

## **Christ Lutheran Church and Christ Schools (A Ministry of Christ Lutheran Church)**

**Our Mission:** *...to connect people to Christ and together grow in His Word.*

**Cultural Seven Core Values:** *(1) Lead by example, (2) work as a team, (3) talk with each other, (4) leverage our strengths..., (5) respect our differences, (6) be accountable, (7) grow in faith and ability.*

Christ Lutheran Church and Christ Schools, A Ministry of Christ Lutheran Church (hereinafter referred to as CLC), is a religious non-profit corporation holding membership in The Lutheran Church—Missouri Synod (LC-MS). CLC is a LC-MS church and school with a Mission and Cultural Seven Values as outlined above. LC-MS Christians believe that the purpose of our ministry is not only 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 LC-MS, pervade everything that is done at CLC.

Christian instruction is integrated into the study of every subject. Members and Students are immersed in a Christian atmosphere, surrounded by teachers, administrators, and staff members whose very presence is a testimonial to the Christian faith and way of life. CLC expects that staff members will adhere firmly to the teachings of the Church in matters of religious faith and personal conduct. Staff Members who are not CLC or LC-MS members are not required to believe or confess the teachings or beliefs our Church and/or LC-MS. However, no staff member may, in a way that may affect the church or school, promote beliefs that are contrary to those of our Church, School, and the LC-MS or otherwise weaken CLC's Christian atmosphere at the church and school.

The Church and School, as a member of the LC-MS, takes firm stands on matters of moral conduct. For instance, the LC-MS affirms the sanctity of human life, including the life of an unborn child; the importance of a stable family life and of fidelity in marriage; and abstention from illegal drugs. The LC-MS 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. All employees are expected to lead personal lives that do not violate the teachings and beliefs of the LC-MS on matters of personal conduct, so that all staff members may in their daily lives give witness to a lifestyle that supports CLC's Mission, Cultural Seven Core Values, and the LC-MS Christian institution.

While all employees not having a call or written contract for a term are employees at will (meaning their employment may be terminated with or without cause at any time), any employee who fails to comply with LC-MS teachings in connection with his or her employment at CLC Church or School or conducts his or her life in a way that is inimical to those teachings may be terminated from employment for cause.

LC-MS doctrine and practice are derived from the Christian Scriptures, the Lutheran confessions, and the applicable resolutions of the LC-MS in convention. For all purposes of this policy and decision of the Pastors of what constitutes the beliefs and teachings of the LC-MS shall be final and binding. Staff members who are unfamiliar with LC-MS beliefs and teachings on any subject should inquire about them from the Pastors. He/she can refer questioners to appropriate publications or, if necessary, can arrange for the employee to be counseled by the Pastor.

We expect all of our staff members to *live a lifestyle in accordance of the teachings of the Church and a humble readiness for confession and repentance as a sinner redeemed by Jesus Christ.* If you are aware of a staff member that is not living a lifestyle conducive to CLC and LC-MS beliefs and teachings, we encourage you to contact a Pastor. A CLC Pastor will reach out to the staff member to counsel and redirect the staff member to repent and live a Godly life according to our church and LC-MS beliefs and teachings.

### Acknowledgement

On this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_, I acknowledge understanding of this Policy. I have been given an opportunity to ask questions and understand that failure to abide to terms and conditions of CLC and/or LC-MS may result in pastoral counseling and/or termination regardless of my position and/or status.

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Staff Member Name	Date
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Witnessed by:	Date
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