

Policy Regarding the Christian Community and Mission of

Biblica, Inc. ("Biblica")

I. Key Characteristics of Biblica's Christian Community and Mission.

Biblica is a Christian community that exists to exercise and express Biblica's Christian beliefs.

A. Biblica's Christian Beliefs.

The Biblica Christian community is based on Biblica's Christian beliefs, which include the Biblica Statement of Faith attached as Exhibit A and additional beliefs set forth in the Amended and Restated Articles of Incorporation, in the Bylaws, in this Policy or in other policies adopted by the Board of Directors.

B. Representatives and Other Participants

Biblica's Christian community is represented by all of Biblica's directors, officers, employees and volunteers, each of whom serves Biblica's mission and is an integral part of the community (each such person is described for purposes of this Policy only as a "Biblica representative"). Others who participate with Biblica's Christian community contribute to Biblica's Christian community, but they do not represent Biblica unless they are directors, officers, employees or volunteers.

C. Christian Exercise and Expression.

1. *As a Community.* Biblica believes that God calls people to live out their faith in community with other believers, and that accordingly Biblica's Christian community is itself an exercise and expression of its Christian beliefs.

2. *Through its Activities.* Biblica believes that all of its activities, including the responsibilities of every Biblica representative, should express Biblica's beliefs and be rendered in service to God as a form of worship. As such, all Biblica activities further Biblica's mission and are an exercise and an expression by Biblica and by each participating Biblica representative of Biblica's Christian beliefs.

II. Community Standards for Biblica Representatives and Other Participants.

A. Roles and Expectations for Representatives.

In response to God's calling on their lives, Biblica representatives work together to advance Biblica's Christian mission. Biblica representatives are responsible for defining, cultivating, leading and/or representing Biblica's Christian community as an expression and exercise of Biblica's Christian beliefs. Accordingly, each Biblica representative shall comply with the following obligations:

1. *Christian Beliefs.* All Biblica representatives shall affirm their agreement with the Biblica Statement of Faith and shall not subscribe to or promote any religious beliefs inconsistent with this Statement of Faith.
11. *Christian Conduct Standards.* All Biblica representatives shall at all times (both during working and nonworking hours) (i) model Biblica's Christian beliefs for others, (ii) perform all of their responsibilities as a service to God and, as such, as an expression of worship, and (iii) endeavor to comply with Biblical standards of conduct in accordance with Biblica's Christian beliefs, including additional Christian community standards adopted by the Biblica Board of Directors or management from time to time.
111. *Distinctly Christian Activities.* Each Biblica representative shall be ready, willing and able to lead or contribute to distinctly Christian activities such as worship or prayer services.

B. Community Participants.

Program participants, other guests and contract workers are not considered to be representatives of Biblica's Christian community unless they are also serving as a Biblica director, officer, employee or volunteer. Nevertheless, when such persons serve with Biblica, they may be required to acknowledge that they understand and agree to support Biblica's mission and values. Moreover, Biblica may give preference for such service to contract workers and other service providers who share Biblica's Christian beliefs.

In furtherance of its mission, Biblica may provide programs, conferences and other events. Although program participants and other guests generally do not represent the Biblica Christian community, they do participate in the community and are expected to abide by the Christian community standards applicable to community participants during such participation.

C. Compliance.

1. *Spiritual Discernment.* The determinations and related decisions to be made by Biblica with respect to compliance by Biblica representatives, contract workers and other participants require spiritual discernment applied to each particular circumstance and shall be made in the sole discretion of the Biblica Chief Executive Officer or other person designated by the Chief Executive Officer or the Board of Directors.

2. *Noncompliance by Representatives.* If any Biblica representative does not comply with the obligations set forth above, such representative shall have an obligation to disclose such noncompliance to Biblica. If Biblica determines, through such disclosure or otherwise, that a Biblica representative is not complying with any such obligation, then Biblica may, in its sole discretion, determine the impact of any initial noncompliance on Biblica's mission and whether such representative intends or is likely to continue in such noncompliance. Regardless of any such determinations, Biblica may dismiss such representative from his or her position on the basis that such representative's noncompliance undermines the expression and exercise of the Biblica Christian community. Such action may be taken in accordance with any applicable procedures adopted by Biblica.

III. **Community Standards for Ministry Activities.**

A. General Standards.

Biblica shall engage in activities solely to exercise and express Biblica's Christian beliefs and to further the mission of Biblica. In furtherance of this mission, Biblica may provide services or goods to other groups and persons who are not associated with Biblica. No Biblica activity may be conducted or permitted if Biblica determines that such activity or use either (i) expresses a message of support by Biblica for any view contrary to the Christian beliefs of Biblica, (ii) is inconsistent with any applicable Christian community standards adopted by Biblica from time to time, or (iii) materially undermines Biblica's ability to accomplish its overall mission.

As such, services provided by Biblica to the public shall be used principally to further Biblica's Christian mission.

B. Implementation.

The determination as to whether any particular activity complies with the applicable standards requires spiritual discernment applied to each particular circumstance and shall be made in the sole discretion of the Chief Executive Officer or persons designated by the Chief Executive Officer or the Board of Directors. With respect to uses by other groups or persons, Biblica may consider without limitation both the content of the proposed activities and whether the group or person is generally perceived as advocating views contrary to its Christian beliefs.

IV. **Additional Standards.**

A. Current Trends.

In response to current cultural and legal trends, Biblica has determined to articulate more specifically its Christian beliefs and associated community standards on the following subjects.

1. *Gender Identity.* Biblica believes that God creates human beings in His image as two distinct genders, male and female, and that the intended gender of an individual is determined by such individual's biological sex at birth. If an individual's biological sex at birth is not certain, then Biblica may discern the gender by which Biblica will identify the individual through prayerful dialogue. Biblica shall apply this belief regarding gender identity in all policies and programs in the Biblica Christian community.

2. *Marriage.* Biblica believes that God has instituted marriage as a covenant relationship between one man and one woman. Biblica shall recognize only such marriages for all policies and programs in the Biblica Christian community. Biblica shall not permit any Biblica representative to officiate any marriage contrary to these standards. In addition, all uses of Biblica facilities for marriage related activities must involve only marriages consistent with the foregoing Christian beliefs.

3. *Sexual Conduct.* Biblica believes that God calls husbands and wives to exclusive sexual fidelity, and that God calls unmarried singles to abstain from sexual relations. Biblica shall not permit any Biblica representative to practice or promote sexual conduct contrary to these standards. In addition, Biblica shall not permit any other community participant in connection with any Biblica activity, to promote sexual conduct contrary to these standards.

4. *Abortion.* Biblica believes that all individuals are created by God in His image commencing at conception/fertilization. Biblica accordingly believes as a matter of Christian conviction that no procedures should be performed to terminate a pregnancy and take the life of an unborn child (such procedures are referred to herein as abortions), except in extraordinary circumstances where other Biblical, moral principles prevail, such as where medically necessary to preserve the life of the mother. Biblica's beliefs also prohibit paying for or otherwise facilitating such procedures.

As dictated by these beliefs, Biblica as an institution shall not fund abortions in any manner, including through a health care benefit plan that covers drugs used to induce abortions, except in the foregoing extraordinary circumstances.

Any requirement to facilitate abortions by offering such coverage, and any penalty for failing to offer such coverage would directly and substantially burden and undermine Biblica's exercise and expression of its Christian beliefs.

5. *Religious Activities.* Biblica engages solely in activities that further its Christian mission. Because Biblica believes that all such activities are conducted in service to God as means for spiritual growth, Biblica considers these activities to be a form of worship.

Biblica distinguishes between exclusively religious activities and integrated religious activities. Exclusively religious activities refer to activities that primarily further only religious purposes, such as devotional worship or chapel services conducted by Biblica. Integrated religious activities refer to activities that substantially further both religious and nonreligious purposes. Such activities are often similar to activities conducted by nonreligious organizations and include education programs and humanitarian and social service activities. Biblica conducts such activities in response to God's calling and in furtherance of and in accordance with its Christian beliefs. In addition, Biblica presents its Christian viewpoints in such activities as applicable.

With respect to restrictions that may be imposed on the use of funds, other benefits, Biblica shall not agree to (i) any restriction that would preclude Biblica from conducting its integrated religious activities in furtherance of its Christian mission and in accordance with its Christian beliefs or (ii) any limitations related to the Christian viewpoints included in such activities. Nevertheless, Biblica may agree to use designated funds, or benefits for non-exclusively religious purposes, such as educational, humanitarian and social service activities.

B. Delegated Authority.

To the extent the Chief Executive Officer determines necessary or advisable to abide by Biblica's Christian beliefs or to express and preserve the Christian community and mission of Biblica, the Chief Executive Officer may establish additional standards based on Biblica's Christian beliefs for the activities of Biblica or for Biblica representatives or other community participants.

C. Annual Affirmation

Annually, all of Biblica's directors, officers, employees and volunteers (Biblica representatives) shall affirm their commitment to abide by and their compliance with the Policy Regarding the Christian Community and Mission of Biblica, Inc. ("Biblica")

I have read, agree and will support the Policy Regarding the Christian Community and Mission of Biblica, Inc.

Signature

Date

Print Name