

OPTIONAL MODIFICATION FOR NONBELIEVERS

The policy is set up so that all employees and volunteers would be believers. The simple way to modify the policy to allow for non-believing employees and volunteers is to modify the last paragraph of Section I as follows (the underlined are added words):

Our Christian community members include both representatives and participants. Our community representatives include pastors, officers, senior leadership team members, most employees, most volunteers, and formal church members. The participants in the life of our community include non-member attendees, guests, some employees, some volunteers, and contractors/vendors. These participants contribute to our Christian community, but they do not represent the Church unless they are also serving in one of the representative roles identified above.

This way you designate that some volunteers and employees can be participant non-believers. It would be important for the job descriptions to designate for employees and volunteers whether the position is a representative or participant role.