

Immigration Enforcement & Confidentiality Policy

1. Purpose

The purpose of this policy is to establish clear direction for _____ Church regarding immigration-related concerns within our congregation and campuses. _____ is committed to maintaining a safe, welcoming, and Christ-centered environment for all people, regardless of immigration status. This policy ensures our church functions as a place of worship, discipleship, and outreach while adhering to legal requirements and biblical principles.

2. Scope

This policy applies to all _____ staff, elders, and volunteers. It governs how _____ responds to situations involving immigration enforcement actions (e.g., ICE raids, deportation concerns), how we care for affected individuals, and how we communicate our stance as a church.

3. Policy Statement

a. Non-Discrimination

- _____ does not inquire about, track, or record the immigration status of any individual attending worship services, small groups, or church-sponsored events.
- All individuals, regardless of immigration status, are fully welcome to participate in _____ gatherings on its campus(es).
- _____ provides pastoral care, encouragement, and support to all who seek it, recognizing the church is a place of refuge, healing, and belonging for everyone.

b. Non-Participation

- _____ campuses are places of worship and do not serve as an extension of law enforcement agencies.

- Church staff and volunteers are not responsible for enforcing immigration laws or assisting in immigration enforcement actions.

c. Non-Disclosure

- Clergy-Penitent Privilege: _____ recognizes “clergy-penitent privilege,” which legally protects confidential conversations between a minister, elder, and an individual seeking spiritual counsel.
- Any personal information shared in a pastoral care setting, including immigration status or origin stories, is considered confidential and will not be disclosed unless legally required.
- Ministers and elders will comply with mandatory reporting laws, which may require disclosure in cases involving abuse, threats of harm, or other legally required circumstances.
- This privilege does not extend to non-clergy staff or volunteers. Non-clergy staff and volunteers should not inquire about, record, or share personal immigration-related information.

d. Response to Immigration Enforcement Actions

- Law Enforcement Entry: As a result of recent policy changes, the Immigration and Customs Enforcement (ICE) has been authorized to enter public areas of schools, churches, and hospitals to arrest immigrants who have illegally entered the United States. Law enforcement can enter public areas without a warrant. However, officers still need probable cause to detain, question, or ask for identification.
- Private Areas vs. Public Areas: Areas that are generally open to the public are considered “public areas.” No special permission is required. So, for example, a waiting room that is open to any

member of the public, whether invited or not, is considered public. A “private area” is any place in which the general public is not permitted. This would include all office spaces, classrooms, waiting areas not for the general public, and all other private spaces in _____ buildings and campuses.

- Search Warrants: To access private areas, all law enforcement must have a properly executed search warrant. A properly executed judicial search warrant must bear the signature of a judge. It must spell out specific terms and individuals, addresses, and/or locations that are the subject of the search. In some cases, there may be a Federal court order or Federal Judicial Subpoena. All these will be signed by a judge.
- Administrative Immigration Enforcement & Confidentiality Policy warrants (such as Forms I-200, I-203, I-205, and I-286) do not permit access to private areas and should not be treated as a judicial search warrant. If someone arrives demanding access to private areas, a signed judicial search warrant must be presented. The warrant must list specific details, such as the areas to be searched, and the names of individuals or records in question. Unsigned warrants are invalid. If a valid search warrant is not presented, reception can refuse entry to law enforcement.
- _____ will not prevent officers from entering buildings or campuses. However, it is not the responsibility of _____ staff or volunteers to assist ICE officers in identifying or apprehending individuals suspected of immigration violations.
- Staff and Volunteer Protocol: If law enforcement officials arrive requesting access to church property for immigration-related purposes, staff or volunteers must immediately notify the Senior Minister, Executive Minister, or Teaching Minister before taking any

action. In all cases, the Lead Minister, Executive Minister, or Teaching Minister will be the point of contact for Law Enforcement.

- Confidentiality: _____ does not voluntarily disclose private information about attendees' immigration status unless legally required by a court order or subpoena.
- Personal Data: _____ grants any individual the right to request the removal of their personal data from our database.

e. Support for Affected Individuals

- _____ provides pastoral care and spiritual encouragement to individuals and families affected by immigration concerns.
- _____ may offer practical assistance — such as food, emotional support, and prayer, — to families facing crisis situations due to deportation.
- _____ does not provide legal advice or representation but may direct individuals to community resources that specialize in immigration-related matters.

4. Compliance & Communication

- All _____ staff and volunteers are expected to comply with this policy and direct any immigration-related inquiries to the Senior Minister, Executive Minister, or Teaching Elder.
- This policy will be available to _____ staff, ministry leaders, and church partners upon request.

- The church will communicate this policy in a manner that is clear, supportive, and aligned with _____ mission to equip people for life on mission.

5. Review & Revisions Immigration Enforcement & Confidentiality Policy

- This policy shall be reviewed by the _____ elder board as needed to ensure continued compliance with legal standards and alignment with biblical principles