

**FAIRMOUNT AVENUE UNITED METHODIST CHURCH**  
**HUMAN RESOURCES VALUES AND POLICY**

As an employer, we hold as our sacred duty to embrace all our paid staff members and volunteers according to the highest principals of equity and fairness, integrity, inclusion, balance and peace.

**EQUITY AND FAIRNESS** – We offer compensation and employee benefits based on a fair and equitable assessment of job duties and responsibilities. We treat each individual with dignity and impartiality in all our dealings.

**INTEGRITY** – We treat all staff members as persons created fully in the image of God. We are honest and open with each. We conduct ourselves in a trustworthy manner.

**INCLUSION** – As a fully inclusive church, we accept as equals all persons without regard to race, gender, color, sexual identity or preference, age, physical abilities or lifestyle choices. We embrace the value of teamwork that flows from the diversity of all staff members and church volunteers.

**BALANCE** – We recognize the importance of the health of the whole person. We support each person’s needs for individual life balance between work and non-work activities. We seek to maximize the professional and personal development of all staff members.

**PEACE** – We practice the Rule of Christ with regard to conflict resolution and are committed to peaceful interactions with and among church leaders, staff members, volunteers, church members, and the larger community.

**POLICY** – This policy applies to all human resources actions for paid staff members and unpaid volunteers throughout the church community. Further, it applies to all other church policies as appropriate.