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Board of Trustees  
Lyon County School District



Superintendent Wayne Workman  
Lyon County School District



November 28, 2017

**Re: Unconstitutional Censorship of Religious Viewpoints**

Dear Superintendent Workman and Board of Trustees:

The law offices of Lipson, Neilson, Cole, Seltzer, Garin, P.C., along with First Liberty Institute, represent Calvary Chapel Dayton Valley (“Calvary Chapel”), a Christian church located in Dayton, Nevada.

We write in regard to Lyon County School District’s recently adopted policy discriminating against religious viewpoints in the distribution of community organizations’ flyers, numbered Board Policy KA. We were informed that, pursuant to the policy, schools within the district have rejected several flyers from Calvary Chapel because they convey that the event advertised would be presented from a religious (Christian) viewpoint. We write to inform you about the legal rights of our client and the legal responsibilities of the School District. A copy of the policy and email correspondence in question are attached hereto for your convenience.

## **FACTUAL BACKGROUND**

For years, the Lyon County School District's flyer distribution practice has allowed external community organizations from a variety of viewpoints to inform parents of local extracurricular events and activities.

However, in response to a parent complaint about the religious viewpoint of one of Calvary Chapel's flyers in Spring 2017, Deputy Superintendent Alan Reeder distributed an email to all school Principals within the district, specifically instructing them to no longer allow the distribution of flyers of a religious nature.

On or around April 4, 2017, Calvary Chapel sought to distribute a flyer about its upcoming "Youth Nights." The front of the flyer, included hereto as Attachment A, gave a bullet list of activities for the event, including "Free Food," "Games/Activities," and "Good News," along with the date, time, and location. The back of the flyer had an event description as part of the "Event Permission and Medical Release Form." The description plainly explained that the event would include "games" and "activities" such as foosball, air hockey, basketball, and ping pong, along with "live worship music, devotion, free food and a snack bar."

Two schools, Dayton Elementary School and Dayton Intermediate School, acting pursuant to the Deputy Superintendent's direction to specifically exclude religious flyers, refused to distribute the "Youth Night" flyer because of its religious viewpoint (e.g. "live worship music" and "devotion").

### **A. Adoption of the Official Flyer Policy**

On or around June 27, 2017, Superintendent Wayne Workman, Deputy Superintendent Reeder, and Public Information Officer Erika Garcia recommended that the Board of Trustees approve Board Policy KA, entitled "Distribution of Flyers and Announcements by External Organizations."

On July 25, 2017, the Lyon County School Board adopted the policy. In paragraph number 10 of the policy, the School Board specifically targets protected religious speech: "Flyers/announcements intended to promote a partisan political cause/candidate, promote a religious opinion/belief, are propagandistic or proselytizing, will not be distributed." The policy also requires all flyers to include a disclaimer explaining that the school district does not endorse the organization or activity represented in the flyer. The policy is enclosed at Attachment B.

## **B. Calvary Chapel's Youth Night and Meal Program Flyers**

On July 2, 2017, before the flyer policy was adopted on July 25, 2017, Calvary Chapel submitted a flyer to Dayton Elementary School for another upcoming Youth Night along with a separate flyer for a United States Department of Agriculture ("USDA") sponsored meal program taking place at the church over the summer. The flyers are enclosed as Attachments C and D.

After receiving no response for weeks, Calvary Chapel's Assistant Pastor Dennis Hubbard emailed Dayton Elementary School Principal Leslie Peters about the status of the flyers on July 11, 2017. Principal Peters responded that she was awaiting direction from the district office.

Calvary Chapel received no substantive response until July 31, when Principal Peters sent the following email: "The policy regarding flyers was approved at the last board meeting. I also heard from my supervisor that the flyer regarding the food distribution would be acceptable based on board policy to hand out but the youth night flyer had some language that talked about live worship music, devotional and good news which does not align with the district's flyer policy. Our summer school session is no longer in. Students return to school on August 31."

Thus, the School District delayed responding to Calvary Chapel until the summer program activities had passed and additionally explained that the Youth Night flyer would be rejected under the newly adopted district policy due to "some language" that was religious in nature. This email exchange is enclosed as Attachment E.

## **C. Calvary Chapel's Outdoor Excursions and Harvest Party Flyers**

In Fall 2017, Calvary Chapel again attempted to submit two new flyers for distribution, involving a Harvest Party taking place at the end of October and an Outdoor Excursions program which involves outdoor activities and Christian mentorship. Both flyers included the required disclaimer explaining that the school does not endorse the activities. The flyers are enclosed as Attachment F and G.

However, Public Information Officer Garcia informed Calvary Chapel through emails and an in-person meeting that the flyers would only be accepted *if—and only if—* all language or images indicating a religious viewpoint were removed. For instance, she wrote that the "Christ-centered discipleship/mentoring program" language on the Outdoor Excursions flyer must be changed to "'mentoring program' without the 'Christ-centered discipleship' description." She also wrote that the cross images and Proverbs

quote must be removed from the Harvest Party flyer. Additionally, Garcia indicated during the in person meeting that the required disclaimer must be located on the front of Calvary Chapel's flyers, rather than on the back. The written flyer policy does not specify a location for the disclaimer. The email exchange is enclosed as Attachment H.

It is our understanding that other external organizations have been permitted to distribute flyers involving substantially similar activities or events because they are not presented from a religious viewpoint. For instance, sports organizations and Boys and Girls Clubs have been permitted to distribute flyers providing information about similar community events or activities, whereas Calvary Chapel's Outdoor Excursions and Youth Night flyers have been excluded due to their viewpoint. Similarly, flyers promoting Halloween parties and activities have been permitted, whereas the church's similar Harvest Festival flyer has been excluded. Finally, some community flyers have been distributed that do not display the required disclaimer anywhere on the flyer, even though Calvary Chapel was told that, not only must it display the disclaimer, but it must do so prominently on the front of its flyers.

#### LEGAL ANALYSIS

It is unlawful for the Lyon County School District to censor or discriminate against private religious speech in its flyer distribution program. Such actions constitute unlawful viewpoint discrimination, prohibited under the Free Speech clause of the United States Constitution.

The Supreme Court of the United States has made clear that viewpoint discrimination is strictly prohibited. *See Cornelius v. NAACP Legal Def & Educ. Fund*, 473 U.S. 788, 811 (1985); *Perry Educ. Ass'n v. Perry Local Educators' Ass'n*, 460 U.S. 37, 46 (1983). The school district violates the law when it suppresses or excludes private speech simply because the speech expresses a religious viewpoint. *See Good News Club v. Milford Cent. Sch.*, 533 U.S. 98 (2001); *Rosenberger v. Rector & Visitors of the Univ. of Va.*, 515 U.S. 819 (1995); *Lamb's Chapel v. Ctr. Moriches Union Free Sch. Dist.*, 508 U.S. 384 (1993); *Widmar v. Vincent*, 454 U.S. 263 (1981). The Supreme Court of the United States has characterized viewpoint discrimination as "an egregious form of content discrimination." *Rosenberger*, 515 U.S. at 829; *see also id.* at 828, 829; *Cornelius*, 473 U.S. at 806; *Perry Educ. Ass'n*, 460 U.S. at 46. School employees like all government actors, are required to remain neutral with respect to private religious speech. *See Rosenberger*, 515 U.S. at 839. Therefore, because the Lyon County School District distributes substantially similar flyers from a secular perspective, the school is required to treat flyers from a religious perspective in the same manner.

Moreover, the Ninth Circuit has specifically affirmed that school districts are not permitted to discriminate against religious viewpoints in the distribution of community flyers. The court held, “if the District permits the distribution of similar secular programs by other non-profit organizations, then the District cannot refuse to distribute literature advertising an off-campus summer program because it is taught from a Christian perspective.” *Hills v. Scottsdale Unified Sch. Dist.*, 329 F.3d 1044, 1053 (9th Cir. 2003). The court specifically found fault with the school for excising all religious symbols and descriptions of religious activity that indicated that the activity would be conducted from a religious viewpoint. *Id.* at 1052. Here, with respect to the Youth Night, Outdoor Excursions, and Harvest Party flyers, the school district refused to allow any religious symbols, Bible verses, mentions of worship music or Christian discipleship, or anything intended to inform parents that the event would be conducted from a Christian perspective. This action violates the standard set forth in *Hills*.<sup>1</sup> See also *Rusk v. Crestview Local Sch. Dist.*, 379 F.3d 418, 421 (6th Cir. 2004); *Child Evangelism Fellowship of N.J., Inc. v. Stafford Twp. Sch. Dist.*, 386 F.3d 514, 528 (3d Cir. 2004).

The Supreme Court of the United States has repeatedly protected private, religious speech at public facilities. See, e.g., *Capital Square Review and Advisory Bd. v. Pinette*, 515 U.S. 753, 760 (1995) (“Our precedent establishes that private religious speech, far from being a First Amendment orphan, is as fully protected under the Free Speech Clause as secular private expression.”). “When the government targets not subject matter, but particular views taken by speakers on a subject, the violation of the First Amendment is all the more blatant.” *Rosenberger*, 515 U.S. at 829. The First Amendment “does not license government to treat religion and those who teach or practice it, simply by virtue of their status as such, as subversive of American ideals and therefore subject to unique disabilities.” *Bd. of Educ. v. Mergens*, 496 U.S. 226, 248 (1990) (quoting *McDaniel v. Paty*, 435 U.S. 618, 641 (1978)).

The Lyon County School District policy unconstitutionally discriminates against expressions of private religious viewpoints. Calvary Chapel requests an acknowledgement in writing from the school district that its flyers will be treated on equal terms as other similar flyers and will not be excluded due to the church’s religious viewpoint or identifiers on their flyers disclosing its religious viewpoint. Additionally, Paragraph 10 of Board Policy KA must be removed or revised to eliminate its requirement of discrimination against religious viewpoints.

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<sup>1</sup> The Ninth Circuit has also indicated that it would be unconstitutional to close a forum in order to effectuate an impermissible purpose, such as in order to censor a disfavored viewpoint. See *United States v. Griefen*, 200 F.3d 1256, 1262 (9th Cir. 2000); *Menotti v. City of Seattle*, 409 F.3d 1113, 1143 (9th Cir. 2005).

We trust this information clarifies the rights and responsibilities of the Lyon County School District. We respectfully request a response to this letter by no later than December 12, 2017. Should you deny these requests or fail to respond to this letter by that date, we are prepared to pursue all available legal remedies.

Thank you for your prompt attention to this matter. We look forward to hearing from you.

Sincerely,



Amber M. Williams, Esq.

LIPSON, NEILSON, COLE, SELTZER & GARIN, P.C.

cc: Stephanie N. Taub, Esq.  
FIRST LIBERTY INSTITUTE

## Attachment A

FREE FOOD

- NACHOS
- PIZZA
- HOTDOGS & MORE

SNACK BAR

GAMES /ACTIVITIES

- FOOSBALL
- AIR HOCKEY

BASKETBALL

- PING PONG

LIVE MUSIC

GOOD NEWS

5<sup>th</sup> - 8<sup>th</sup>  
Graders  
Only

# YOWZA

First FRI DAY

May 5<sup>th</sup> &

June 2<sup>nd</sup>

6:00 -- 9:00 PM

# WIG

• CALVARY CHAPEL •

*Dayton Valley*





**EVENT PERMISSION AND MEDICAL RELEASE FORM**

The undersigned parent/guardian of: \_\_\_\_\_  
(Child's Name) (Date of Birth)

Herby grant permission for the above named child to participate in the 1<sup>ST</sup> Friday Youth Night.

Event Description: Youth Night consists of a evening of games, activities, live worship music, devotion, free food and a snack bar where student's may purchase candy, soda etc. Students will only be allowed to leave the Calvary Chapel premises with individuals listed on the pick-up list. No student will be allowed to leave the premises without	
Date: May 5, June 2, 2017	Time: 6:00 PM – 9:00pm
Additional Info: Supper is provided free of charge to all students. Please be sure to indicate any food allergies below. I give permission for a photo to be taken of my child which will be affixed to this medical release form. Students will not be allowed to leave the premises and return on the same night.	

Authorized to pick up:	Phone No:
Authorized to pick up:	Phone No:
Authorized to pick up:	Phone No:

In consideration of the advantages of participation in this camping trip, the undersigned agrees that Calvary Chapel Dayton Valley, its staff, volunteers shall be released and exempt from any liability for damages for bodily injuries or property damages that may occur during Youth Night , except to the extent of insurance liability as provided by law.

It is understood that authorization, in case of emergency during Youth Night, is given in advance to the supervising staff member for any medical treatment advisable by a licensed physician until parent/guardian can be contacted.

(Print - Parent/Guardian Name)	(Sign - Parent/Guardian Signature)	Date:
(Home Phone Number)	(Cell Phone Number)	
(Emergency Name/Relationship)	(Phone Number)	

List any allergies/medical problems/disabilities:  
 \_\_\_\_\_  
 \_\_\_\_\_



## Attachment B

# LYON COUNTY SCHOOL DISTRICT

## BOARD POLICY

KA

### *Distribution of Flyers and Announcements by External Organizations*

The Lyon County School District expects that academic achievement be the primary focus of each school. The District recognizes that many external organizations contribute to the education and positive development of students and their families. Therefore, the District may assist external organizations with the distribution of flyers and announcements that benefit students and families. The school principal determines which flyers and announcements to distribute based on the following guidelines:

1. The school must establish their own procedures and schedules for the distribution of flyers and announcements. Procedures may include, but are not limited to, details on how flyers are to be counted out and bundled, day(s) on which flyers/announcement must be received, etc.
2. Schools may develop their own procedures to permit other forms of access (e.g., posters, school websites, meetings, etc.) to external organizations so long as they adhere to these guidelines.
3. A school's PTA/PTO or Booster Club is not considered an external organization for the purpose of these procedures, but must adhere to these guidelines.
4. A sample of the flyer/announcement to be distributed must be submitted for approval to the school's principal at least two weeks prior to the time the external organization requests dissemination.
5. The principal will determine if it is appropriate to distribute flyers/announcements during the first two weeks or the last two weeks of a school year.
6. The distribution must be to a group or groups of students (e.g., the entire school, particular grade levels) and may not be to individually named students. A school may not distribute flyers solely to the organization's members at the school.
7. Schools will only distribute flyers/announcements submitted by not-for-profit organizations. No promotions by any for-profit or commercial organization will be permitted.
8. The subject of the flyer/announcement must not conflict with normal school operations. No school district employee will promote any of the programs or organizations that are the subject of the flyers/announcements during work time.
9. The flyer/announcement must be consistent with the District's/school's values, standards, rules and policies.
10. Flyers/announcements intended to promote a partisan political cause/candidate, promote a religious opinion/belief, are propagandistic or proselytizing, will not be distributed.
11. Both the flyers/announcements and their purpose must be appropriate to the age of the students intended to receive them.
12. Principals must ensure that flyers/announcements comply with all District policies.
13. The Lyon County School District reserves the right to refuse to distribute materials which (1) are obscene, vulgar, or otherwise inappropriate for the age and maturity of the audience; (2) endorse actions directly endangering the health or safety of students; (3) promote illegal use of drugs, alcohol, or other controlled substances; (3) violate the intellectual property rights, privacy rights, or other rights of another person; (4) contain defamatory statements about public figures or others; (5) advocate imminent lawless or disruptive action or are likely to incite or produce such action; (6) are hate literature or similar publication that scurrilously attack ethnic, religious, or racial groups or contain content aimed at creating hostility and violence; (7) would materially or substantially interfere with school activities or the rights of

# LYON COUNTY SCHOOL DISTRICT

## **BOARD POLICY**

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**KA**

others; or (8) violate any Lyon County School District Policy, administrative regulation, or law.

14. Each flyer/announcement submitted for distribution must contain the following notice:

“The Lyon County School District and the Board of Trustees do not endorse the organization or activity represented in this document, are not responsible for the material contained therein, nor liable for any harm or perceived harm that may come from participation with the aforementioned external organization or activity. The distribution of this material is simply provided as a public service.”

Adopted 7/25/17

## Attachment C

FREE FOOD

- NACHOS
- PIZZA
- HOTDOGS & MORE

SNACK BAR

GAMES /ACTIVITIES

- FOOSBALL
- AIR HOCKEY
- BASKETBALL
- PING PONG

MUSIC

Good News

5<sup>th</sup> - 8<sup>th</sup>  
Graders  
Only

# LOWEY

1<sup>st</sup> FRI DAY

August 4th

6:00 – 9:00 PM

# WIG

• CALVARY CHAPEL •

*Darbyton Valley*



**EVENT PERMISSION AND MEDICAL RELEASE FORM**

The undersigned parent/guardian of: \_\_\_\_\_  
(Child's Name) (Date of Birth)

Herby grant permission for the above named child to participate in the 1<sup>ST</sup> Friday Youth Night.

**Event Description:** Youth Night consists of a evening of games, activities, live worship music, devotion, free food and a snack bar where student's may purchase candy, soda etc. Students will only be allowed to leave the Calvary Chapel premises with individuals listed on the pick-up list. No student will be allowed to leave the premises without

**Date:** August 4th, 2017 **Time:** 6:00 PM – 9:00pm

**Additional Info:** Supper is provided free of charge to all students. Please be sure to indicate any food allergies below. I give permission for a photo to be taken of my child which will be affixed to this medical release form. Students will not be allowed to leave the premises and return on the same night.

Authorized to pick up:	Phone No:
Authorized to pick up:	Phone No:
Authorized to pick up:	Phone No:

In consideration of the advantages of participation in Youth Night, the undersigned agrees that Calvary Chapel Dayton Valley, its staff, volunteers shall be released and exempt from any liability for damages for bodily injuries or property damages that may occur during Youth Night , except to the extent of insurance liability as provided by law.

It is understood that authorization, in case of emergency during Youth Night, is given in advance to the supervising staff member for any medical treatment advisable by a licensed physician until parent/guardian can be contacted.

\_\_\_\_\_  
(Print - Parent/Guardian Name) (Sign - Parent/Guardian Signature) Date:

\_\_\_\_\_  
(Home Phone Number) (Cell Phone Number)

\_\_\_\_\_  
(Emergency Name/Relationship) (Phone Number)

List any allergies/medical problems/disabilities:  
 \_\_\_\_\_  
 \_\_\_\_\_

"The Lyon County School District and the Board of Trustees do not endorse the organization or activity represented in this document, are not responsible for the material contained therein, nor liable for any harm or perceived harm that may come from participation with the aforementioned external organization or activity. The distribution of this material is simply provided as a public service."



## Attachment D



# Summer Food Rocks!

## Find Sites Serving Summer Meals



Calvary Chapel Dayton Valley, [REDACTED] serves meals to anyone 18 years of age and under. Breakfast is served on Sunday's from 9:00-10:30 AM & Lunch from 11:00 AM – 12:30 PM, and Supper is served on Wednesday's from 7-8:30 PM [REDACTED]

# Summer Food Rocks!

## Find Sites Serving Summer Meals



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# Summer Food Rocks!

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Calvary Chapel Dayton Valley, [REDACTED] serves daily meals to anyone 18 years of age and under. Breakfast is served on Sunday's from 9:00-10:30 AM & Lunch is served from 11:00 AM – 12:30 PM. We also serve Supper on Wednesday evenings from 7:00-8:30 PM.



USDA is an equal opportunity employer and provider.

"The Lyon County School District and the Board of Trustees do not endorse the organization or activity represented in this document, are not responsible for the material contained therein, nor liable for any harm or perceived harm that may come from participation with the aforementioned external organization or activity. The distribution of this material is simply provided as a public service."

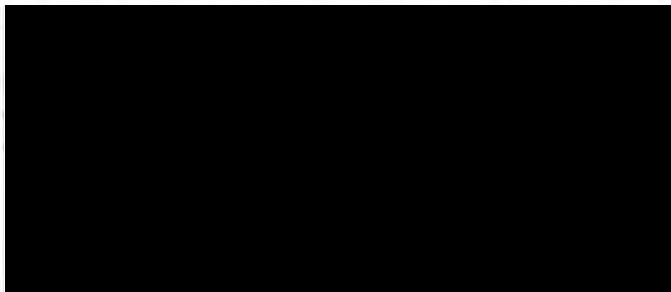
Calvary Chapel Dayton Valley, [REDACTED] serves daily meals to anyone 18 years of age and under. Breakfast is served on Sunday's from 9:00-10:30 AM & Lunch is served from 11:00 AM – 12:30 PM. We also serve Supper on Wednesday evenings from 7:00-8:30 PM.



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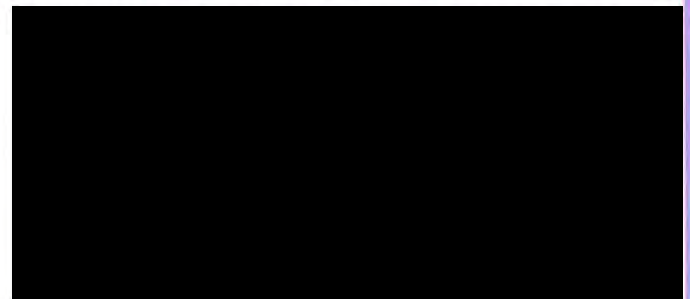
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## Attachment E

[REDACTED]

**Subject: Re: Summer Food Program/Youth Night Flyer**

Hello [REDACTED]

The policy regarding flyers was approved at the last board meeting. I also heard from my supervisor that the flyer regarding the food distribution would be acceptable based on board policy to hand out but the youth night flyer had some language that talked about live worship music, devotional and good news which does not align with the district's flyer policy.

Our summer school session is no longer in. Students return to school on August 31.

Thank you,  
[REDACTED]

Sent from my iPhone

On Jul 31, 2017, at 5:02 PM, [REDACTED] wrote:

Hello Principal [REDACTED] I wanted to check back and see if the policy was approved and the status regarding the distribution of the flyers. I'm not sure if summer school is still in session or not, but if it is I would like to distribute flyers if possible.

thanks for your time,

In His service,

[REDACTED]  
[REDACTED]

*"I know the thoughts that I think toward you, says the Lord, thoughts of peace and not of evil, to give you a future and a hope."*

*Jeremiah 29:11*

[REDACTED]

**Subject:** Re: Summer Food Program/Youth Night Flyer

Hello [REDACTED]

The LCSD policy on community flyer distribution has not been through the final approval process at this time. I am currently waiting to hear back from the district office about distributing your flyers and should know more next week.

Thank you,

[REDACTED]

Sent from my iPhone

On Jul 11, 2017, at 4:57 PM, [REDACTED]

[REDACTED] wrote:

Hello Principal [REDACTED] I had submitted the attached flyers to [REDACTED] [REDACTED] couple of weeks ago for your review/approval and I hadn't heard anything so I wanted to touch base with you to see if the flyers are approved for distribution to the summer school 5th-6th grade students.

Thanks in advance your time.

In His service,

[REDACTED]  
[REDACTED]

*"I know the thoughts that I think toward you, says the Lord, thoughts of peace and not of evil, to give you a future and a hope."*

*Jeremiah 29:11*

[REDACTED]

-- NOTICE: We will be updating our Domain names soon. It will change from [lyon.k12.nv.us](http://lyon.k12.nv.us) to [lyoncsd.org](http://lyoncsd.org) - please update your information. Thank You. DISCLAIMER: This e-mail and any attachments are intended only for use by the addressee(s) named herein and may contain legally privileged and/or confidential information. If you are not the intended recipient, any dissemination, distribution or copying of this e-mail and any attachments is strictly prohibited. If you have received this e-mail in error, please immediately notify me and permanently delete the original and all copies and printouts of this e-mail and any attachments.

[REDACTED]

## Attachment F

# HARVEST PARTY

2017

October 28th, 3 to 6pm

Free

Join us for ...

Prizes, Games,

Hay Rides, Hot Dogs

Chili Cake Walk,

Bounce House,

Ice Cream,

Bicycle Raffle

He who walks with the  
wise will be wise.  
Proverbs 13:20

CALVARY CHAPEL

Dayton Valley

# HARVEST PARTY

2017

October 28th, 3 to 6pm

Free

Join us for ...

Prizes, Games,

Hay Ride, Hot Dogs

Chili Cake Walk,

Bounce House,

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He who walks with the  
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CALVARY CHAPEL

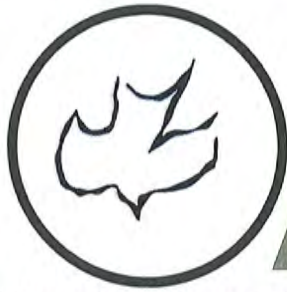
Dayton Valley



"The Lyon County School District and the Board of Trustees do not endorse the organization or activity represented in this document, are not responsible for the material contained therein, nor liable for any harm or perceived harm that may come from participation with the aforementioned external organization or activity. The distribution of this material is simply provided as a public service."

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## Attachment G



# *Outdoor Excursions*

## **Wednesday Nights 7-8:30 PM**

Calvary Chapel Dayton Valley

**Discipleship/Mentoring Program**

**5th—8th Grade**

Outdoor Excursions is a Christ-centered discipleship/mentoring program for boy's and girl's. We meet weekly on Wednesday nights from 7:00-8:30pm. Part of the evening will be spent on learning about things such as moral character, leadership, safety and equipment used in backpacking, rock climbing, snowboarding/skiing, fishing and snowshoeing/camping and more. Trips are planned throughout the year and most outings are free. Required equipment is available and free to use to those who maintain regular attendance.



### Activities

- Backpacking
- Bible Studies
- Day Hikes
- Fishing
- Rock Climbing
- Ski/Snowboarding
- Snowshoeing/Camping
- Survival



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## Attachment H

[REDACTED]  
**Sent:** Monday, October 2, 2017 10:41 AM  
**Subject:** Re: Flyer Distribution

Dear Pastor [REDACTED]

Both sound like a lot of fun! Thank you for including me on the flyers – I am part of the reviewing process. Would you be willing to meet with me to go over this policy, these flyers and guidance on future flyers? I am here to help and love that there are positive events going on within our community and want to do my part in helping all of our community with the interpretation of our policies. Please let me know. I can meet you somewhere in Dayton!

Best,  
[REDACTED]

[REDACTED]  
**Date:** Thursday, September 28, 2017 at 11:23 AM  
[REDACTED]

**Subject:** Flyer Distribution

Hello [REDACTED] I understand that in addition to sending flyers to the Principals at the schools that I would like them distributed at that I also need to forward them to you. Please find attached two flyers for your review. Please let me know if you have any questions.

[REDACTED]  


***"I know the thoughts that I think toward you, says the Lord, thoughts of peace and not of evil, to give you a future and a hope."***

***Jeremiah 29:11***

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[REDACTED]  
**Date:** October 6, 2017 at 1:06:23 PM PDT  
[REDACTED]

**Subject: Re: Flyer Distribution**

Great! Thanks for getting back to me. I can meet Wednesday the 11th at 4:00pm. If you have a spot at the church that works for you, I can come there or we can meet at Starbucks. I have an office in DIS but it is locked up by that time.

This is preliminary as I am waiting on final word from our principals on your flyers, but the following will likely be flagged by them as well.

On the Outdoor Excursions I found the following corrections, per our policy line item #10:

- Toward the top where it says "Discipleship/Mentoring Program" - "discipleship" should be removed and if it reads "mentoring program" it will be ok.
  - This bullet is merely a suggestion- it could read Outdoor Activities Program or Outdoor Activities/Mentoring Program since that is the excursion aspect of your program. Just a thought.
- In the first sentence where it reads "Christ-centered discipleship/mentoring program" - this one, like my first correction, will be good to go if it reads "mentoring program" without the "Christ-centered discipleship" description.
- "Bible studies" should be removed from the list of activities.
  - Maybe when parents sign their kids up you can let them know it is an option and they can decide to let their kids attend that activity or not. It is very different if they get that directly from you after showing interest in the program and not from a flyer that was distributed through a public school.

On the Owl Harvest Party flyer, per our policy line item #10:

- The three crosses to the right of the tree should be removed.
- The proverbs quote should be removed.

Also, I caught this when looking at the flyers, at the bottom of the harvest one [REDACTED] has a comma instead of a period. Hope that helps!

Please do not hesitate to reach out if you have any questions. If you could send me updated versions I will reach out to the principals for their final approval so that you can distribute according to each school's procedure.

Best,

[REDACTED]

[REDACTED]  
**Date:** Tuesday, October 3, 2017 at 12:08 PM

[REDACTED]  
**Subject:** Flyer Distribution

[REDACTED] we ([REDACTED]) would appreciate the opportunity to meet with you to discuss the policy and the flyer distribution. My schedule is full this week, but if you have any time next week that would be great. Do you have time to meet next Tuesday, October 10 between 9-11 am or Wednesday, October 11 at 4:00 pm, and where is a convenient location to meet? If neither of these dates/times work please propose alternate date(s)/time(s).

Were the flyers that I submitted approved? If there are any required changes to the flyers that I submitted, if you could please let me know what those are.

Again, thank you for making time to meet with me. We appreciate your guidance related to this matter.



*"I know the thoughts that I think toward you, says the Lord, thoughts of peace and not of evil, to give you a future and a hope."*

*Jeremiah 29:11*

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[REDACTED]  
**Date:** October 13, 2017 at 10:48:25 AM PDT  
[REDACTED]

**Subject:** Checking In

Hello [REDACTED]

I am wondering if you had a chance to make the adjustments to your PDF flyers? If so, please send them my way and what Dayton schools you were hoping to distribute at so I can get the principals final approval and we can coordinate with them and their dissemination schedules.

Also, I am sorry again about having to reschedule meeting up, but if you have any other flyers that you would like to distribute in the near future please feel free to call me when you are crafting them and we can work through them together if you would like – just offering up my help to our community as we all get used to the policy. Have a lovely Friday.

[REDACTED]

[REDACTED]

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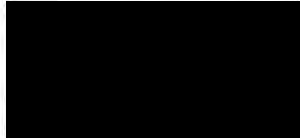




**Subject:** Harvest Flyer

Good afternoon,

Circling back on this flyer - by removing "Proverbs ##" and leaving the quote we would be allowing the flyer to take someone else's writing and passing it off without appropriate credit to the source so the flyer will be approved if the text - quote and proverbs # - and the crosses are removed. As always, please feel free to reach out with any questions. I will get back to you soon about the other items we discussed.



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