

ST. JAMES LUTHERAN CHURCH  
GETTYSBURG, PENNSYLVANIA

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### **Principles for Personnel Policies and Practices of Church Staff**

Since St. James Lutheran Church, as a congregation of the Evangelical Lutheran Church in America, is to proclaim the good news of God in Christ through word and deed, serve all people following the example of Jesus Christ, and strive for justice and peace in the world, we must begin first within the structure of our own congregation and its staff.

In that context, the following principles shall be observed in regard to all matters relating to personnel and employment practices within the congregation:

1. Employment policies and practices at St. James in the areas of hiring, training, salary and benefit decisions, termination, and retirement must demonstrate respect for the dignity of all persons.
2. Individuals will treat one another in a fair and just manner at all times.
3. Respect for the rights and responsibilities of each employee is essential to workplace of the congregation.
4. Respect for mission, vision, teachings, and confessions of the Evangelical Lutheran Church in America is expected of all who are employed by the congregation, regardless of personal beliefs.

### **Equal Employment Opportunity**

St. James Lutheran Church is committed to both the spirit and the applicable legal requirements of equal employment opportunity. It is the policy of this congregation, except as provided by the requirements of the position, to employ qualified persons without discrimination with respect to race, color, age, religion, gender, national origin, sexual orientation, disability, or any characteristic protected by law.