



Background Screening Policy For Employees and Volunteers

Purpose:

The purpose of this policy is to ensure that a proper background screening is completed and evaluated on all employees and volunteers who have any contact, responsibilities or supervision of minors within or under the ministry of Immanuel Lutheran Church and/or School of Wentzville (ILCSW) in order to minimize the threat of sexual, physical or mental abuse of a minor from occurring.

Policy:

The Senior Pastor shall not neglect to:

Provide and maintain a handbook, addressing safety issues, procedures and provide a code of conduct designed to inform employees and volunteers working with or around minors the proper behaviors and precautions to avoid the abuse of a minor.

Provide and maintain an ethical code of conduct for minors volunteering or employed to work with younger children and their parent or legal guardian to sign, agreeing to uphold.

Provide qualified background checks on non-minor volunteers who perform any supervision, responsibility over or direct contact with a minor within or under an ILCSW ministry. This shall include but not be limited to: Sunday school teachers, teacher aides, coaches, activity sponsors, vacation bible school teachers and or leaders, nursery workers, library aides, room/lunch parent helpers, chaperones, drama or music assistants.

Conduct background checks on ILCSW employees while they maintain continuous employment or after extended leaves.

Reviewed and approved by the Board of Directors on: _____

10/17/2019



Kris Schuldt
Chair, Board of Directors



Rev. Jason Auringer
Senior Pastor

Uniting families *in* Christ to reach new generations *for* Christ.

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ilcsw.net

School
636-639-9887

STATEMENT OF BELIEF

In addition, ILCW is part of The Lutheran Church—Missouri Synod (LCMS) which is a mission-oriented and Bible-based denomination that confesses the historic, orthodox Christian faith in the Triune God, Father, Son, and Holy Spirit, a faith built on “the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone” (Eph. 2:20). With the universal Christian Church, The Lutheran Church—Missouri Synod teaches and responds to the love of the Triune God, who created all that exists; became man to suffer, die, and rise again for the world’s redemption; and brings people to faith and new life through His Word and Sacraments. The three persons of the Trinity – Father, Son, and Holy Spirit – are coequal and coeternal, one God. Therefore, we believe without reservation that the Scriptures of the Old and the New Testament are the written Word of God and the only rule and norm of faith and of practice. In addition, this congregation accepts without reservation the writings contained in the Book of Concord: (The Confessions of the Evangelical Lutheran Church) and agrees to conform all our teaching and practice to the Scriptures and the Confessions.

In order to conform to the Scriptures and the Confessions, we issue the following statements of belief.

Statement of Belief on Marriage, Gender, and Sexuality

We believe God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Gen. 1:26-27). Rejection of one’s biological sex is a rejection of the image of God within that person.

We believe the term marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God (Matt. 15:18-20; 1 Cor. 6:9-10).

However, we also believe God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom. 10:9-10; 1 Cor. 6:9-11).

We believe every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of ILCW.

Statement of Belief on the Sanctity of Human Life

We also believe all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically and/or intellectually disabled, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Ps. 139).