

Statement of Diversity and Inclusion



Carolina Cross Connection (CCC) works together with our campers, other nonprofits, communities, and donors to connect churches to communities intentionally making space for Jesus to transform lives at camp, on worksites, in neighborhoods, and in Children's Homes. We believe our mission is most effectively fulfilled through a commitment to diversity and inclusiveness as a core value and practice.

We maintain that building and sustaining diversity requires an ongoing commitment to inclusion that must find full expression in our organizational culture, values, norms and behaviors. Throughout our work, we support diversity across all lines of difference, including age, economic circumstance, ethnicity, sex, race, range of ability, religion, sexual orientation, gender identity/expression, doctrines or political beliefs. As an organization, we are deeply committed to the Word of God as revealed to us in Jesus and the words of Scripture, and like Jesus we invite all people to The Table. As a community, we strive to be a place that honors biblical discernment and the freedom to disagree on matters. We aim to lead by example, viewing and encouraging diversity as a fundamental and abiding strength of the church and therefore CCC. CCC recognizes that its effectiveness will be enhanced, and its mission well served when the practice of inclusion is reflected in all aspects of the organization and specifically when:

- **Board Membership:** Our Board of Directors aims to reflect the rich and growing diversity of the church, our partners, and the communities we serve.
- **Programming:** We create and implement programs using awareness of cultural differences and treat all campers, neighbors, partners, and friends with respect. We seek engagement and input from the board members, employees, campers, and donors to ensure that our programs are aligned with our mission, are impactful, and inclusive.
- **Policies and Procedures:** Our commitment to inclusiveness is evident in our organizational policies and procedures, as part of our strategic plan, and within our organizational goals.
- **Employment:** The goal is that our staffing at every level of the organization is reflective of the diversity in the communities we serve. We continue moving forward in making this a priority. Associated recruitment and hiring practices reflect a commitment to the value of inclusion. We foster a workplace that respects each individual, seeks and values diverse perspectives, and ensures each employee can actively contribute to fulfilling the organization's mission.
- **Donors:** We share our commitment to inclusion as a core value and practice with current and potential funders and donors.

This statement was unanimously approved by Carolina Cross Connection Board of Directors on August 28, 2021.