooms, change areas, or similarly private spaces is strictly prohibited

Photography, video recording, or surveillance in any private or sensitive area is a serious violation and will be treated accordingly, including referral to law enforcement where appropriate.

11. Meals, Food Service & Dining

Meal service at JOY operates according to scheduled meal times communicated through camp programming, announcements, and posted schedules. To support orderly service, food quality, staffing coordination, and shared community dining, guests are expected to arrive at the designated meal service time.

Late arrival shall result in limited food availability, delays in kitchen operations, or disruption to subsequent programming. When lateness results from scheduled camp activities, caregiving responsibilities, accessibility needs, illness, or other reasonable circumstances, reasonable accommodation will be extended.

Guests are asked to respect meal schedules as part of living well together in community. Timely participation supports hospitality, food safety, and good stewardship for the whole community.

12. Accommodations, Facilities & Shared Stewardship

Come with a Spirit of Gratitude

JOY's accommodations reflect many seasons of ministry and, like much of camp life, combine practical simplicity, warm hospitality, and ongoing renewal. We ask guests to come with a spirit of gratitude, flexibility, and shared stewardship, recognizing that camp accommodations are intended to support meaningful community living rather than luxury lodging.

Range of Accommodations

JOY offers a diverse range of accommodation options, from larger family suites with private washrooms to traditional camp-style cabins with communal washroom facilities. Accommodation experiences vary in comfort, modernity, and convenience. Allocation is based on registration order, family size, suitability, and operational considerations, never on favouritism or status. The room assigned to a guest does not reflect that guest's worth, value, or importance. Every guest is equally welcomed and equally valued at JOY.

Shared Facilities

Some guests will share washroom facilities, walk distances between accommodations and program spaces, and live in close proximity to neighbouring families. Normal family noise, children at play, and active community life are part of camp. We ask guests to extend grace, patience, and understanding as natural features of Christian community living.

Respect for Property

Guests are expected to care for accommodations, washrooms, furnishings, grounds, and shared facilities with respect. The following are not permitted:

- Graffiti, markings, carving, or writing on walls, furniture, fixtures, or property
- Purposeful damage, vandalism, or misuse of camp property
- Littering in buildings, grounds, waterfront areas, or recreational spaces
- Improper disposal of food, waste, or personal belongings
- Placement of chewing gum on furniture, walls, floors, fixtures, or outdoor surfaces
- Behaviour that creates unnecessary mess, damage, or avoidable maintenance burden

Guests shall be held financially responsible for purposeful damage, extraordinary cleaning requirements, or negligent misuse of facilities.

A Legacy We Steward Together

JOY belongs to a ministry legacy that has served generations and, by God's grace, will serve generations still to come. We ask each guest to help care for what has been entrusted to this ministry respecting accommodations, treating shared spaces thoughtfully, and leaving facilities in a condition that blesses those who come after.

13. Concerns, Conflict Resolution & Camp Authority

Raising Concerns

If concerns arise during your time at JOY, we ask that you bring them directly and respectfully to camp leadership in a timely manner. We are committed to listening carefully, taking concerns seriously, and addressing them fairly and constructively.

JOY seeks to cultivate a community marked by grace, respect, reconciliation, and mutual encouragement. Conduct that unnecessarily escalates conflict, damages relationships, spreads rumours, attacks individuals, promotes division, or undermines the wellbeing of the community is inconsistent with the values we seek to uphold.

Camp Authority

JOY Bible Camp leadership , in its absolute and unfettered discretion reserves the right to address conduct inconsistent with these community expectations. Responses shall include:

- Verbal direction or pastoral conversation
- Meeting with camp leadership
- Restriction from certain activities or programming
- Requirement for increased parental supervision
- Removal from camp property in serious or repeated cases

Removal from camp property for conduct violations does not entitle a guest to a refund of registration fees. This decision will never be made lightly and will always be carried out with pastoral care and dignity.

Legal Notice

As a wholly owned Christian ministry property in Ontario, JOY Bible Camp operates within the framework of applicable Canadian and Ontario law, including the Ontario Human Rights Code and relevant child protection legislation. JOY's community standards and its right to define and enforce these standards in its absolute discretion(whether physically on its property and also during any camp activity which is under its authority and supervision off of its property) reflect Joy's essential and sincerely held religious beliefs .Questions about the legal framework or accommodation requests should be directed to camp leadership.

Our Shared Commitment

At JOY, we are building more than a summer program. We are cultivating a Christian community, a place where families are renewed, faith is deepened, friendships are forged, and the love of Christ is made tangible.

These expectations do not exist to restrict you. They exist to protect and nurture the environment in which real transformation can happen, for your family and for every family who shares this sacred space with you.

We ask you to come not only asking what JOY can give you, but with open hands ready to contribute to a community that blesses others.

> *"Above all, clothe yourselves with love, which binds us all together in perfect harmony."* — **Colossians 3:14**

Welcome to JOY. We are glad you are here.

This document constitutes JOY Bible Camp's Community Expectations and Guest Policy, effective Spring 2026. It is reviewed annually and subject to revision. By attending and participating in JOY Bible Camp programs and events, guests acknowledge that they have read, understood, and agreed to abide by these community expectations. Questions shall be directed to camp leadership.

JOY Bible Camp is a privately operated Christian ministry. All community standards are established in sincere accordance with Christian beliefs.