

**(Insert Organization Name) SCHOOL EMPLOYEE MORALS POLICY**

*A school that is a mission.* \_\_\_\_\_ Lutheran School is operated by \_\_\_\_\_ Lutheran Church. \_\_\_\_\_ Lutheran Church is a member congregation of The Lutheran Church-Missouri Synod ("LCMS").

\_\_\_\_\_ School is a school *with* a mission, but it is more than that. The \_\_\_\_\_ congregation considers \_\_\_\_\_ School *to be* a mission, one form of Christian ministry to its members and to the community. LCMS Christians believe that the purpose of education is not ultimately to prepare people for life in this world, but to "make people wise unto salvation through faith in Jesus Christ." (1 Tim. 3:15).

Christian beliefs, as understood and taught in the LCMS, pervade everything that is done at \_\_\_\_\_ School. Christian instruction is not only carried out formally, but it is integrated into the study of every subject. Students are immersed in a Christian atmosphere, surrounded by teachers, administrators, and school employees whose very presence is a testimonial to the Christian faith and way of life.

***Employees with a mission.*** Since \_\_\_\_\_ School is a mission of \_\_\_\_\_ Church, its teachers in particular are viewed as ministers of the Gospel. Teachers are not only certified by the State of \_\_\_\_\_, but most of them are active members of LCMS congregations. Some are formally "called" to their positions, similarly to the calling of a minister to be pastor of an LCMS congregation. "Called" teachers are classified as commissioned ministers of the LCMS and have been recognized by the Internal Revenue Service as "ministers of the gospel" for federal income and employment tax purposes.

Not all \_\_\_\_\_ School employees are required to be, or are, members of LCMS congregations. But all employees are required to have an active Christian faith and to be able to support the mission of \_\_\_\_\_ School as an LCMS Christian institution. The LCMS is a credal church, with definite beliefs on many points of Christian faith. Though the church supports fully the principle of separation of church and state, it takes firm stands on matters of public interest when it finds that the Bible speaks to those matters. For instance, the LCMS affirms the sanctity of human life, including the life of an

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.