



STATE

CHURCH

Protecting Your Ministry

Our Agenda Today



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A Shift in the Culture



Justice Samuel Alito

Obergefell v. Hodges

(dissented on federal recognition of same-sex marriage)

"I assume that those who cling to old beliefs will be able to whisper their thoughts in the recesses of their homes, but if they repeat those views in public, they will risk being labeled as bigots and treated as such by governments, employers, and schools."



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What's at stake?

The freedom to operate a business according to your religious beliefs



The right of artistic professionals to express themselves without government coercion to express views with which they disagree



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A top-down view of numerous wooden letter blocks scattered on a dark, textured wooden surface. The blocks are light-colored wood with black serif letters. In the center, the word 'THREATS' is spelled out in a horizontal row. Other blocks with letters like 'T', 'R', 'A', 'K', 'X', 'W', 'G', 'H', 'E', and 'S' are visible in the background and foreground, some slightly out of focus.

What are the

THREATS

The New Orthodoxy:

Religious freedom = a license to discriminate

- LGBTQ groups no longer want “equality”
- They want to rule by punishing dissenters
- We are no longer in a state of plurality, where we co-exist
- We are entering an era of punishment for Christian ministries

SOGI laws are the LGBTQ anecdote

- Coerce uniformity of thought and speech on beliefs about marriage, sex, and what it means to be male and female
- Empower the government to punish people who willingly serve everyone but decline to promote messages or celebrate events in conflict with their beliefs
- Take away free speech and religious freedom for a vast number of Americans
- No religious exemption

The freedom to live peaceably according to our beliefs is a fundamental right, resting in our human dignity and codified by the First Amendment; it shouldn't be traded away



Where are SOGI laws a threat?

FEDERAL



Executive Orders
Equality Act

STATE



General Assembly

LOCAL



County Government
Municipalities



Courts



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The Human Rights Campaign is Running the Country under Biden

Two of President Biden's first Executive Orders elevate gender identity and sexual orientation

- **Reversed Trump Order on Sports & Schools**
 - Boys can compete on girls' sports teams
 - Access to girls' bathrooms & locker rooms
- **New Standards to Employers with 15+ employees**
- **Impacts places of public accommodations, healthcare, and housing**
- **No Religious Exemptions**

The Equality Act

SOGI on steroids

Would alter the Civil Rights Act of 1964 to include two additional protected classes:

- sexual orientation
- gender identity

- Results in greater inequality, hurting women & individuals of faith
- Limits the free exercise of religion
- The fundamental concept of male and female will be erased
- Enforced with the full weight of the federal government
- **Does not contain any religious exemptions.**



Take Action at ncvalues.org/equalityact



Senator Richard Burr



Senator Thom Tillis

Here in North Carolina Athletics—boys can now compete on girls' sports teams in NC

A new rule by the North Carolina High School Athletic Association allows students to compete in high school athletics according to their gender identify just by filling out a form



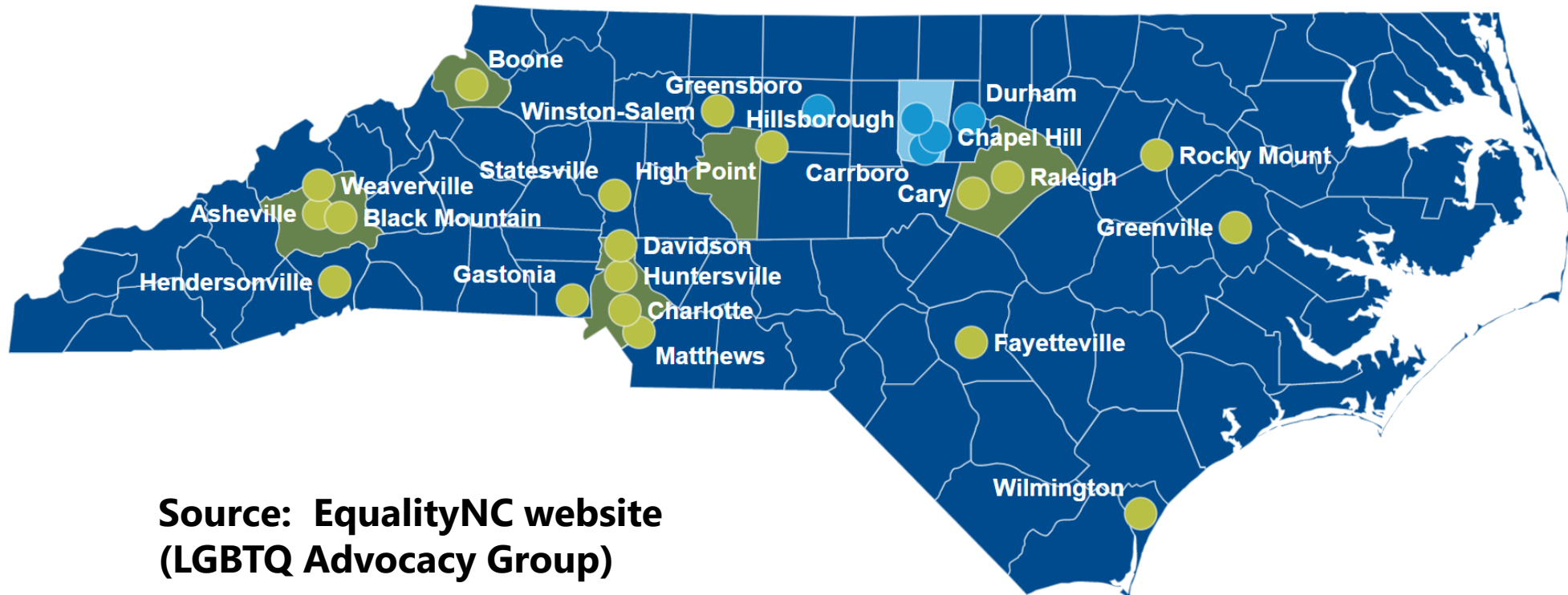
Take Action at ncvalues.org/sports

Statewide SOGI bills filed in legislature

- **HB 450 / SB 396 – Equality for All**
LGBTQ non-discrimination law applied to housing, public accommodations, schools & employment
- **HB 451 / SB 438 – Full Repeal of HB2**
Repeals even bathroom and locker room privacy protections for separate facilities
- **HB 452 / SB 392 – Mental Health Protection Act**
Bans counseling and mental therapy for LGBTQ persons
- **HB 449 / SB 409 – Prohibit Defense Based on Sex or Gender**
Bans “gay / trans panic defense” in criminal cases



Local SOGI laws are being passed across the State



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Local SOGI laws' impact

- Add new definitions & classes to protected status
- Prohibit "discrimination" on the basis of sexual orientation & gender identity
- Apply to any "place" that distributes good/services to the public
- Apply to "anyone" who employs one or more persons
- **Most have no religious exemption—they apply to churches, Christian schools, and Christian organizations**
- Mandates compliance with criminal charges up to \$500 fine per day with equitable remedies available to force compliance
- They do NOT apply to bathrooms

SOGI laws have passed in:

- ✓ Carrboro
- ✓ Chapel Hill
- ✓ Durham
- ✓ Greensboro



- ✓ Hillsborough
- ✓ Orange County
- ✓ Boone



**How can you
protect your
ministry ?**



1. Statement of Faith

For  Churches
Christian Schools
Christian Ministries

- Expresses the organization's core religious beliefs
- Serves as clear evidence of core religious beliefs in a lawsuit
- Must cover a broad range of religious beliefs & doctrines
- Anyone entering into a formal relationship with you must be fully aware of your statement: Employee, Volunteer, Student, Member, Marriage Applicant, Facility use, etc.
- Three topics should be mentioned due to current culture
 - Statement on Marriage - (Eph 5:21-33.)
 - Statement on Gender - (Gen 1:26-27.)
 - Statement on Sexuality



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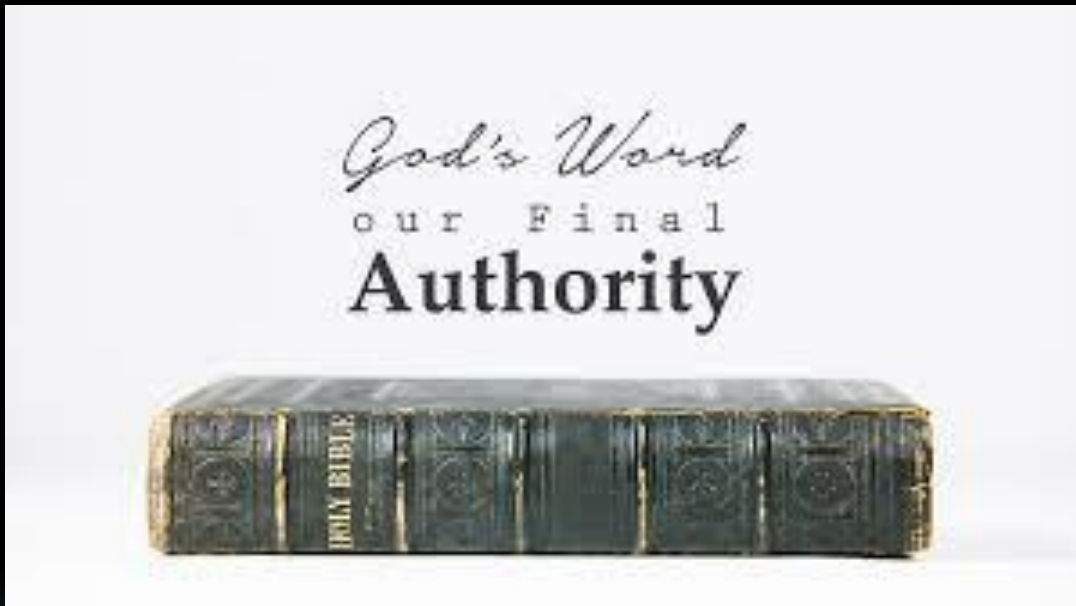
Statement on marriage, gender and sexuality



"We believe that God wonderfully and immutably creates each person as male or female, and that these two distinct, complementary genders together reflect the image and nature of God.

We believe that God created marriage to be exclusively the union of one man and one woman, and that intimate sexual activity is to occur exclusively within that union."

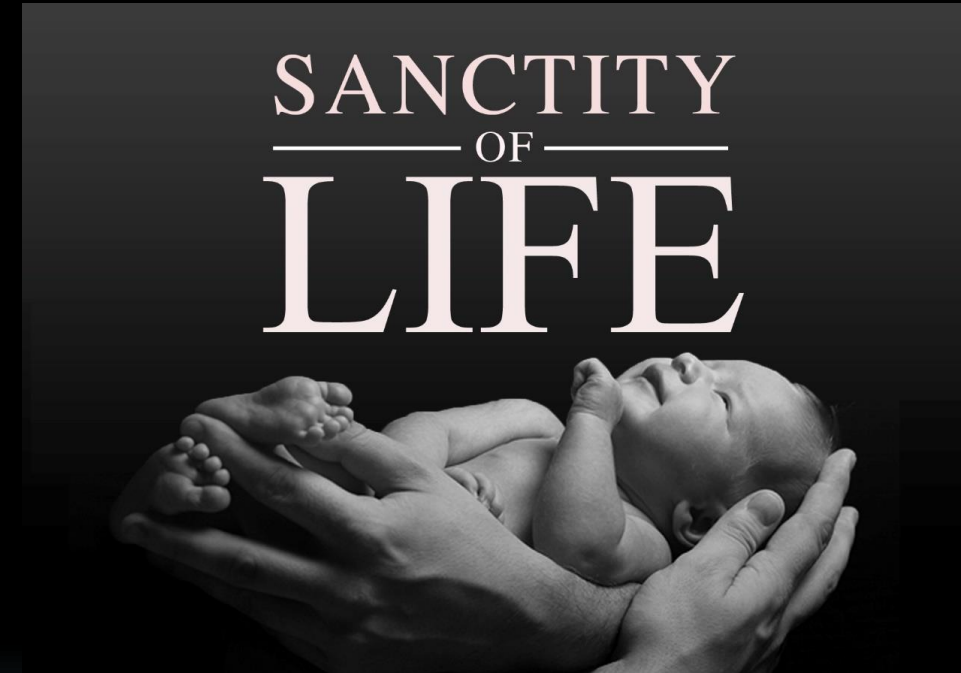
Statement of Final Authority for Matters of Faith and Conduct



*The statement of faith does not exhaust the extent of our beliefs. **The Bible** itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of [the organization's] faith, doctrine, practice, policy, and discipline, our [minister/executive committee/board of directors] is [the organization's] final authority on the Bible's meaning and application.*

Statement on the Sanctity of Human Life

*"We believe that 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 or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life."
(Psalm 139)*



2. Religious Employment Criteria

Every church, Christian school, and Christian ministry should consider establishing religious criteria for its employees and volunteers.

The Impact of Federal SOGI on Employment is real.



Require all employees to sign:

- Statement affirming that they agree with your organization's statement of faith
- Statement affirming that they are willing to abide by your organization's standards of conduct



Job descriptions



- List religious job descriptions for every employment position (down to the janitor)
- Make special note of any “ministerial positions” (pastors, priests, any employee charged with ministering, teaching, or communicating beliefs)
- Articulate how the position furthers the organization’s religious mission
- List religious grounds for limiting employment opportunities

Consistency

***Consistently apply
all employment
standards***

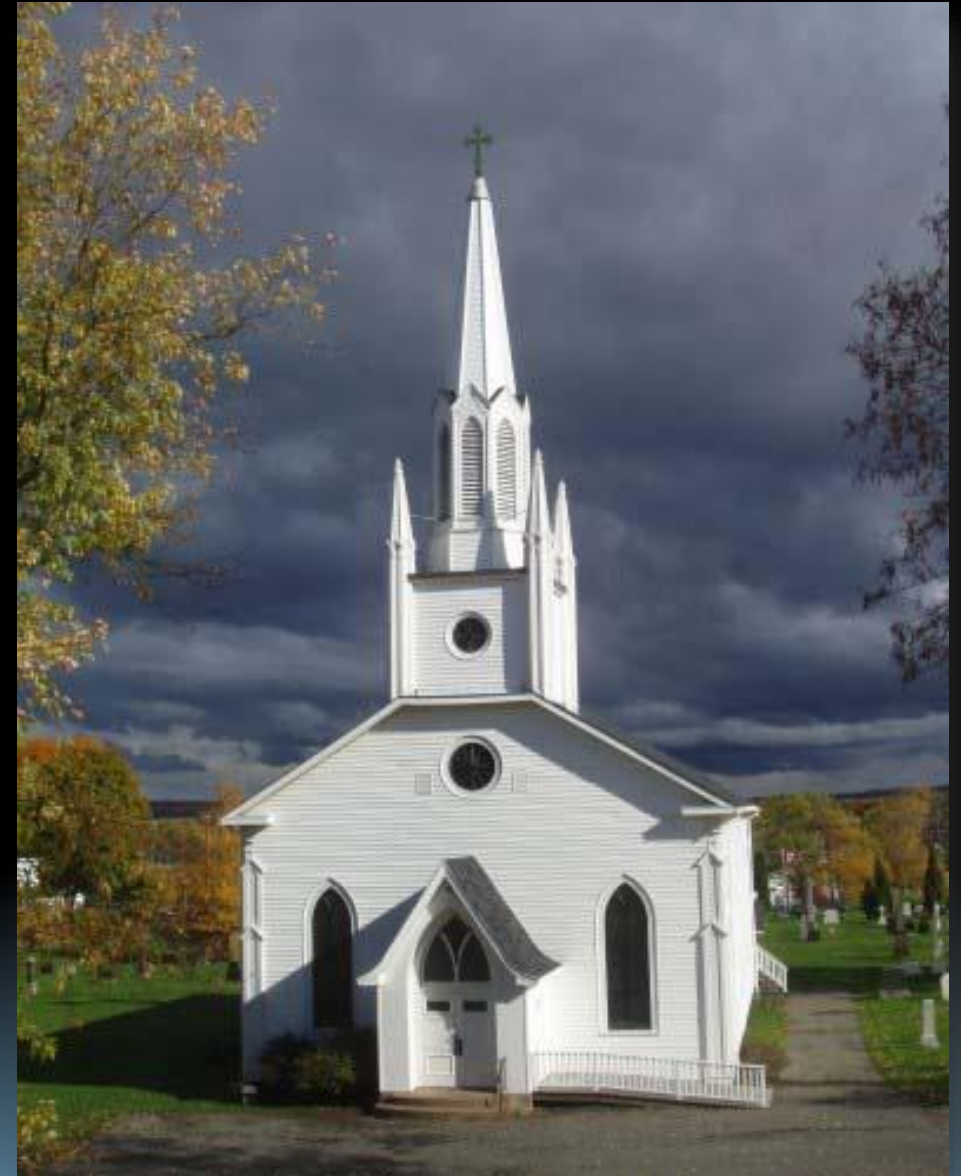
consistency
is key



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3. Facility Use Policy

A facility use policy is critical for any church, Christian school, or Christian ministry that owns a building and permits its facilities to be used outside of normal business operations.



Identify the religious purpose of the building

"The church desires that its facilities be used for the fellowship of the Body of Christ and to bring God glory."



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Restrict facility use to those acting consistent with your organization's beliefs



"But facility use will not be permitted to persons or groups holding, advancing, or advocating beliefs or practices that conflict with the church's faith or moral teaching, which are summarized in, among other places, the church's constitution and bylaws...."



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Churches

- Formal Membership Policy
 - How to become a member
 - Procedure for member discipline
 - Disassociating membership
- Statement of Faith
- Facility Use Policy
- Marriage Policy concerning the marriages pastors/ministers may solemnize

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, [the Church] will only recognize marriages between a biological man and a biological woman. Further, the pastors and staff of the [Church] shall only participate in weddings and solemnize marriages between one man and one woman. Finally, the facilities and property of [the Church] shall only host weddings between one man and one woman.



Christian Schools

- **Distinctly Religious Mission Statement**
- **Code of Christian Conduct**
- **Admissions Procedures**
- **Religious Instruction**
- **Parent, Student, and Teacher Handbooks**



Businesses

- **There are no real protections except the First Amendment**
- **You will be challenged:**
 - On providing creative services for events
 - Bathrooms
 - Employment decisions



The most important preparation:

- **Pray**
- **Role play what you will do when confronted**
- **Be prepared to have an answer full of gentleness and respect**





ALLIANCE DEFENDING
FREEDOM



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PROTECTING

FROM SEXUAL ORIENTATION

YOUR

GENDER IDENTITY

MINISTRY

LAWSUITS



Take Action at ncvalues.org/sogi

All

Cities

Counties

Vote Pending

Vote Passed

Tell your BUNCOMBE County
Officials to Oppose Anti-
Religious Liberty SOGI
Ordinances

Tell your CABARRUS County
Officials to Oppose Anti-
Religious Liberty SOGI
Ordinances

Tell your DAVIDSON County
Officials to Oppose Anti-
Religious Liberty SOGI
Ordinances

Count on NC Values Coalition

To keep you



Informed



Equipped



Engaged

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