

Six Basic Christian Principles for Church Human Resources Management:

- 1. Dignity of the Human Person:** All people are created in God's image and likeness. The dignity of each person, realized in community with others, is the criterion with which all ethical, economic, social, and relational aspects are to be measured. Is that dignity protected or undermined? Is the working environment one that promotes mutual respect and trust?
- 2. The Significance of Work:** As articulated in John Paul II's encyclical, Laborem Exercens (On Human Work), "work is a good thing for people – a good thing for humankind – because through work people not only transform nature, but also achieve fulfillment as human beings and in a sense become more fully human. Indeed, it is through work that people become co-creators with God in transforming the world."
- 3. Collegiality:** Persons within the church have different roles and functions, talents, skills, and abilities to be developed and shared. All should cooperate in a spirit of trust and generosity. Decisions should be made with as much consultation and collaboration as appropriate.
- 4. Subsidiarity:** Individuals need to participate in decision-making processes about their work situations and not have such decisions made without appropriate consultation. Decisions should be made at the lowest appropriate level. This principle has to be balanced with a proper respect for the common good and for the authority responsible for the broader mission of the church.
- 5. Individual Responsibility (Autonomy) and Initiative:** Each person should enjoy the right to act freely, conscientiously, and responsibly without undue force. As with all freedom, this right is accompanied by corresponding responsibility and accountability.
- 6. Stewardship of Resources:** A balanced, mutually beneficial work relationship needs to exist between the parish in its role as employer and its workforce. Parishioners voluntarily contribute the financial resources for needed services and support provided by the parish. Parish leaders and staff must demonstrate accountability for the human, capital, and financial resources given to the parish.

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“Just Treatment For Those Who Work For The Church”

ETHICAL PRINCIPLES for the just treatment of all those who minister in the church:

1. As a prophetic voice, church institutions should MODEL just treatment for all persons working for them.
2. As witnesses of the Gospel, PERSONNEL POLICIES should be developed which are compatible with the mission and values of the church.
3. As church teachings affirm CONSULTATION, church-related institutions should develop participatory processes for personnel policy formulation.
4. As the church endorses the principle of SUBSIDIARITY, decision-making should occur at the appropriate level of delegated authority.
5. As the church is responsible for JUST STEWARDSHIP of the resources entrusted to it, church-related institutions should allocate their human and financial resources in a fair and comparable manner.
6. As the church is responsible for just and careful MANAGEMENT OF ASSETS, church administrators involved in managing pensions, insurance, or other trust funds should recognize the social justice implications of investment practices and the right of full disclosure on the part of those whose funds are invested.
7. As the church is truly Catholic, church-related institutions should develop employment practices, which reflect and support the MULTI-CULTURAL population they serve.
8. As the church affirms the fundamental dignity of all persons and the inviolate right of persons to protect their own GOOD REPUTATION AND PRIVACY, church-related institutions should promote working environments where confidentiality and privacy are respected.
9. As the church has proclaimed the right of persons to FORM ASSOCIATIONS, church-related institutions should recognize the right to form such associations and assure church workers to address their working conditions.

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