



The Episcopal Church of
St. John the Baptist

The mission of St. John's is to love God and love neighbor
as Jesus did: welcoming all, serving humbly, teaching
compassion, and making no peace with injustice.

Rector's Policy on Hiring Parishioners & Employees Becoming Members

Staff of the parish are employed at the discretion of the rector. Since there is no denomination-wide or diocesan-wide policy on employing parishioners or employees becoming members, it is left to each rector to decide what their personal policy will be. The following is the position of St. John's current rector, the Rev. Tracy Wells Miller:

- **I prefer not to hire parishioners for paid positions at the church.** Doing so creates a dual relationship, in which I must be both the person's pastor and their employer/supervisor. Dual relationships can diminish the effectiveness of ministry, and I prefer to avoid dual relationships whenever possible.
- **Despite my preference not to hire parishioners for paid positions at the church, I am willing to make exceptions on a case-by-case basis.** If a parishioner is interested in a paid position at the church, they must apply for the position in the same way as a non-parishioner would. Knowing that I am predisposed not to hire parishioners, there must be a strong reason why hiring a particular parishioner for a particular role would be in the best interests of the parish as a whole, and the parishioner must be equally qualified for the position as the non-parishioner applicants.
- **If a parishioner is hired for a paid staff position, that person remains a member of the parish** (the only way they cease to be a member is if they die or transfer their membership to another congregation). As a member of the parish, **they are entitled to vote in parish meetings** if they meet the canonical requirements for voting members. As a staff member, however, **they are not eligible to serve on the vestry**. If and when the parishioner ceases to be a paid staff member, they will be immediately eligible for vestry service if they meet the other canonical requirements for vestry service.
- **Employees of the church who wish to become members are welcome to do so.** It is not uncommon that people whose first encounter with the Episcopal Church is through employment in an Episcopal parish find themselves drawn to the Episcopal Church as a denomination and desire to become an official part of it. If that is the case for an employee of St. John's, I welcome that person to go through the process to be baptized, confirmed, or received into the Episcopal Church, and I may even actively encourage employees who show interest in the church and the parish community to consider doing so. However, **no employee will be penalized or retaliated against if they show no interest in joining the Episcopal Church.**
- **If an employee chooses to become a member of the parish, they will be bound by the same requirements outlined above for parishioners serving on staff** (eligible to vote in parish meetings if they meet all the canonical requirements, but not eligible to serve on the vestry). They will not be paid for personal time spent at the church as a parishioner, doing things outside of what their paid position requires. If and when the person ceases to be an employee of the parish, they will remain a member of the parish, will become eligible for vestry service if they meet the other canonical requirements, and will not be expected to leave the community as a departing employee would be expected to do. (Exceptions to this policy may be made in cases where an employee is terminated for misconduct or illegal activity.)