

Employment at Eucharist Church

Expectations for employees

As staff and leaders, we seek to *live all of life in reference to Christ* as we carry out our daily work. Eucharist Church expects the following of employees:

Spiritual Vitality | Spiritual Growth

- Daily, weekly, monthly, annual rhythms of spiritual formation through the development and ongoing maintenance of a personal “rule of life” - one that is in step with the spiritual formation rhythms and philosophy of Eucharist Church.

Integrity

- **Theological** - able to profess, uphold, and articulate for others the faith and practice of Eucharist Church.
 - *If you are applying for a job, please spend adequate time reading over the website of Eucharist Church (eucharistSF.org) to be sure that you resonate with our expression of Christianity.*
- **Lifestyle | Praxis** - willing to live “above reproach” and be held accountable in all matters, but especially in those related to finances, sexual purity, and use of alcohol and other substances that could potentially cause ministry embarrassment and discrediting.
 - Several relevant examples:
 - Please note that even though California has legalized the recreational use of marijuana, Eucharist Church maintains a staff policy prohibiting any such use.
 - We ask our staff / leaders to refrain from living arrangements with non-family members of the opposite sex (even in clearly non-romantic contexts).

Embodiment of our Values | Culture - Eucharist Church has one overarching goal: *Our mission is to be formed together into a community of disciples who live all of life in reference to Christ.* What does that look like in practice? We have attempted to distill this into *four essential values*. We believe it is vital to the health and vibrancy of our church that each of our leaders is aligned with these values.

Humility: Perhaps the clearest evidence that a person has received and understood the gospel is a life defined by humility. Humility looks like entrusting oneself completely to Christ - believing that He knows best how life should be lived (faith/dependence); it looks like self-forgetfulness, an orientation toward serving others, and a lifestyle of generosity and kindness while also speaking the truth in love when necessary.

Maturity: The scriptures call us to “grow up in every way... into Christ” (Eph. 4:15) - what we call *Christiformity*: being fully and completely identified with Christ. Maturity looks like *stability* - being rooted and grounded in Christ’s love (Eph. 3:14-21); it looks like cultivating a disciplined life in which we *abide* in Christ, the true vine, (John 15:1-11) and see the *Fruit of the Spirit* emerge in our lives (Gal. 5:22-23), above all *love* (John 13:35). Maturity looks like living “above reproach” (Titus 1:6) and limiting one’s own freedom (if needed) in order to make sure others don’t stumble (I Cor. 10:23-33). Maturity looks like consistently giving liberally and sacrificially of our time, talent and treasure to build up the body of Christ so that together we “become mature, attaining to the whole measure of the fullness of Christ” (Eph. 4:11-13).

Solidarity: To be baptized into Christ is to be joined to His identity, to be membered into His Body - the Church. Our call in Christ is to stand in solidarity with the Church-historic in all things which have been believed and practiced “*everywhere, always, and by all*”¹ (see. Eph. 4:1-6). This solidarity with Christ and His

¹ Quote from the Vincentian Canon (434 AD) - a widely utilized definition for establishing orthodoxy

Church is the foundation and basis of our congregational unity and what shapes our church's mission, vision, culture, faith, and practice. Our solidarity is renewed each week in the reception of the eucharist.

Transparency: Christians are called to “walk in the light” (I John 1:5-10) as those who confess our sin readily. As followers of Jesus, grace is the very basis of our collective identity. Christians are not expected to be sinless or perfect; we are, however expected to confess and repent, to offer restitution (if/when possible), and to be transparent with those in authority and accept accountability, particularly when mistakes are made. The good news is that our past mistakes, when confessed and addressed in Christ, can serve to highlight the grace and goodness of God (see I Cor. 6:9-11); they become part of our testimony about God's salvation of the world. Beyond this, to share transparently with another person can bring a deep level of healing (see James 5:16) and can open up the possibility of support, growth, and additional maturity.

For more on team culture / team dynamics, see our statement about “what we're looking for” in team members: <http://eucharistsf.org/jobs/>

Other Relevant Topics:

Paid Time Off - In 2018, Eucharist Church offers its full-time staff 18 (business) days paid leave. These days do not accrue year-after-year and are not eligible for “cashing out”. Note that additional time off may be given to staff around major Holy Days (Christmas and Easter—as determined by the rector). Continuing Education does not count toward paid time off in many cases (have a conversation with rector to confirm). Staff are asked to give one month notice for any Sunday that will be missed and two weeks notice for any block of time-off longer than 2 business days that does not include a Sunday. If a staff person is going to take an extended block of time-off (more than one week / one Sunday), he/she should get special permission from the rector. Additionally, it is the staff person's responsibility regardless of how much time is taken off to make sure that all of his/her duties are covered and that responsibilities will be taken care of while they are absent.

In addition to the vacation time, staff members are expected to take one “sabbath” day each week in which no work is done. Staff members are encouraged to take parts of other days or (if desired) one other full day off each week to take care of personal errands/household needs. The equivalent of 5 full workdays is the expectation of each full time staff member, though we recognize that there will often be more work to do than is able to be accomplished in a “normal” week.

Much ministry work does not operate according to strict hours and often comes with intense seasons and demanding days. It is the goal of Eucharist Church to encourage a rhythm of life that is godly, faith-filled, non-anxious, self-controlled, and allows for fullness of joy and deep relationships with loved ones. If sufficient time and space does not exist for nurturing a life with God, ministry becomes a kind of idol. We want to do ministry according to the spirit of Psalm 127:1-2.

Feedback/Growth/Development - An important part of growing as a pastor, staff member or leader is receiving valuable feedback. Staff members can expect to have a 1-on-1 meeting with the Rector to talk about areas of growth as well as to affirm areas of excellence on at least an annual basis or as requested by the Rector.

Note - Eucharist Church is in the process of developing an employee handbook. All items in this document are subject to the guidelines laid out in the employee handbook (i.e. the handbook supersedes this document).