



unborn child; the importance of stable family life and of fidelity in marriage; and abstention from illegal drugs. The LCMS opposes a homosexual lifestyle and cohabitation or sexual relations outside the marital relationship. These are only examples of the church's positions on a number of contemporary questions of conduct and morals.

\_\_\_\_\_ School expects that its employees who are LCMS members will adhere firmly to the teachings of the church in matters of religious faith and personal conduct. Employees who are not LCMS members are not required to believe or confess the teachings or beliefs of the LCMS. However, LCMS and non LCMS employees may not, in a way that may affect the school, promote beliefs that are contrary to those of the LCMS or otherwise weaken the LCMS Christian atmosphere at the school. LCMS and non LCMS employees are expected to lead personal lives that do not violate the teachings of the LCMS on matters of personal conduct, so that all employees may in their daily lives give witness to a lifestyle that supports \_\_\_\_\_ School's mission as an LCMS Christian institution. While all employees not having a call or written contract for a term certain are employees at will (meaning their employment may be terminated with or without cause at any time), any employee who challenges LCMS teachings in connection with his or her employment at \_\_\_\_\_ School or conducts his or her life in a way that is contrary to those teachings may be terminated from employment for cause.

LCMS doctrine and practice are derived from the Christian Scriptures, the Lutheran confessions, and the applicable resolutions of the LCMS. For all purposes of this policy the decision of the Administrator of what constitutes the beliefs and teachings of the LCMS shall be final and binding. Employees who are unfamiliar with LCMS beliefs and teachings on any subject should inquire about them from the Administrator. He can refer questioners to appropriate publications or, if necessary, can arrange for the employee to be counseled by a pastor of an LCMS church. In cases of doubt, the employee should ask.