

Guiding Principles

The Vestry has adopted as aspirations the following guiding principles developed in partnership with the staff and management of the Cathedral.

- We are a Christian community and our personnel policies, practices and procedures reflect our commitment to our Baptismal covenant to seek and serve Christ in all persons, to love our neighbors as ourselves, to strive for peace and justice among all people, and to respect the dignity of every human being.
- We respect the dignity of our employees by administering our personnel policies, practices and procedures, including compensation, benefits, leave, hiring, evaluation, and termination in a fair, equitable, and candid manner.
- Our community is driven by the dedication, ministry, passion and partnership of clergy and laypersons, and our personnel policies, practices and procedures reflect the equal value we place on the gifts and contributions of clergy and lay members of our staff.
- We value open dialogue and communication and we maintain a workplace that allows employees to voice hopes, concerns, disappointments and disagreements about Cathedral management and decisions without fear of reprisal or retaliation.
- We demonstrate our trust and respect for our employees by promptly communicating accurate and complete information regarding decisions that affect their work environment to the extent permissible by law and consistent with respecting the privacy of individual employees.
- We give thanks for God's generosity in our lives by maintaining personnel policies, practices and procedures that rest on core values of prosperity rather than scarcity and we provide our employees with appropriate and adequate tools and resources to carry out their jobs and ministries.
- We celebrate our employees as individuals with full lives, and our personnel policies, practices and procedures promote a healthy work-life balance by honoring reasonable work hours, realistic job expectations, and clearly-communicated priorities.
- We encourage and expect the self-improvement of individuals while employed at Saint Mark's, and our personnel policies, practices, and procedures provide our employees with the adequate time and resources to pursue spiritual, professional, and personal growth.
- We maintain a cooperative work environment that promotes an ethic of engaging and enabling the ministry of others and that respects each individual's diversity in terms of background, culture, ethnicity and personal style.

Approved by Saint Mark's Vestry, January 22, 2008