

# Church Members and Employment

*To maintain appropriate boundaries and clarity of the difference between membership and employment, church members are not regularly allowed to be employed by the Church. However, the Senior Minister can grant an exception when the following is all true:*

- - *There is a vacant approved position posted by the Church, and the member meets the standard requirements posted in the position.*
  - *The member has previously expressed a vocational call to this position or something similar to at least one of Foothills ministers.*
  - *The member is able to demonstrate informed consent to the Senior Minister for what it will mean to move from a member to a staff member.*
  - *The member resigns their membership, and steps away from any engagement in the church reserved for church participants.*
  - *The member meets with a minister or spiritual director outside the Foothills community to review the decision, and this person agrees that this change can occur with integrity without harm to the member.*
  - *The member agrees to establish an ongoing relationship with a minister or spiritual director outside the Foothills community for the duration of their employment.*

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