

Member Service --- REPORT

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Christian
Educators

From the Executive Director

We are so blessed to serve our thousands of members across the nation! Having witnessed God build this amazing team of consultants and member service representatives here at Christian Educators, it is extremely gratifying to see members get the help they need, often in times of crisis.

This year, we have taken a more proactive step as well to prevent more crises in the future. Together with Alliance Defending Freedom, we have filed a lawsuit against the implementation of new Title IX rules by the Biden administration. If these rules are implemented, public schools nationwide will be required to adopt policies recognizing fluid “gender identity,” or risk losing federal funding. This means that students who express a gender identity inconsistent with their sex must be given access to sex-specific safe places like restrooms and locker rooms and must be addressed by names and pronouns inconsistent with their sex. Males who identify as female will likely also be allowed to compete on women’s sports teams. Educators who have sincerely held philosophical and religious objections to these policies may be forced to violate their consciences or lose their jobs.

I am happy to report that as of this writing in early July, we have already won an injunction against the rules taking effect in six states. Several other lawsuits have seen similar success in many other states. We are currently working with ADF on a legal strategy to stop these rules in all 50 states. Please pray for success! No educator should be required to lie to students about their God-given identity and be complicit in violating the privacy and innocence of other students as well.

I believe that Christians serving in education are the most strategic influencers in our nation, and we count it a joy to stand in the gap for you. It is our greatest goal that you can remain in your position influencing the hundreds or even thousands of students that God places in your classrooms and schools. I pray that as you read the testimonies in this report, you are blessed and encouraged to continue in your callings.

Thank you for your membership and your faithful prayers for this ministry!

Blessings,



David Schmus

Christian Educators Executive Director

A handwritten signature in black ink, appearing to read 'D. Schmus'.

Member Service Cases

2023-2024

A service case occurs when a member reaches out to Christian Educators for help from one of our legal or educational consultants. We group these cases into the following ten categories.

677 Total Cases
July 2023 - June 2024



Member Services Stories

The following stories are snapshots of some of the ways we served our members from July 2023–June 2024. Some details have been altered to ensure the privacy of our members.



“I just love the leadership. Every time I have called about an issue, the response has always been given with a loving spirit. Even if someone has done something wrong or illegal, they always encourage a loving response. **I appreciate the heart of Christian Educators. They aren’t negative or trying to go after people. They are just trying to do everything in the kindest, most loving way possible. I love that my heart can rest in and trust CE.**” — Trish, member from Florida

Allegations (61)

9%



A claim brought against a member often resulting in disciplinary action

"I received a call from an experienced teacher of over 30 years regarding an out-of-control kindergarten student using profanity in the classroom. Her student had refused to heed her repeated warnings to be quiet and stop the vulgar language among naïve fellow students. When the student's outbursts continued, the teacher clasped the student's mouth in an attempt to stop the profanity.

What happened in the next month snowballed from the teacher voicing her concerns to her administrator, telling her what had happened, and requesting the student's removal from her room to a district investigation into her behavior that went on for a month. It then escalated to a state board of education investigation, which could have resulted in the loss of her teaching license.

This is where CE stepped in and came alongside her, encouraged her, prayed with her, and afforded her the opportunity to defend herself. As CE's Director of Legal Services, I referred her to a local attorney who was by her side throughout the process, representing her in the state investigation. Three months after being notified of this investigation, she received the news that the state had dropped any licensing charges. According to her attorney, this abrupt reversal is remarkable and nearly unheard of in this southwestern state. CE membership facilitated the involvement of an attorney and we believe God conveyed His will in the process.

Our member shared with me her gratitude to the Lord for bringing CE across her path two years ago. She gives God all the glory for His grace for the amazing result. She thanks all of His prayer warriors for their faithfulness in taking her and her situation to the throne of the living God."

This year, CE witnessed many members struggling with stressful discipline issues, making split-second decisions they may ultimately regret. A growing number reported increased anxiety and stress partly stemming from a lack of administrative support. Despite these challenges, we want to share the good news that not all missteps are career-ending—and Christian Educators is here to help!

Jean Lamfers
Legal Director



To read about Jean's background, please visit, christianeducators.org/directory/jean-lamfers/

Peer Conflicts (26)

Conflicts between coworkers and colleagues

4%



"A member from Nevada who serves as a speech therapist contacted me when she suddenly became the target of unprecedented harassment. Two of her colleagues on the special services team had done all they could to make her life miserable, including spreading untrue gossip about her to other staff members, making unfounded allegations against her to her administrators, and attempting to write her up even though they had no supervisory responsibilities over her. They even complained about her professional competency to the parents of some of her students.

She shared with me that her teacher's union suggested filing a complaint with the Equal Employment Opportunity Commission (EEOC). She was also considering contacting the state credentialing agency to complain about the performance of one of the harassers since they had done the same to her.

I advised her that neither of these actions would be the best option. Since the EEOC mainly deals with allegations of harassment based on race, sex, and disability by the employer, getting the federal government involved in this squabble among peers did not seem to reflect best practice. Furthermore, retaliating by filing a complaint on the state level would not bring peace to the workplace even if justified.

Since she had already filed a complaint with the human resource department in her school district and had a meeting led by the superintendent the following week, I suggested she wait and see if the superintendent could end the battle. We also planned to talk after this meeting to discuss next steps.

However, after spending some time in prayer following our call, the Holy Spirit gave me some new insight. I quickly recontacted our member and suggested that when she attends the meeting next week, she should ask for forgiveness for anything she has done to escalate the conflict. And with the help of the Holy Spirit, forgive both of these individuals and move forward with a clean slate for all even though they do not agree with each other.

I realized this may not have been the type of advice she was looking for while under attack. However, I was blessed when she shared that she had gotten a similar word from the Holy Spirit a few days prior, but had dismissed it out of fear....now she realized the Holy Spirit had used me to reinforce His truth. She decided against fighting this injustice and chose to forgive and forget, ultimately resulting in a peaceful resolution of the conflict."

Finn Laursen
Educational Consultant



To read about Finn's background, please visit, christianeducators.org/directory/finn-laursen/

Supervisor Conflicts (79)

Conflicts with supervisors, administrators, superintendents, etc.

12%



"A member from Florida initially contacted me because she felt her principal was attempting to remove her from the school. The issue began when gossip targeted at her started spreading among her colleagues. Then, a few weeks later, she received a reprimand from her principal for excessive absences and inappropriate behavior at parent-teacher conferences. She was upset by these untrue accusations, especially considering all of her absences had been documented with doctor's notes.

First, I reassured her that an employee cannot be reprimanded when there is concrete evidence and documentation for an absence. Then we prayed together for the words to respond in truth and love and the faith to proceed without knowing the outcome. After this, she started to feel better and I could sense her faith reaching a new level.

Then, we wrote a rebuttal to the disciplinary document together. I advised her to be truthful, yet gracious and prayed with her again before submitting the rebuttal. Then, we waited for the principal's response.

Amazingly, a few days later, as the principal walked by this member's classroom, she said, 'I really enjoyed your class the last time I was here for an evaluation.'

Our member shared with me in disbelief that she had never heard her principal say anything positive about her or her teaching prior to this incident. The principal then proceeded to send her a compliment in writing as well that same week. It was clear the principal was making an effort to build a better relationship. Needless to say, our member was overjoyed and felt a sense of renewal moving forward."

David Piccolo

Educational Consultant



To read about David's background, please visit, christianeducators.org/directory/dr-david-m-piccolo/

Religious Freedoms (68)

10%



Issues and challenges a member may face when exercising their freedom of religion

“A member in Montana called for advice for his teenage daughter who was trying to start a Christian club at her high school. This call was unique because the member actually included his daughter in our discussion since she had researched and developed some bylaws she was planning to present to the administration in hopes that her club would be approved. I was blessed to have the opportunity to pray with them and encourage them to pray before they approached the administration to have hearts of grace and compassion for her school community—including those who may support her efforts and those who might oppose them.

Then, I suggested it would be good to find out if the school already has policies established for starting new clubs such as creating bylaws, when clubs can meet, and how sponsors are chosen to determine the best way to approach the administration.

Next, we discussed the bylaws she had already written. Two requirements in her bylaws restricted membership and required sponsors and members to adhere to the membership commitments. I advised her to be careful about discouraging nonbelievers from attending the meetings because the purpose of the club is to attract students to Christ and possibly influence adults in the school as well.

I also encouraged her to prepare for possible hesitations by the administration and to give them grace and understanding as they consider her proposal. Since her school did not currently have any other Christian clubs, I knew there may be some apprehension. However, I assured her that if her school allows other clubs, she has every right to start this club. Once again, I reminded her to be graceful, loving, and understanding in her responses to others so that they see Christ in her and are drawn to the club.

Although she initially met some resistance, this courageous young lady was able to gracefully navigate it and start the club, paving the way for countless testimonies of God’s love, goodness, and truth happening throughout the school community.”

Legal note: As Derald explained, we do not recommend bylaws that limit *membership* in a Christian club to only believers. However, recent court rulings have upheld the right of Christian clubs to require that club *officers/leaders* are believers and agree to a club’s statement of faith.

Derald Glover
Educational Consultant



To read about Derald’s background, please visit, christianeducators.org/directory/derald-glover/

Student/Parent Conflicts (74)

Conflicts between educators and students and/or parents

11%



“A member from California reached out to me for help as one of her kindergarten students was out of control, jumping on desks, throwing things, hitting other students, and refusing all teacher directives. When our member asked for help from her administrators, she was told to allow the student to do as he pleased per the student’s IEP. She was distraught because the other kindergarten students could not understand why they had to follow the rules while this other student did not. In addition, she was concerned for the physical safety of the other students and the negative impact on the students’ learning.

My phone call with this member began with prayer for wisdom, knowledge, and guidance. Then, we developed an action plan she could implement in the following order, each step placing greater pressure on the administration while also honoring their leadership: document all interactions regarding the student; prepare a minority report to be included in the IEP clarifying concerns for other students; seek input from the student’s parents after inviting them to observe the class; seek permission from the administrators to inform the other student’s parents regarding the physical liability to which their children were exposed. If these interventions failed, we could help her file a grievance, she could accept administration directives and move forward, or she could consider resigning and seek a different teaching position under more supportive leadership.

She started putting our plan into action. Thankfully, not long after our phone call, the student was placed in a behavior modification class that better met the student’s needs and allowed the rest of the kindergarten class to focus on the learning experience. She was appreciative of the advice and support she had received from Christian Educators during this stressful time and said that she had also shared it with a colleague who was facing a similar situation in her class.”

Dr. Craig Scott
Educational Consultant



To read about Craig’s background, please visit, christianeducators.org/directory/dr-craig-scott/

Faith Challenges (56)

Issues and challenges a member may face when walking out their faith in a public school

8%



“A California member contacted me after a formal complaint had been filed against her by a colleague alleging that the Christian club she helps lead had violated building policy and created a hostile work environment. She explained to me that one of the student leaders of the Christian club had been granted permission by the administration and a teacher to decorate the door of a classroom shared by several teachers with Bible themes and verses. However, one of the teachers who shared the classroom felt the door decorations contradicted his beliefs. He filed a complaint against this member because she serves as the club’s faculty advisor.

Initially, she was feeling targeted for her faith and starting to fear the potential repercussions. I told her she was being targeted—but for the right reasons. I assured her that as Christians working in a secular environment, we have to accept that these attacks are inevitable when we stand for the truth. However, we must understand and abide by district policies and the law. Once we have this understanding and confidence that we haven’t broken the law, we can operate from a position of authority in our identities in Christ. Then, we can have peace knowing that when we stand for the truth, God will go before us and fight our battles. We don’t have to worry about the outcome because He has already won.

I also assured her that the school district had approved the club, and the student club leader asked for permission to decorate the door of the shared classroom. Therefore, there were no grounds for wrongdoing in this case.

Thankfully, the district ultimately ruled the complaint unsubstantiated and did not take any disciplinary action against our member. We were both blessed throughout this ordeal as she grew in her confidence and faith while standing as a witness for God’s truth, even when faced with a formal complaint.”

Tim Johnson
Educational Consultant



To read about Tim’s background, please visit, christianeducators.org/directory/tim-johnson/

**We are
Christian
Educators.**

Benefits

Christian Educators Member with Coverage benefits:

- Up to \$2 million in liability insurance coverage in case you are sued
- In the case of a job action against you, such as suspension, termination of employment, or involuntary transfer, your membership provides for a local attorney to represent you, up to the limits of coverage
- Unlimited access to educational consultants for advice, counsel, and prayer support
- \$60,000 Term life insurance (first year at no cost-subject to all eligibility guidelines and carrier approval)
- *Teachers of Vision* magazine
- Daily Devotionals
- A host of online resources at christianeducators.org
- Affordable insurance products for you and your family: quality, comprehensive coverage at group rates
- College scholarship and educator grant opportunities
- An annual membership fee that is one-half to one-fifth of the typical cost of union dues

*"If I didn't have insurance with you, I would not be able to do this. **Thank you so much for your prayers, support, and all your advice and help. They are priceless.**"*

Robin, member from AZ

Thank you for your continued support!

Contact Us

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