

## Policy for Serving Alcoholic Beverages

In accordance with the custom of Salem Lutheran Church and the decision of the council and presiding Pastor, it is permissible to serve alcoholic beverages at any event taking place on the campus of Salem Lutheran Church ("Salem") in compliance with the laws of the State of Kansas, Johnson County and City of Lenexa and subject to the following policy.

1. An intent form, available from the Salem secretary, is to be completed and presented to council at least one (1) month prior to an event on the Salem campus in which alcoholic beverages are intended to be served or consumed and council approval is required prior to the serving or consuming of alcoholic beverages at the event. Council approval is discretionary and may be denied for any reason.
2. The organization, individual or ministry team reserving the Salem facility and serving alcoholic beverages must specify the beginning and ending time of availability of such beverages in advance.
3. Alternate non-alcoholic beverages are to be offered to participants at any event with equal dignity and hospitality. Suitable alternative beverages might include non-alcoholic sparkling wine, punch, soda drinks, fruit juice, coffee or tea. Any beverage which contains alcohol must be clearly labeled as such. This applies to any food where alcohol has not been volatilized. A tasteful and appropriate identifying card should be placed at any bowl of punch that contains alcohol as well as all containers of beverages.
4. At weddings and non-Salem sponsored events, one (1) Lenexa licensed security officer is required per 100 guests. The officer will be hired by Salem Lutheran Church and the fee ("security fee") will be paid by the user five (5) days prior to the event. There is no return of the security fee in the event of cancellation. In addition, for weddings and non-Salem sponsored events in which alcoholic beverages are served or consumed, there is a required damage deposit of \$500.00 which must be paid by the user at least five (5) days prior to the event. All or a portion of the damage deposit may be retained by Salem to compensate for any damages or additional clean-up cost attributable to the event. Upon satisfactory inspection after the event, all or a portion of the damage deposit will be returned to the user within 21 days after the event.
5. Appropriate measures must be taken to ensure only those persons 21 years of age and older are served or consuming alcoholic beverages. No minor is to be served alcoholic beverages.
6. Alcoholic beverages may not be sold at any event, and except for Salem sponsored fundraisers, there shall also be no charge for admission to an event when alcoholic beverages are served or consumed.

7. Groups, organizations or individuals sponsoring an event at which alcohol will be served or consumed assume moral and legal responsibility for all person(s) at the event, including but not limited to, the provision of transportation for anyone who might be impaired.
8. Although these guidelines recognize the positive social value of the use of alcoholic beverages, Salem also recognizes that drunkenness and disorderly conduct is unacceptable Christian behavior and care must be taken to ensure that responsible persons are in control of serving alcoholic beverages.
9. No alcohol shall be consumed or present at children or youth functions and youth retreats.
10. It is the duty of the council and staff to disseminate these guidelines.
11. This policy shall not apply to the use of alcoholic liquor by Salem or its ministry teams for sacramental purposes.

Approved by Salem Church Council 08/08/2016