



GRACE LUTHERAN FELLOWSHIP CHURCH WEAPONS POLICY

1.0 PURPOSE

Grace Lutheran Fellowship Church is focused on spirituality, love, companionship, friendship and the enlightenment of Christianity and is dedicated to providing a nurturing and caring respect for all members and guests alike. We believe God intends the church to provide a safe and welcoming environment for all persons, committed to peacemaking and nonviolence. Individuals should be able to view our church as a place of sanctuary, worship, and peace wherein a personal and communal connection with God can be encouraged and enhanced. Accordingly, we believe that our church should be a safe place of worship & fellowship, free of weapons and related distractions. Notwithstanding this stance, we acknowledge that certain exceptions are necessary in this day and age so as to mitigate an immediate and life-threatening danger to our worshipers, clergy and staff in the unlikely event of an attack by an active shooter or other individual with malicious intent.

2.0 GENERAL STATEMENT of POLICY

Except with regard to specific exceptions which are set forth later in this policy. Grace Lutheran Fellowship Church prohibits weapons of any type on its property and at any church sponsored events. This general prohibition includes visible or concealed weapons, even for which the owner has a valid permit. Prohibited items include any form of weapon or firearm; dangerous or hazardous materials, devices or substances; as well as any other explosive materials that are illegal under federal, state, or local laws or ordinances.

This policy applies to all Grace Lutheran Fellowship Church members, staff, contractors, vendors, and visitors. Anyone with a weapon will be requested to leave the premises, with a welcome to return without the prohibited item(s). The Pastors or Congregation Church Council may decline future attendance or usage of church property to an individual or group in such a violation of this policy. ↓

Individuals who are members of a United States Military Unit, Honor Guard or similar group are exempted from this policy if they receive permission from the Grace Lutheran Fellowship Church Senior Pastor or the Chairman of the Church Congregation Council to appear on church property to participate in a ceremonial function. Furthermore, to mitigate an immediate and present danger to life, to those on the property of Grace Lutheran Fellowship Church, the Church Congregation Council may allow the possession of concealed weapons only under the limited conditions stated in **SECTION 3** below:

2.1 STATEMENT of INTENT

Our intent is for this policy to be more restrictive than what is provided for under (MCL)Michigan Criminal Law by only allowing active and retired law enforcement personnel, authorized security company personnel contracted for special events, and certain Grace Lutheran Fellowship Church members who have been approved, in writing, by the Church Congregation Council and the Senior Pastor as set forth in **SECTION 3** below, to carry concealed weapon on church property.

2.2 DEFINITION of WEAPONS and GRACE LUTHERAN FELLOWSHIP PROPERTY

Weapons are considered items that are intended to threaten or cause bodily harm, including, but not limited to, weapons or replicas of weapons, firearms, explosive devices, tasers, stun guns, knives with blade length longer than 3 inches or with double edged blades*, throwing stars, nun-chucks, nightsticks, and similar items.

- Knives used in the kitchen/hospitality areas are excluded from this blade length rule.

Grace Lutheran Fellowship Church property includes all building, out buildings, pavilions, vehicles, parking lots, lawns where church activities are normally held. Private residences and vehicles are outside of the scope of this policy, except that all weapons carried in a private vehicle while parked on church property must be kept safely secured pursuant to Michigan Criminal Law and out of view within the private vehicle. ↓

3.0 SPECIFIC CONTROLS FOR WEAPONS

As noted in SECTION 2 above, Grace Lutheran Fellowship Church hereby adopts a policy which prohibits individuals from carrying or possessing weapons on its property unless they are specifically authorized to do so under the following limited conditions:

3.1 PERMISSION LEVEL 1:

Current Law Enforcement Officers who are visiting and / or worshipping at Grace Lutheran Fellowship Church are permitted to carry a concealed weapon while on church property. They are requested to but need not obtain approval from the Senior Pastor and the Church Congregation Council.

- If a current Law Enforcement Officer chooses to carry concealed, the church would encourage them to assist with mitigation of an active shooter incident.
- Current officers are also encouraged to communicate to the Senior Pastor and the Church Congregation Council, in writing, their intent to carry and which service(s) they usually attend.

3.2 PERMISSION LEVEL 2:

RETIRED LAW ENFORCEMENT OFFICERS who are visiting and / or worshipping at Grace Lutheran Fellowship Church. These specific individuals are Retired Law Enforcement Officers that would have successfully completed either a Federal, State or Department Certification Program pursuant to the Federal Law Enforcement Officer's Safety Act (LEOSA), and who have retired under honorable conditions and in good standing.

- If a Retired Law Enforcement Officer chooses to carry concealed, the church would encourage them to assist with the mitigation of an active shooter incident. ↓

- Retired Law Enforcement Officers must communicate to the Senior Pastor and the Church Congregation Council, in writing, their intent to carry weapons and which service(s) they usually attend.
- Retired Law Enforcement Officers must maintain qualification and proof of such qualification on a yearly basis. If they should lose or fail to provide evidence of qualification, they may not carry at Grace Lutheran Fellowship Church or grounds.
- The Retired Officer must have concealed weapons under their direct control at all times.
- The weapon will not be allowed to be handled by anyone other than the Retired Officer.
- Openly displaying a weapon at any time while on church property, except when handling or addressing a threat, is prohibited.
- The Church Congregation Council may demand a Retired Officer not carry a weapon if for any reason it feels the welfare of the congregation or an individual is in danger. If the person does not honor the request, the Church Congregation Council may take legal action to have the person then restricted from church property.

3.3 PERMISSION LEVEL 3:

Employees of a security company contracted to provide security for special events on Grace Lutheran Fellowship Church property. These individuals may carry firearms or other weapons on church property only while exercising the duties for which they have been contracted for the specific event as long as said individuals are authorized under Federal and State Law to carry a weapon concealed or openly displayed. After the terms of the contract are completed, these individuals may not carry firearms or other weapons on church property unless they also qualify under PERMISSION LEVEL 1 or 2 or 4. ↓

3.4 PERMISSION LEVEL 4:

GRACE LUTHER FELLOWSHIP CHURCH MEMBERS who are licensed by the State of Michigan or another state (recognized by the State of Michigan) may carry a concealed weapon or firearm on church property only if they are granted written permission by the Senior Pastor and Church Congregation Council. Any church member that is not qualified to carry a weapon or firearm pursuant to Permission Level 1, 2, or 3 must submit a written request to carry a concealed weapon on church property to the Senior Pastor & Church Congregation Council. The Senior Pastor and Congregation Council shall, within a reasonable time, cause an appropriate background check to be completed with regard to said individual and shall submit the results of the background check to the Senior Pastor and Church Congregation Council which shall, by majority vote, to determine whether or not the individual seeking permission shall be allowed to carry a firearm or other weapon on church property. The individual seeking permission shall be provided with a written acceptance or rejection of h/her request to carry within fourteen (14) days of the Senior Pastor and the Congregation Council's decision.

Furthermore, to obtain and continue to qualify for Level 4 status, the individual will need to maintain the following requirements:

- The person must be granted written permission by the Senior Pastor and Congregation Council;
- The person must pass the State of Michigan CPL (Concealed Pistol License) Safety Program and possess a current and valid CPL;
- The person must pass a background check and provide verification of their continuing possession of a valid CPL on a yearly basis.
- The person must have the weapon concealed and under control at all times.
- The weapon will not be allowed to be handled by anyone other than the owner. ↓

- The weapon shall not be left on church property but shall instead remain with the person granted permission to carry;
- Openly displaying a firearm or other weapon at any time while on church property, except when handling or addressing a threat, is prohibited.
- The Senior Pastor and Church Congregation Council may demand that a person with a LEVEL 4 status not carry a weapon if for any reason it feels that the welfare of the congregation or an individual is in danger. If the person does not honor the request, the Senior Pastor and the Church Congregation Council may take legal action to have the person the restricted from the church property.

3.5 LOSS of PERMISSION to CARRY a FIREARM or OTHER WEAPON:

- If any of the above LEVEL 1, 2, 3, or 4 requirements are lost, denied or violated, the permission to carry a weapon shall be revoked immediately.
- The Senior Pastor or Church Congregation Council may temporarily then suspend an individual's permission to carry a weapon due to safety concerns. The suspension will be reported to the Senior Pastor and Congregation Council within three (3) business days of implementing the said suspension.
- The Senior Pastor and Church Congregation Council may, by majority vote, permanently revoke the permission to carry a weapon at any time and for any reason unless that decision is contrary to State of Michigan Law with regard to those qualifying under LEVEL 1.

4.0 ENFORCEMENT POLICY

To ensure that weapons and other prohibited items are not present on church property, materials or substances, Grace Lutheran Fellowship Church reserves the right to inspect personal belongings (including, but not limited to, items such as packages, purses, backpacks, or lunch bags) or to request that such items are not brought onto Grace Lutheran Fellowship Church premises. ↓

5.0 COMMUNICATION POLICY

This policy shall be made available to the congregation in the following ways.
It shall be:

- Published in full and available for the 1st three months after approval
- Published on the Church's Website
- Filed with Grace Lutheran Fellowship Church existing Policies & Procedures.

6.0 MAINTENANCE of POLICY / RECORD KEEPING

The Church Congregation Council shall maintain a file containing the copies of all of the requests to carry a weapon which are directed to the Senior Pastor and the Congregation Council, copies of all writings granting permission to carry, and copies of all background checks, correspondence, and other such documents related to implementation of this policy, including decision's by the Senior Pastor and Church Congregation Council to grant and / or deny, suspend or revoke an individual's right / ability to carry a weapon under this policy.

7.0 CHANGES IN POLICY

This policy shall be reviewed by the Senior Pastor and Church Congregation Council on a yearly basis and may be amended at any time by majority vote of the members of the Church Congregation Council. ↓

APPROVAL DATE: March 19th, 2026

EFFECTIVE DATE: April 26th, 2026

Eric Majeski, Senior Pastor
Eric Majeski, Senior Pastor

Bob Baril, Congregation Chairman
Bob Baril, Church Congregation Chairman

